



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

ANNUAL REPORT

2016





2016 ANNUAL REPORT OF THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG INCORPORATING REPORTS OF SENATE AND COUNCIL

In terms of Section 42 of the Higher Education Act (No 101 of 1997), as amended, the University of the Witwatersrand, Johannesburg (Wits) submits to the Minister of Education the following general report of its proceedings and of the management of the University for the year ended 31 December 2016. This Annual Report meets the requirements of Chapter 3 of the Implementation Manual for Annual Reporting by public Higher Education Institutions. The University is cognisant of, and acknowledges the general principles of governance as outlined in the King Report on Governance, of Government Gazette 37726, 9 June 2014 for South Africa, and the King code of Corporate Governance (King III). See definition in Reporting Regulations.

The University of the Witwatersrand, Johannesburg, acknowledges the growing emphasis on the need for integrated reporting as recommended in the King III. The importance of the concepts of integrated sustainability and social transformation are supported by Wits and is included in its 2022 vision document. In terms of good governance the Annual Report of the University has incorporated integrated reporting. An Integrated Report for the University of the Witwatersrand for the year ended 31st December 2016, has accordingly been submitted.

CHANCELLOR, VICE-CHANCELLOR AND PRINCIPAL (CHAIR OF SENATE), CHAIR OF COUNCIL AS AT 31 DECEMBER 2016

Chancellor

Deputy Chief Justice Dikgang Ernest Moseneke

Vice-Chancellor and Principal

Professor Adam Habib

Chairperson of the Council

Dr Randall Carolissen

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UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

About the University of the Witwatersrand, Johannesburg (WITS)

The University of the Witwatersrand (Wits University) remains a leading higher education institution committed to academic and research excellence and advancement of the public good.

Topping the rankings

Wits remains an intellectual powerhouse, ranked in the top one percent in the world and featured amongst the top two on the continent in all major international rankings. Wits researchers also rank in the top 1% in their fields globally.

In 2016, Wits led the global rankings in Africa in the prestigious Academic Ranking of World Universities and escalated 62 places in the Best Global University rankings.

Wits is ranked first in the Centre for World University Rankings and in the top 200 in the Times Higher Education rankings, from amongst about 25 000 universities in the world.

Wits University also entered the top 100 globally in ranking by subject in clinical medicine, and was placed 77th in the Clinical, Pre-Clinical and Health subject area for 2016-2017.

Research on the rise

Research output at Wits has seen a 41% increase since 2012, an incredible achievement by any measure. Wits is home to 26 A-rated researchers who are global leaders in their field, with over 380 NRF-rated researchers. Wits hosts or co-host six DST/NRF Centres of Excellence, the highest number at South African universities. Wits is also home to 26 South African Research Chairs and is the largest producer of medical specialists and super specialists in the country.

Some research highlights include being awarded a R60-million grant to establish a national e-science teaching and training platform, a huge leap in the big data area. Wits researchers also demonstrated a 100-times increase in the amount of information that can be packed into light. Africa's first Chair in Digital Business was established, as was the Johannesburg City Chair in Economic Development, focused on developing smart cities. Research in the Humanities is also on the increase, with several academics being recognised internationally and locally for their creative research and work locally and globally.

Academic standards remain high

Wits continues to attract talented students from across the country and received almost 70 000 application for 6 200 first year spaces. Throughput rates across all faculties have increased and all Wits' professional programmes continue to be accredited by the relevant external bodies. This is one measure of Wits' quality, aside from the relevant internal and external audits and review systems. Students and staff continue to win major national and international awards. In 2016, Wits became the first university in Africa to launch Massive Open Online Courses (MOOCs) via edX, an online learning platform established by Harvard University and the Massachusetts Institute of Technology. This is part of Wits' suite of online offerings that will be made available over the next three years to enhance access to higher education. These include MOOCs, short online courses, and ultimately online degree programmes.

Developing Wits' footprint

The year 2016 has been incredible for the digital revolution at Wits. The University is investing over R500 million in a new ICT system which will be implemented in the coming years.

Wits is also transforming Braamfontein into a young, vibrant precinct for its notable tech-savvy and innovative community. Together with partners in government, business and industry, Wits officially launched the Tshimologong Digital Innovation Precinct in Braamfontein, Johannesburg in September. Setswana for “new beginnings”, Tshimologong is Johannesburg’s newest high-tech address, where the incubation of start-ups, the commercialisation of research and the development of high-level digital skills for students, working professionals and unemployed youth will take place.

In Parktown, Wits has played an integral role in the establishment of the Nelson Mandela Children’s Hospital launched on Friday, 2 December 2016. The hospital will serve as a world-class, highly advanced specialised children’s hospital which will save lives. The University is the lead academic partner that is located on land donated by Wits in Parktown. It will serve as a hospital for specialised training and research.

Wits has also made tremendous advances via the Wits Rural Facility which serves as a base for a range of research and teaching programmes across Wits faculties and schools, both within the facility and in surrounding communities. This enables a multidisciplinary approach to learning about, and addressing rural issues.

Transformation

The University’s accelerated transformation plan was approved in 2015 and significant progress was made in implementing this in 2016. Senate and Council approved a budget of R45 million obtained via a donation to diversify the academy at Wits. By the end of 2016, 19 appointments were made to diversify the academy and 18 interviews were underway across faculties. In addition, 37 enabling grants totalling R6 million were awarded to academics across the five faculties.

All faculties are tackling matters related to curriculum reform to ensure that Wits’ academic programmes are transformative, innovative, relevant and appropriate, and that they speak to national and continental issues and priorities.

The University’s Language Policy was approved by Senate and Council and the executive team is developing a plan to resource its implementation. All official University letterheads are being revised to reflect information in three languages - English, isiZulu and Sesotho.

The Institutional Naming Committee was renewed and a new naming policy was approved. Following a call for the renaming of some of Wits’ places and spaces, Senate House was renamed Solomon Mahlangu House and Central Block was renamed after Dr Robert Sobukwe. The full list of renamed buildings and spaces is available on request.

Council approved the insourcing of about 1530 workers including those responsible for cleaning, catering, security, transport, waste, grounds and landscaping services and various task teams have been established to implement this decision. This was a significant milestone for the University.

The Transformation Office and other Wits departments are also working on programmes related to institutional culture and to promoting a diverse residence life experience. Processes and policies surrounding gender equity, gender based harm, sexual harassment and rape were also reviewed this year.

The entire University community is also grappling with issues related to access and the funding of higher education.

Conclusion

The year 2016 was significant, despite protests related to funding and free education. Significant achievements were recorded in all key areas, including teaching, research, transformation and social leadership. More information can be found at www.wits.ac.za

SECTION ONE

COUNCIL ADMINISTRATION

1.1 COUNCIL MEMBERSHIP

The following is a list of members of the University Council appointed in terms of the Statute of the University.

Office-Bearers			
Category	Incumbent	Other positions / achievements	Term
Chairperson	Dr Randall Carolissen MBA (Stellenbosch), M.Com (Tax) (North West), PhD (UWC)	Group Executive: SARS	12 June 2015 - 13 June 2017
Deputy Chairperson	Dr Brian Bruce PrEng, BSc(Eng)(Cape Town), DEng(hc) (Stellenbosch), HonFSAICE	Retired CEO: Murray and Roberts	12 June 2015 - 13 June 2017
Secretary to the Council	Ms Carol Crosley University Registrar: BA (Witwatersrand) H Dip.Ed (Witwatersrand) Honours (Unisa) MEd (Witwatersrand)		Ex-officio
Members of Council			
Category	Incumbent	Other positions / achievements	Term
Vice-Chancellor and Principal	Professor Adam Habib BA (Natal), BA (Hons) (Witwatersrand), MA (Natal), MPhil (New York), PhD (New York)		Ex-officio
Vice-Principal	Professor Tawana Kupe³ BA (Hons), MA (Zimbabwe), DPhilos (Oslo)	Deputy Vice-Chancellor: Advancement, Human Resources and Transformation	Ex-officio
Appointed by the Vice-Chancellor	Professor Andrew Crouch BSc (Hons) (UWC), PhD (Concordia University)	Deputy Vice-Chancellor: Academic	Ex-officio
Appointed by the Minister of Higher Education and Training	Dr Randall Carolissen MBA (Stellenbosch), M.Com (Tax) (North West), PhD (UWC)	Group Executive: SARS	1 June 2016 - 31 May 2020
	Dr John Kani Hon PhD DLitt (Rhodes)	Executive Trustee: Market Theatre Foundation; Founder & Director: Market Theatre Laboratory; and Chairperson: National Arts Council of South Africa	1 October 2014 - 30 September 2018
	Mr Sipho Ngidi BAdmin (Zululand), BCom (Hons) (Natal)		1 October 2014 - 30 September 2018
	Vacant¹		1 July 2015 – 30 June 2019
	Vacant¹		1 May 2016 – 30 April 2020

Elected by the Executive of Convocation	Professor Conrad Mueller BSc, BSc (Hons) (Witwatersrand), MSc (RAU), PhD (Witwatersrand)		1 August 2015 - 31 July 2019
	Dr Maurice Goodman MB BCh, MBA (Witwatersrand)		1 August 2014 - 31 July 2018
Elected by the Senate	Professor Sharon Fonn MBBCh, DOH, DEpi, FFCH(SA), PhD, MASSAf	Awarded a South African Ministry of Science and Technology's Distinguished Scientist Award for contributions to the quality of life of women (2005), Co-director of the Consortium for Advanced Research Training in Africa (CARTA).	1 November 2012 - 31 October 2017
	Professor Shireen Hassim BA Hons (Durban-Westville), MA (Natal), PhD (York)	Author of Women's Organizations and Democracy in South Africa: Contesting Authority (2006), which won the 2007 American Political Science Association's Victoria Shuck Award for best book on women and politics.	1 January 2012 – 31 December 2017
	Professor Mary Scholes BSc(Hons) PhD (Witwatersrand)	School of Animal, Plant and Environmental Sciences, University of the Witwatersrand	1 November 2012 - 31 October 2017
	Professor Cathi Albertyn BA LLB (UCT), M.Phil (Cambridge), PhD (Cambridge)	School of Law University of the Witwatersrand	1 September 2012 – 31 August 2017
Elected by the Deans of the Faculties	Professor Martin Veller MBBCh, FCS(SA), MMed(Surg)	Dean: Faculty of Health Science, University of the Witwatersrand	1 January 2016 - 31 December 2017
Elected by the academic staff	Professor David Dickinson BA (Hons) (Sheffield), PG Dip.Ec. (Sussex), MPhil (Cambridge), PhD (Cambridge)	Professor: Dept of Sociology	1 June 2014 - 31 May 2018
Elected by the support services staff	Mrs Adele Underhay	Administrator University of the Witwatersrand	1 September 2013 - 31 August 2017
Appointed by the Premier of Gauteng	Mr Mduduzi Mbada MM (Public and Development Management) (Witwatersrand)	Gauteng Provincial Government	1 January 2013 - 31 December 2017
Appointed by the Greater Johannesburg Metropolitan Council	Councillor Ruby Mathang² BSc (Urban and Regional Planning) (Witwatersrand)	MMC for Development Planning and Urban Management	1 May 2012 - 30 April 2016
Elected by Donors	Dr Jonathan Broomberg MBBCh (Witwatersrand); MA (Oxon); MSc (London), PHD (London)	CEO: Discovery Health, Founding Director of Praxis Capital and Director of the Soul City Institute for Health Communications	1 September 2013 - 31 August 2017
	Dr Theunie Lategan DCom, CA (SA)	Chairman of RARE Holdings Limited, previously served as General Manager at Rand Merchant Bank, Chief Executive Officer of FNB Corporate Division and Senior Executive of the First Rand Group.	1 September 2013 - 31 August 2017

Appointed by the Council	Dr Brian Bruce PrEng, BSc(Eng)(Cape Town), DEng(hc) (Stellenbosch), HonFSAICE	Retired CEO: Murray and Roberts	1 June 2014 - 31 May 2018
	Mr Isaac Shongwe BA Hons (Wesleyan) BCom Marketing (Witwatersrand) MPhil Management (Rhodes)		1 June 2015 - 31 May 2017
	Professor Barney Pityana BA(Law), BProc, LLM (Unisa) Hons BD (London), CertTh (Oxford) PhD in Religious Studies (UCT), <i>DD FKC MASSAf</i>		1 June 2013 - 31 May 2017
	Ms Phindile Baleni BA LLB (Witwatersrand)	CEO: National Energy Regulator of South Africa, RERA Chairperson	1 June 2013 - 31 May 2017
	Mr Sipho Nkosi Com (Hons)(Econ) (UNISA), MBA (MASS), OAMLPP (OXFORD)	CEO: Exxaro	1 September 2015 - 31 June 2017
	Mr Rob Hamer CA(SA) ACA(UK)	Head: Investment Banking Division, Rand Merchant Bank	1 June 2015 - 31 May 2019
	Dr Len Sizani Dip.Dent.Ther., BChD (Medunsa)	General Dental Private Practitioner	1 June 2016 - 31 May 2020
Elected by the SRC	Ms Nompandolo Mkathtswa <i>(Term on Council expired during 2015)</i>	SRC President	16 September 2015 - 15 September 2016
	Mr Kefentse Mkhari	SRC President	16 September 2016 - 15 September 2017
Elected by the PGA	Mr Z Tayob	Student Postgraduate Association	16 February 2015 - 15 February 2016
	Ms L Masilela	Student Postgraduate Association	16 February 2016 - 15 February 2017
Appointed by Business and Labour (BUSA)	Mr Cas Coovadia BCom (University College Natal)	MD: Banking Association of SA, Chairman of SABRIC and the Johannesburg Civic Theatre	1 July 2015 - 30 June 2017
Appointed by NEDLAC	Vacant ²		

Table 1.1 Council Membership

¹Council approved a change in composition on 19 June 2015 (Five Ministerial appointees instead of three).

²Position on Council will become redundant in 2016 through natural attrition.

³Professor Tawana Kupe was appointed as the Vice-Principal effective 1 July 2016.

1.2 MEETINGS OF COUNCIL

The Council held four ordinary and two extraordinary meetings during the year. A one-day strategic planning workshop was also held.

Ordinary meeting	Date	Attendance
First ordinary meeting	15 April	73%
Second ordinary meeting	10 June	74%
Third ordinary meeting (Reconvened meeting)	30 September; and 3 October	68% 64%
Fourth ordinary meeting	2 December	78%

Table 1.2.1 Ordinary meetings

Extraordinary meeting	Date	Attendance
First extraordinary meeting	8 October	67%
Second extraordinary meeting	4 November	68%

Table 1.2.2 Extraordinary meetings

Strategic planning workshop	Date	Attendance
Strategic Planning Workshop	14 October	75%

Table 1.2.3 Strategic planning workshop

SECTION TWO

REPORT OF THE CHAIRPERSON OF THE COUNCIL

2.1 INTRODUCTION



Chairperson of Council
Dr Randall Carolissen

The Council of the University of the Witwatersrand, Johannesburg derive its authority from the Higher Education Act (No 101 of 1997), as amended. This Act provides the governance and oversight framework for Council to execute its mandate.

Universities, as part of broader society, are subjected to implicit pressures from political and economic transformation in most societies undergoing major change. This may generate contradictions and distort traditional functions of knowledge generation and teaching, influencing what is being researched and what is taught.

Post-Apartheid transformation of HE in South Africa was premised on attainment of democracy and equity for all. Lack of progress hitherto, on broader transformation of SA society (unemployment, poverty and inequality) continue to frustrate the entire HE system, making campuses fertile grounds for civil mobilization and political contestation.

The imperative for social and economic inclusion goes right down to the heart of the mission of the higher education sector.

By its very nature it will shape and influence all decisions regarding its academia, all facets of the operation of the University, financial policies and social and political stances. To this end Councils are expected to display empathy and be politically astute to direct all interest groups to academic outcomes that will enhance egalitarianism and inclusive development.

Council sets all University policies and is the employer of all staff and contractor of all consultants. Council takes direct responsibility for the performance and conduct of the Vice-Chancellor and Principal and other senior management officers.

The Higher Education Act prescribes the composition of Council, balancing representation of internal to external members. Council has full representation of the University's key stake holder groupings and is assisted in the execution of its mandate by and draws on the advice from the Senate, University Forum, the Convocation and the Students Representative Council.

The year under review saw the intensification of student mobilization, accentuating the #FeesMustFall, decolonization of curricula and insourcing demands. Wits had to resort to unprecedented and far reaching security measures to ensure safety and well-being of students and staff, preserve campus infrastructure and the completion of the 2016 academic year. Bringing the police onto campus to quell violent protest goes against the grain of what Wits stands for and the Wits community must reexamine the rules of engagement. We have to protect robust contestation of ideas without the invocation of anarchy and lawlessness.

In 2016 Government funded the 8% student fee increase, set as a ceiling, for all households earning less than R600k per annum and significantly increased allocations to NSFAS. However, this amounts to temporary relief as the lagging of the baseline established by zero fee increases in 2015 will require funding into perpetuity. The administration of NSFAS and the access of the poor to this channel remains problematic and cause for much dissent. It is an inevitability that funding of tertiary education will require far greater investment by Government than is currently the case. This will most certainly begin to impact on University autonomy, require stepped up accountability and responsiveness to intractable transformation issues. The findings of the fees commission, established by the President of South Africa to provide policy proposals on improved funding framework for the higher education system in South Africa, is due to be released in June 2017.

Measured against the institutional scorecard Wits performed exceedingly well in a very difficult year. The Vice Chancellor and the staff of Wits must be commended for their steadfastness, commitment and dedication to conclude the 2016 academic year and all graduations ceremonies according to schedule. Despite the severe disruptions, both the quality and quantity of academic deliverables for 2016 maintained the high standards that has put Wits high on international rankings. As in 2015, the Vice-Chancellor played a leading role in shaping debates in the public arena and within Government deliberations during these difficult and challenging times. He maintained positive relations with both the international and national alumni and was able to contextualize the dynamics on South African campuses within the socio-economic landscape of South Africa very effectively. Third stream income, donor funding inclusive, remains on an upward trajectory which speak to the enduring goodwill of the philanthropic community towards Wits.

Outstanding short term challenges pertaining to the de-colonization of the curriculum, advancement of previously marginalized groups through professional ranks and access of the poor to higher education will have to be built with much greater vigour into performance measures going forward. This presents opportunity for innovative asset utilization, co-creation of intellectual content reflective of our society and hopefully a much more caring society.

As I am nearing the end of my second term at Wits words cannot adequately expressed my deep appreciation for having being accorded the opportunity to serve this great institution. Working closely with thought leaders and visionaries on Council greatly broadened my own horizons and made me see much further than what would have been otherwise the case.

For the Annual Performance Plan please refer to Annexure A: *Annual Performance Plan*.

2.2 MATTERS OF SIGNIFICANCE CONSIDERED BY COUNCIL DURING 2016

2.2.1 General matters

- New (revised) Institutional Statute

The new Institutional Statute was approved for submission to the Minister of Higher Education and Training for consideration and approval. The Statute will thereafter be submitted to Parliament for gazetting.

- Medical Aid Benefit

A request for the medical aid benefit for full-time continuous employees to be made optional for those employees earning below a salary threshold as determined by the Ministerial earnings threshold was approved. Eligible employees who choose to opt out of the University's medical aid Scheme (WitsMed) must provide proof of belonging to another medical aid.

- Conditions of Service related to the University's Closed Medical Aid Scheme

This matter was discussed at meetings of Council and the Council ExCo on the 14th and

21st of October 2016 respectively and was further deliberated upon at a Special Meeting of Council in November 2016.

The National Education, Health and Allied Workers' Union (NEHAWU) requested Council to consider a request to amend the University's conditions of service related to the membership of the University's closed medical aid scheme to offer members the right to select a medical aid of their choice. NEHAWU was of the opinion that the current scheme did not favour employees from disadvantaged backgrounds or those appointed post-2006.

Since only Council has the authority to change the conditions of service, Council ExCo recommended that further consideration be given by Council. This would include assessing the amending of the Conditions of Service to remove the condition of compulsory membership to the University's closed medical aid scheme subject to a structured process to be entered into with the unions to determine the alternatives and to introduce choice. It was further agreed that an actuarial study would be prepared for submission to Council, which would outline the implications for both the current closed medical aid scheme and for the University, should the conditions of service be amended. In following due process, both the board of the scheme and University management were requested to submit reports to the Council on the matter.

After further submissions to the Council, it was agreed that the Medical Aid Ad Hoc Committee (MAAHC) representative of management, all unions, stakeholders and experts, should consider and develop options, including medical aid choices, possible merger of medical aids, reform of medical aids and any other possible option that could meet the needs of the University staff, particularly those with low incomes and that the MAAHC should submit recommendations to the Council in this regard.

- University of the Witwatersrand Retirement (Provident) Fund

The Annual General Meeting between the Financial Services Board and the Interim Board of Trustees of the University of the Witwatersrand's Retirement Fund (UWRF) took place in August 2016, where the elections for the new Board of Trustees of the UWRF had taken place.

- Long Service Awards

Council, after having noted that various consultation processes had been undertaken with the three recognised unions at Wits around long service awards, resolved that the practice of recognising long service would continue but without the financial award provisions. In future, long service will be recognised through an award ceremony and the awarding of a certificate to eligible employees.

- Performance Management

The task team on to develop a performance-based remuneration model, comprising of two sub-groups, one with the Senior Executive Team and academics, and another with Senior Executive Team members and professional and administrative staff, had agreed on a model for performance management. The Task Team would use this model to engage with various University stakeholders on the proposed model for approval by Council.

- Variable pay for Senior Executives

Council deliberated a request for a possible policy change regarding variable pay for executives and resolved that the current practice should continue until the expiry of the terms of office of the current senior executives or until a new performance-based remuneration model was implemented.

- **Collaboration between the Wits School of Governance and the Thabo Mbeki Foundation**
A request for the University, through the Wits School of Governance (WSG), to enter into a collaboration with the Thabo Mbeki Foundation (TMF) was approved. This will see a unit in the WSG supporting the TMF in its role in attempting to resolve conflict in Africa and to implement the African Charter on Democracy, Elections and Governance.
- **Insourcing**
Following presentations to Council and reports from the Insourcing Task Team (ITT), Council noted that the first cohort of workers would be insourced from 1 January 2017. Council reinforced its previous resolution which states that the University should endeavour to insource all workers as quickly as possible and to bring the contracts with the relevant service providers to an end provided that there are no additional costs to the University. Council emphasised that the costs of insourcing should not exceed R100 million and that it should be undertaken within the framework of legal provisions governing labour rights.
Council further resolved that a Retail Forum should be established to develop a Code of Conduct that will address the freedom of association, the rights of employees and employers, compliance with the law, governance and other matters. It mandated the Chief Operations Officer (COO) to develop a retail strategy for the University, for Council's consideration.
The COO was also instructed to extend the contracts of the service providers offering maintenance services whilst a team was being established to determine which maintenance workers should be insourced.
Finally, it agreed to extend the existence of the ITT for one final period until March 2017, with a specific remit to receive reports, and to provide advice on the deliberations pertaining to maintenance workers and the Workers' Charter.
- **2016 Budget Review**
The revised 2016 Budget was approved. A three-year budgetary forecast was submitted to Council in August 2016.
- **Trade-Offs Task Team**
The reports from the Senate Task Team on Trade-Offs served before Senate, the Executive Committee of Council, the Finance Committee of Council (FinCo) as well as Council. Some concerns were expressed at FinCo regarding the achievement of the proposed R150 million savings. A sub-committee of the Task Team has been mandated to continue to work on achieving the proposed savings.
- **Student protests and the re-commencement of University activities**
Council agreed to the re-commencement of University activities and the continuation of the academic programme on Tuesday, 4 October 2016, under strict security protocols. Council further committed to the completion of the 2016 academic year. The Exco of Council subsequently met to discuss the national crisis in higher education in general and the ongoing situation on campus.
- **Enrolment Plan for 2017 - 2019**
The revised Enrolment Plan for 2017 - 2019 was submitted to the DHET and the department will revert to the University when appropriate.
- **Shanghai research rankings**
It was noted that Wits was currently leading in the Shanghai research rankings, followed by the University of Cape Town, Stellenbosch University and University of KwaZulu Natal.

- **Origins Centre**
Council agreed that management should implement the necessary processes for the incorporation of the Origins Centre into the Faculty of Science.
- **Challenges facing the higher education sector**
A high-level analysis of the challenges facing the higher education sector was discussed at Council, including the chronic underfunding of the sector and transformation imperatives. A public statement on these matters was issued by Council on 28 October 2016.
- **Financial matters**
Council discussed the University's financial position, which included a three-year budget projection, taking into consideration the impact of the revised state funding formula for higher education on the University's income as well as some of the demands for free education.
Council agreed that the Interim Financial Reports would be submitted to the DHET.
- **Council Objectives and Institutional Scorecard**
Council discussed the review of the 2016 Council Objectives Report as well as the requirements for determining the Council objectives for 2017. University management, with the approval of Council, determined the key performance drivers as contained in the Institutional Scorecard, which was used to improve the accountability of the University's management in driving excellence and improvement. The 2017 Scorecard was also approved.
- **Submission to Fees Commission**
The Commission of Inquiry into Higher Education and Training invited all universities to deliver presentations on the matter of institutional autonomy in relation to the determination of fees by government as well as a zero percent fee increase proposal. It was agreed that the Finance Division would prepare an analysis of the holistic cost of providing education to students and that the Chairperson of Council accompanied by other members would make submissions to the Commission. It was further agreed that Council would advise the Ministerial Commission that the matter of fee setting/capping and the proposed zero percent fee increase by government could not be debated in isolation due to the significant number of systemic changes currently occurring in the higher education sector.
- **Academic Partners**
Council approved a contract between Wits University and Academic Partners to offer online academic programmes, as part of the University's strategy to increase access to higher education and to serve as an additional income stream. This will apply to selected courses and programmes to be offered over the next five years.
- **Restricted funds**
Due to the University's ongoing need for cash resources, it was agreed that funds which form part of Administered Funds which are no longer restricted, or where contracts have ended or where monies have been put aside for a future need, would be pooled together and invested via a central finance vehicle. This matter is under discussion across faculties.
- **Honorary degrees and gold medals**
The awarding of gold medals to individuals and organisations was approved by Council. These names would be made available at the respective graduation ceremonies at which they would be awarded.

2.2.2 University Rules

The following policies were approved by Council in the course of the year –

- Rules for Student Discipline
- Policy on the Full Cost Recovery on Third Stream Income including Externally Funded Consultancy Work (CORY)
- Leave Policy
- Recruitment, Selection and Appointment Policy
- Appointment and Promotion to Reader/Professor (HRA/07)
- Appointment and Promotion to Senior Tutor/Principal Tutor, Lecturer/Senior Lecturer, Researcher/Senior Researcher and Associate Professor/Adjunct Professor (HRA/08)
- Appointment of Adjunct Professor, Associate Professor and Professor: Procedure (HRA/09)
- Conditions of Service
- Sexual and Romantic Relationships with undergraduate and Honours Students
- Insurance clause added to the travel policy

2.2.3 Membership and Committee Matters

- Membership of the Human Resources Committee

A revised remit and membership composition for the Human Resources Committee was approved in December 2015. A recommendation was approved in 2016 to retain three Senate representatives on the membership as per the former composition, until 31 December 2017 when the term of all three representatives would expire. Thereafter the new composition, as approved by Senate in November 2015 and Council in December 2015, would be effective reducing the Senate representation from three members to two members to be elected by Senate irrespective of the constituency within Senate. The nomination and appointment process for the seven members of Council, three of whom should be external Council members and four appointed by the Council, was also undertaken in 2016.

- Membership of the Senior Appointment Selection Committee

The terms of office of members of the Senior Appointments Selection Committee had expired and there had been a need to re-appoint members to the Committee. Council nominated and appointed Mr Sipho Ngidi as the main member on the Committee and Mr Rob Hamer and Dr Brian Bruce were nominated and appointed as alternates.

- Dr Len Sizani's membership on various governance committees was renewed.
- Professor Barney Pityana was also appointed as Chairperson of the Human Resources Committee for a period of three years, effective from 1 October 2016.
- Dr Maurice Goodman and Mr Cas Coovadia were appointed to the Honorary Degrees Committee until 31 December 2017 and 31 December 2018 respectively.
- The recommendation that Professor Colin Wright be appointed as a member of Council's ICT Committee by reason of his special knowledge and expertise was approved.
- In line with the University's aim to expand the role and visibility of the University Forum as well as its transformative role in view of its legislative and statutory mandate, it was agreed that the Chairperson of the University Forum be afforded observer status and attend future Council meetings.

- **Allegations of Misconduct of a Member of Council**

An ad hoc Committee was established by Council to investigate allegations of misconduct by a member of Council. This followed the publication of a series of reports, some including content that allegedly breached the Council Code of Conduct.

The Committee found that some of the reports were prima facie in breach of the Code of Conduct. However, the member was found to have a prima facie defense arising out of an informal agreement to allow reporting under certain conditions and no sanction is recommended. It recommended that the informal agreement on reporting protocol be rescinded.

The Committee finalised its deliberations in consultation with a respected judge. It was clarified that Council members act as trustees of the University and must apply themselves fully to the purpose of Council, in the best interests of the University. The confidentiality of Council proceedings must be upheld and no member had any special right to publicise details of Council meetings.

Council deliberated on the report and agreed that the informal agreement be rescinded. However, given the increased demand for higher levels of transparency, it was agreed by Council that a formal written summary of deliberations and decisions that are in the University's interest would be published within 72 hours of a Council meeting. This summary would not comment on confidential matters and did not replace the Minutes of Council which served as the official record of the meeting. Council would be open to further discussion as to how to increase transparency and deliberative democracy in its meetings.

2.2.4 Executive Management Appointments

- Professor Tawana Kupe was appointed as the Vice-Principal for a period of one year, commencing on 1 July 2016.
- Council approved the appointment of the Chief Operating Officer, Mr Fana Sibanyoni. It was also agreed that Mr Taffy Adler's appointment would be extended until the end of October 2016 to ensure operational continuity.
- Council approved the recommendation of the Selection Committee for a three-year performance-based appointment of Mr Prakash Desai as the Chief Financial Officer.
- Approval of an acting appointment for the Knowledge, Information Management and Infrastructure executive portfolio

Members of Council approved a request by the Vice-Chancellor for the broadening of the scope of Mr Taffy Adler's responsibilities to incorporate the portfolio of the Deputy Vice-Chancellor (DVC): Knowledge, Information Management and Infrastructure in an acting executive capacity for the three-month period commencing on 8 March 2016 and for the Library portfolio to report henceforth to the DVC: Research and Postgraduate Affairs.

- **Reorganisation of the Vice-Chancellor's Office**

The disestablishment of the post of Deputy Vice-Chancellor: Knowledge, Information Management and Infrastructure to be replaced with that of an executive director position to be known as the Chief Operating Officer was approved. The reorganisation of the Vice-Chancellor's Office was debated at the Executive Committee of Council where the proposal served initially. The motivation for the creation of the new post emanated from the requirement for a highly-experienced person to manage insourcing, infrastructure and other vital services.

2.2.5 Reports

Council considered the following reports during the year –

- Financial Profiling of Students
- Durban Statement on Transformation in Higher Education
- Vice-Chancellor's report
- Institutional reports

2.3 SELF-ASSESSMENT OF COUNCIL

(Refer to Annexure B: *Council Objectives Report*)

2.4 OPERATIONAL INFORMATION

2.4.1 Changes in the academic structure

Faculties and Schools

The core structures for the University operations arose out of the University's 2001 Review. The structural model includes Faculties, Schools, Research Entities and Centres. In 2016 the Faculty of Science's Quinquennial Review of the School of Computer Sciences recommendation of the amalgamation of the school with the School of Computational and Applied Mathematics was implemented. The school was re-named "The School of Computer Science and Applied Mathematics (CSAM)". The University's academic structure as reflected in the General Prospectus for 2016 is indicated below.

Faculty of Commerce, Law and Management	Faculty of Engineering and the Built Environment
Graduate School of Business Administration (Wits Business School)	School of Architecture and Planning
School of Governance	School of Chemical and Metallurgical Engineering
School of Accountancy	School of Civil and Environmental Engineering
School of Economic and Business Sciences	School of Construction Economics and Management
School of Law	School of Electrical and Information Engineering
Faculty of Humanities	Faculty of Health Sciences
Wits School of Education	School of Anatomical Sciences
School of Human and Community Development	School of Clinical Medicine
School of Literature, Language and Media Studies	School of Oral Health Sciences
School of Social Sciences	School of Pathology
Wits School of Arts	School of Physiology
	School of Public Health
	School of Therapeutic Sciences
Faculty of Science	
School of Animal, Plant and Environmental Sciences	
School of Molecular and Cell Biology School of Mathematics	
School of Computer Science and Applied Mathematics	
School of Statistics and Actuarial Science	
School of Physics School of Chemistry	
School of Geography, Archaeology and Environmental Studies	
School of Geosciences	

Research Entities - Recognised by the University Research Committee

Various research entities are formally recognised and may be associated with one or more Faculties or Schools. Research groupings may seek formal designation as one of the following:

Research Unit	Research Group
Antiviral Gene Therapy Research Unit The John Knopfmacher, Centre for Applicable Analysis and Number Theory Carbohydrate and Lipid Metabolism Research Unit Cardiovascular Pathophysiology and Genomics Research Clinical HIV Research Empilweni Services and Research Unit Flow Research Unit Hepatitis Virus Diversity Research Unit HIV Pathogenesis Research Unit Perinatal HIV Research Unit Protein Structure-Function Research Unit Pulmonary Infections Research Unit Respiratory and Meningeal Pathogens Research Unit Rural Health in Transition Research Developmental Pathways For Health Research Unit Effective Care Research Unit Health Communication Research Advanced Drug Delivery Platform Maternal, Adolescent and Child Health (MATCH) Research Unit	Brain Function Research Group Health Policy Research African Ecology and Conservation Biology Research
Research Institute	Centre of Excellence
Economic Geology Research Institute Molecular Sciences Institute (MSI) Rock Art Research Unit Wits Reproductive Health and HIV Research Materials Physics Research Global Change and Sustainability Research Sydney Brenner Molecular Bioscience Wits Research Institute in Malaria Evolutionary Studies Institute Society, Work and Development Research Institute Mining Research Institute Cities Research Institute Theoretical Physics Research Institute Wits Institute for Social & Economic Research	DST/NRF Centre of Excellence (CoE) in Strong Materials DST-NRF Centre of Excellence for Biomedical TB Research (CBTBR) The National Aerospace Centre (NAC), supported by the Department of Trade and Industry (the DTI) DST-NRF CoE in Palaeosciences DST/NRF CoE in Human Development DST/NRF CoE in Maths & Stats DST/NRF CoE in Mineral & Energy Resource Analysis (joint with UJ) ANDI CoE in Advanced Drug Discovery ANDI CoE in Antiviral Gene Therapy

Research Entities - Recognised by Faculty	
Research Unit	Centre
	Centre for Urban and Built Environment Studies (CUBES) Ancient Culture and Cognition in Africa Research Programme Centre for Researching Education and Labour REAL DECMA-Differential Equations Continuum Mechanics and Applications Research Programme Centre for Indian Studies in Africa Information Engineering Research Programme (IERP) Ion Implantation and Surface Research Programme Nuclear Physics Research Programme Power Systems Engineering Research Programme Reinforced Plastics/Composites Research Programme Restoration and Conservation Biology Research Programme
SARChI Chairs at Wits as at December 2015	
Professor S Madhi	Vaccine preventable disease
Professor V Pillay	Pharmaceutical biomaterials and Polymer engineered drug delivery technologies
Professor M Coetzee	Medical entomology and vector control
Professor CS Henshilwood	Origins of modern human behaviour
Professor R de Mello Koch	Fundamental physics and string theory
Professor O Munro	Bio-inorganic chemistry
Professor HW Dirr	Protein biochemistry and structural biology
Professor JB Adler	Mathematics education
Professor H Venkatakrishnan	Mathematical numeracy
Professor P Harrison	Development planning
Professor T Majazi	Sustainable process engineering
Professor N Niefertagodien	Local histories and present realities
Professor V Jejjala	Theoretical particle cosmology
Professor S Colafrancesco	Square kilometre array
Professor R Durrheim	Seismology
Professor C Tiemessen	HIV vaccine translation research
Professor J Eyles	Health policy
Professor M Ramsay	Biostatistics
Professor R Falcon	Clean coal technology
Professor L Landau	Mobility and Politics of Difference
Professor M Steyn	Critical Diversity Studies
Professor P Moore	Virus-host dynamics for public health
Professor S Ndlovu	Hydrometallurgy and Sustainable Development
Professor MC Scholes	Ecology
Professor L Rispel	Public Health
Professor L Hamilton	Political Theory

Table 2.4.1 Changes in the academic structure

Changes in the Academic Structures

Responsibility for The Wits Plus, Centre for Part-Time Studies, moved from the Dean: Faculty of CLM, to the DVC Academic in 2016. This alignment enabled the university to expand and grow its part-time studies as well as its online offerings. The Wits Language School is currently being reorganised and forms part of the School of Literature and Language Studies. In the long term, the Wits Language School will become part of the Wits Plus environment to enable the offering of language courses to both internal and external stakeholders.

The Division of Strategic Planning closed and the new unit of Quality and Academic Planning was established. The role of the reconfigured unit is to oversee all academic quality control of programmes and short courses within the University, as well as future alignment of the enrolment plan of the University with its academic programmes. The sub-unit of Institutional Research which previously resided within Strategic Planning was moved into the Business Intelligence Services Unit. This brings the Institutional Researchers closer to the data warehouse and will enable better capacity development and service within the area of Data Analytics.

Limitations on Access to Certain Courses

Issues of access remain a key concern to the University. Factors which affect access to courses and qualifications are inter-related and include:

- The specific entrance requirements for qualifications, i.e. that certain subjects, achieved at particular levels, are prerequisites (these are listed per qualification in the Rules and Syllabuses books of the University of the particular year); this applies to both new first year students as well as returning students who need to meet the pre- and co-requisite rules for many courses in second year and beyond.
- The ability of students to fund their studies manifested itself as an ongoing concern in the #FeesMustFall movement which became the largest student social movement since the dawn of South Africa's democracy in 1994. It changed the systemic parameters and has required the Higher Education system to fundamentally transform itself.
- Limited resources, such as suitably qualified teaching staff and infrastructure e.g. the number of bench spaces in Science, Engineering (Mining and Chemical) and Health sciences (Bachelor of Medicine, Bachelor of Surgery and Dentistry) laboratories restricts student intake for particular courses. The consequence of the combination of these and other factors is that the number of enrolments in certain subject areas has to be fixed, whilst flexibility exists to accommodate more students in other areas.
- Sources of income to support teaching in particular subjects – whether from government subsidies, student fees, donations or a third-stream income.

The consequence of the combination of these and other factors is that the number of enrolments in certain subject areas has to be fixed, whilst flexibility exists to accommodate more students in other areas. The Enrolment Plan agreed with the Department of Higher Education and Training (DHET) guides the process of enrolment management at the University.

The ability of students to fund their studies is an ongoing concern, although the State has made significant concessions in 2016 by agreeing to pay the shortfall between University fee increases and a no fee increase regime. This enabled a large number of students to gain access to the University, including returning students who had historical debt. The University registered more students in 2016 than in the previous year. A major proportion of this were postgraduate students. The 2016 enrolment figure of 37202 is above the Enrolment Plan agreed to with DHET. The University was given an opportunity to revise its agreed Enrolment Plan with the DHET and the revised plan was approved by Senate and the DHET for the period 2017 to 2019. The Enrolment Plan agreed with the DHET guides the process of enrolment management at the University.

Student Enrolment

The total student intake in 2016 at the University was placed at 37 202 (an increase of 9.85% compared to 2015), of which 34.67% was postgraduate (against an internal target of 40%). In 2015, student intake was placed at 33 711, of which 35.07% was postgraduate. In terms of 2016 student enrolment numbers, the Faculties were ranked in descending order as follows: Humanities, (26.31%); Commerce, Law and Management (24.79%); Engineering and the Built Environment (19.22%); Health Sciences (16.31%); and Science (13.36%).

The factors limiting growth in some areas (e.g. infrastructural limitations) were considered by Council, and the earmarked funds granted to date by the DHET for infrastructure renewal are gratefully acknowledged.

2.4.2 Changes in the administrative structure

The University approved a number of changes to various structures in the course of 2016: Council approved the disestablishment of the position of Deputy Vice-Chancellor: Knowledge and Information Management, Infrastructure and Operations (KIMIO); and the creation of an Executive Director position Chief Operating Officer (COO).

1. The Library that previously fell under this portfolio has been reassigned to the DVC Research and Postgraduate Studies.
2. The following functions from the KIMIO portfolio were moved to the portfolio of the COO:
 - Central Networking Services (CNS).
 - Business Intelligence Service (BIS).
 - Services (including management of outsourced services), Property, Infrastructure and Maintenance Division (PIMD).
 - Campus Planning and Development (CPD) Unit.
 - Campus Control.
 - *The Braamfontein Project* name changed to *Reimagining Wits Property Project*.
 - The *Disability Unit* name changed to *Disability Rights Unit*.
 - A new Unit for Undergraduate Medical Education (UUMEU) was created to manage the undergraduate medical programme. The Centre for Health Science Education (CFHS) falls within the portfolio of the Assistant Dean Teaching & Learning.
 - The University commenced a process of insourcing with a large number of staff that were previously outsourced. To facilitate this process various administration and cost structures were created.
 - The management of The Centre for Part-Time Studies (Wits Plus) moved from CLM to DVC Academic.
 - The reporting of the Origins Centre changed from the CFO to the Faculty of Science.
 - The Strategic Planning Division was disbanded and a new structure called Institutional Planning was formed as part of the Quality and Academic Planning Office (QAPO).

2.4.2.1 Significant Academic Developments

Three new programmes have been approved internally by the Academic Planning and Development Committee (APDC) and Senate; externally they obtained Programme and Qualification Mix (PQM) clearance from the DHET, accreditation by the Higher Education Quality Committee (HEQC) and registration on the National Qualifications Framework (NQF) by the South African Qualifications Authority (SAQA) in 2016.

2.4.3 Management Structure and new senior appointments

As at 31 December 2016, the management structure of the University comprised the following members of the Senior Executive Team (SET):

Professor Adam Habib

Vice-Chancellor and Principal

Faculty/Qualification	Year of Approval/Clearance/Accreditation/Registration			
	APDC Approval	DHET Approval/Clearance	HEQC Accreditation	SAQA Registration
Commerce, Law and Management				
Postgraduate Diploma in Business Administration	2014	2014	2015	2016
Master of Business Administration	2014	2014	2016	2016
Postgraduate Diploma in Taxation	2014	2014	2015	2016
Postgraduate Diploma in Specialised Accountancy	2015	2015	2016	In process
Master of Management in African Philanthropy	2016	Pending	-	-
Master of Business Science in Digital Business	2016	Pending	-	-
Humanities				
Bachelor of Arts in Digital Arts	2014	2014	2015	2016
Bachelor of Audiology	2014	2014	2016	2016
Bachelor of Speech-Language Pathology	2014	2014	In Process	-
Bachelor of Education (Foundation Phase)	2015	2016	2017	In process
Bachelor of Education (Intermediate Phase)	2015	2016	2017	In process
Bachelor of Education (Senior Phase and FET)	2015	2016	2017	In process
Postgraduate Certificate in Education**	2015	2016	2017	Pending
Advanced Diploma in Technical and Vocational Teaching	2016	2017	Pending	
Advanced Diploma in School Management and Leadership	2016	Pending		
Health Sciences				
Bachelor of Clinical Medical Practice with Honours	2014	2014	2016	In process
Engineering and Built Environment				
Master of Nuclear Technology Leadership	2015	2015	Pending	-

Table 2.4.2.1 Significant Academic Developments

** denotes that a qualification has been granted a conditional accreditation by the CHE.

Professor Andrew Crouch	Vice-Principal and Deputy Vice-Chancellor: Academic. Professor Crouch was Vice-Principal until 30 June 2016
Professor Zeblon Vilakazi	Deputy Vice-Chancellor: Research & Postgraduate Affairs
Professor Tawana Kupe	Vice-Principal and Deputy Vice-Chancellor: Advancement, HR and Transformation. Professor Kupe was Vice-Principal from 1 July 2016
Professor Beatrys Lacquet	Deputy Vice Chancellor: Knowledge, Infrastructure Management and Information and Operations until 31 March 2016. Thereafter the position was renamed as Chief Operating Officer (COO), and Mr Fana Sibanyoni was appointed as COO. For the period April until October 2016, Mr Taffy Adler acted as COO
Mr Fana Sibanyoni	Chief Operating Officer with effect from 1 November 2016
Ms Carol Crosley	University Registrar
Dr Puleng Lenka-Bula	Dean: Student Affairs with effect from 1 March 2016
Ms Linda Jarvis	Chief Financial Officer until 31 August 2016. Ms Trix Kennealy acted for September 2016. Ms Amanda Kort took over the acting role until Mr Prakash Desai assumed duties on an interim basis in December 2016
Professor Imraan Valodia	Dean: Faculty of Commerce, Law and Management
Professor Ian Jandrell	Dean: Faculty of Engineering and the Built Environment.
Professor Martin Veller	Dean: Faculty of Health Sciences
Professor Ruksana Osman	Dean: Faculty of Humanities
Professor Helder Marques	Dean: Faculty of Science

Table 2.4.3 below reflects the names of employees who joined the University at Senior Management levels (Peromnes grades 1 - 4) by organisation name, job name, gender and race:

Organisational Name	Title	First Name	Surname	Staff Category	Job Name	Gender	Race
Library	Mr	Paiki	Muswazi	Support	University Librarian	Male	African
School of Civil and Environmental Engineering	Prof	Akpofure	Taigbenu	Academic	Head of School	Male	African
School of Oral Health Sciences	Dr	Mbulaheni	Nemutandani	Academic	Head of School	Male	African
School of Physiology	Prof	William	Daniels	Academic	Head of School	Male	Coloured
Wits School of Education	Prof	Karin	Brodie	Academic	Head of School	Female	White
School of Computer Science and Applied Mathematics	Prof	Raseelo	Moitsheki	Academic	Head of School	Male	African
School of Mathematics	Prof	Elizabeth	Jonck	Academic	Head of School	Female	White
School of Physics	Prof	Joao	Rodrigues	Academic	Head of School	Male	White

Organisational Name	Title	First Name	Surname	Staff Category	Job Name	Gender	Race
Student Affairs	Prof	Puleng	Lenka-Bula	Support	Dean of Students	Female	African
Vice-Chancellor's Office	Mr	Piet	Sibanyoni	Support	Chief Operating Officer	Male	African

Table 2.4.3 New senior appointments

2.4.4 Research Achievements

Wits affiliated authors once again made 2016 a good year for research. Two important bibliometric databases that are used to track productivity throughout the year are the Web of Science (also called by its historic name, the ISI database) and Scopus. The following figures show the cumulative growth of journal articles published during 2016 by Wits affiliated researchers. Both plots show a linear growth until towards the end of the collection season (March 2017) where the growth tails off. More importantly is that both plots show that the number of peer reviewed journal articles published in the 2016 year exceed the 2015 achievements.

Comparing year on year growth (see Figure 2.4.4.2), using Scopus data, shows an average growth rate of 7% per annum over the last five years. The overall growth rate in this period was 31%, but the accelerated growth over the last three years (2014 – 2016) is clear to see.

Of the 2 064 journal articles published by Wits affiliated authors in 2016:

- 75 were published in PLoS One (Impact Factor = 3.535)

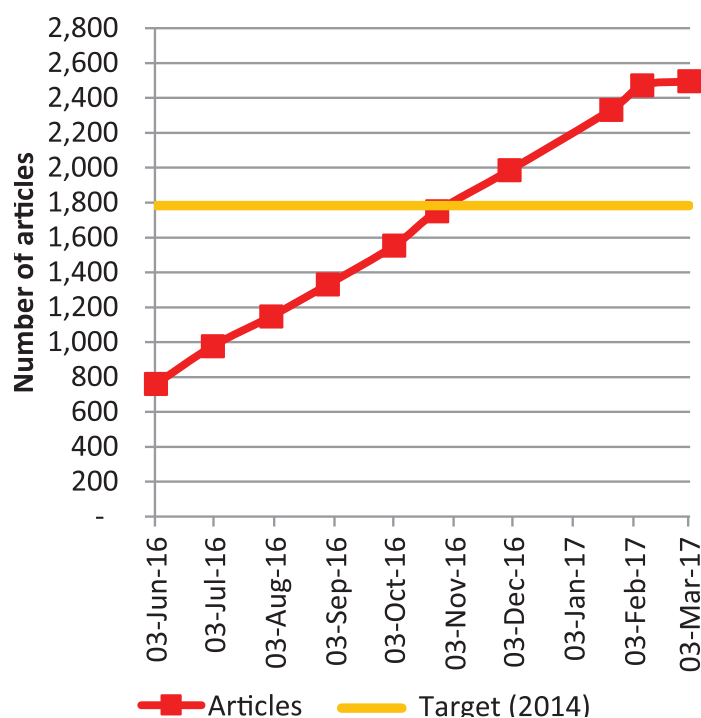


Figure 2.4.4.1 Number of peer reviewed journal articles in the ISI database

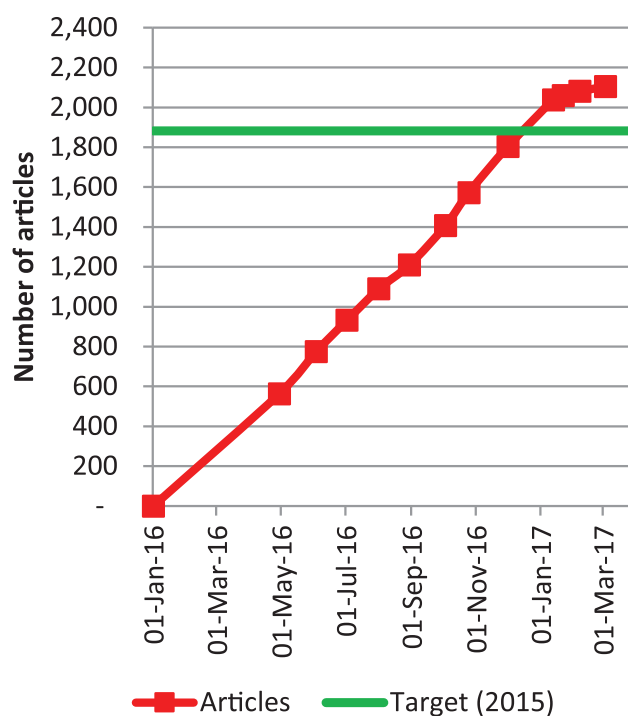


Figure 2.4.4.2 Number of peer reviewed journal articles in the Scopus database

All Scopus Indexed Publications

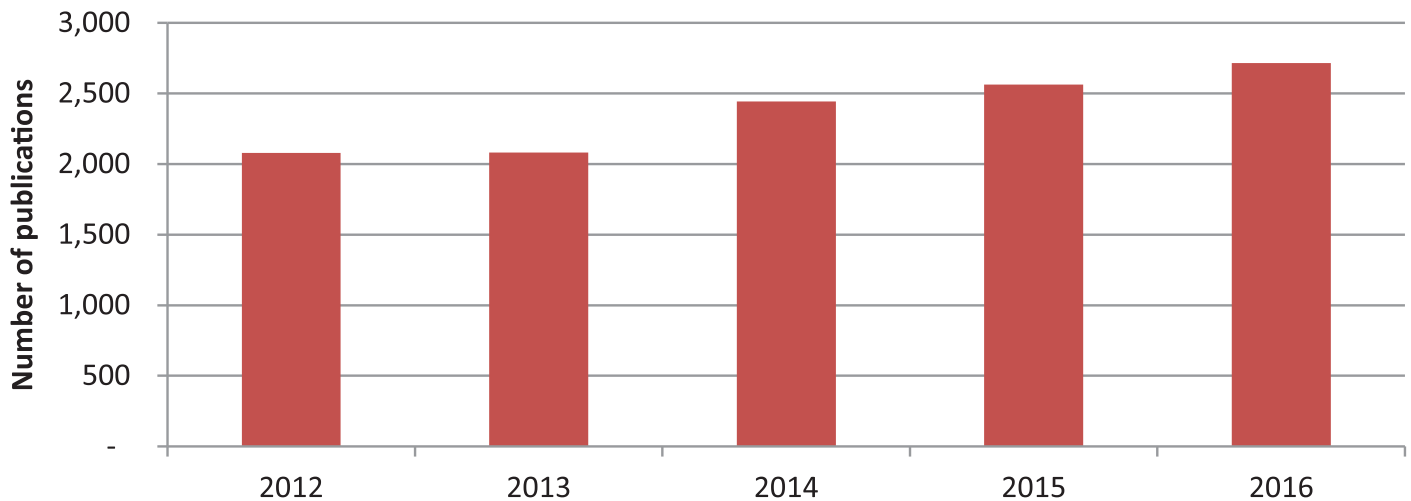


Figure 2.4.4.3 Growth of all types of research publications indexed by Scopus: 2012 - 2016

- 75 were published in Plos One (Impact Factor = 3.535)
 - 72 were published in SA Medical Journal (Impact Factor = 1.691)
 - 46 were published in European Physics Journal C (Impact Factor = 4.362)
 - 46 were published in Journal of High Energy Physics (Impact Factor = 4.918)
 - 3 were published in Nature (Impact Factor = 41.458)
 - 3 were published in New England Journal of Medicine (Impact Factor = 59.558)
- Most Publications in a journal
- Most Publications in the highest impact journals

Figure 2.4.4.4 shows the disciplinary breakdown of Wits' 2016 research publications.

Three high Impact Factor journals which are important to track include Science, Nature and the New England Journal of Medicine (NEJM). Figure 2.4.4.5 shows that Wits affiliated authors published six articles in these journals in 2016.

Of great importance to the University is the annual government subsidy based on reported research outputs. This is an annual exercise and relies on counting of physical copies of each publication. The

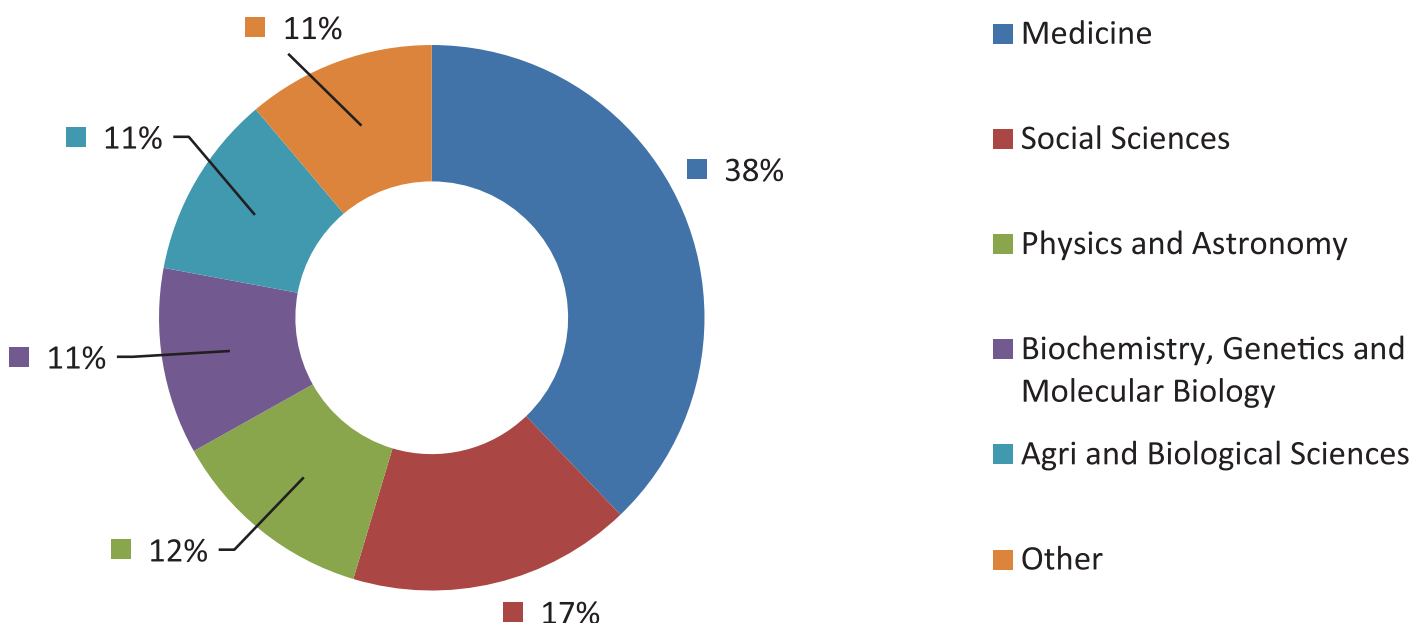


Figure 2.4.4.4 Disciplinary makeup of the 2016 research publications

DHET also uses a fractional author count system of units that reflect the number of Wits affiliated authors of each publication.

Figure 2.4.4.6 below shows the growth of research output units for journal articles, books including

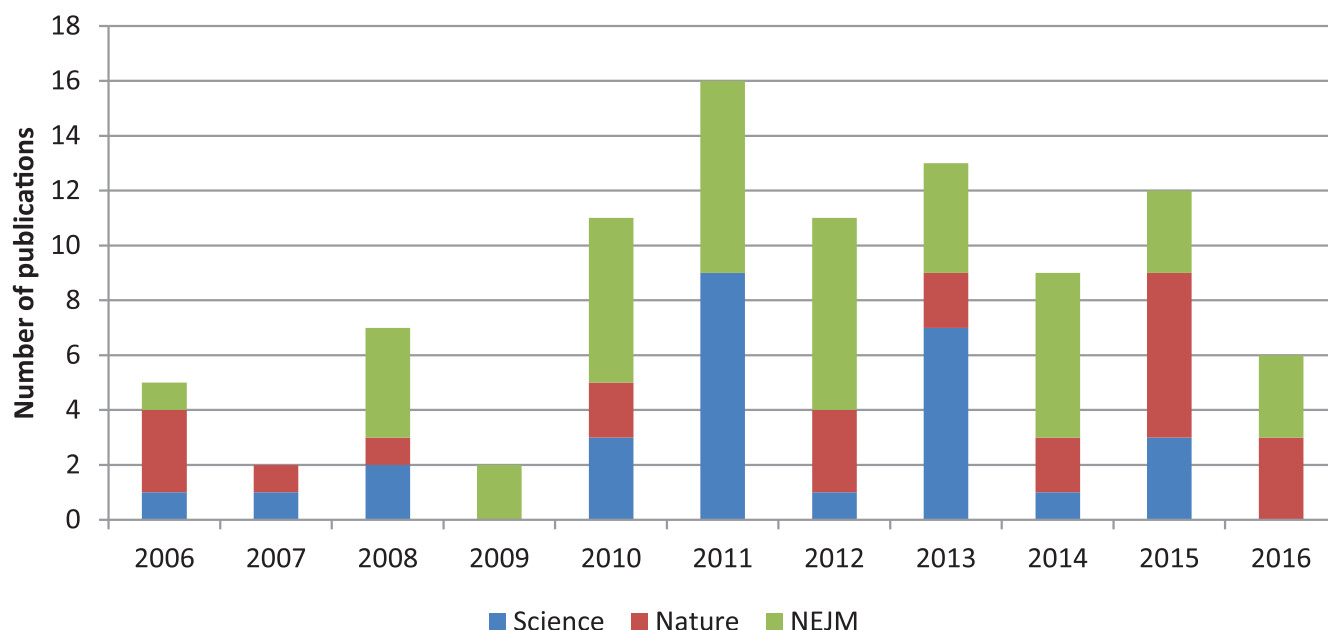


Figure 2.4.4.5 Wits authored journal articles in three top journals: 2006 - 2016

chapters in books and conference proceedings. It is important to note that the 2016 figures have not yet been finalised and will grow before they are finalised in May 2017.

It is also pleasing to note that the approval rates by the DHET of the University's submission based on the set criteria. Figure 2.4.4.7 shows the approval rates for the three types of research publications. The overall approval rate for all types of research outputs over the seven years shown is 89%.

2.4.4.1 Research Awards Internal

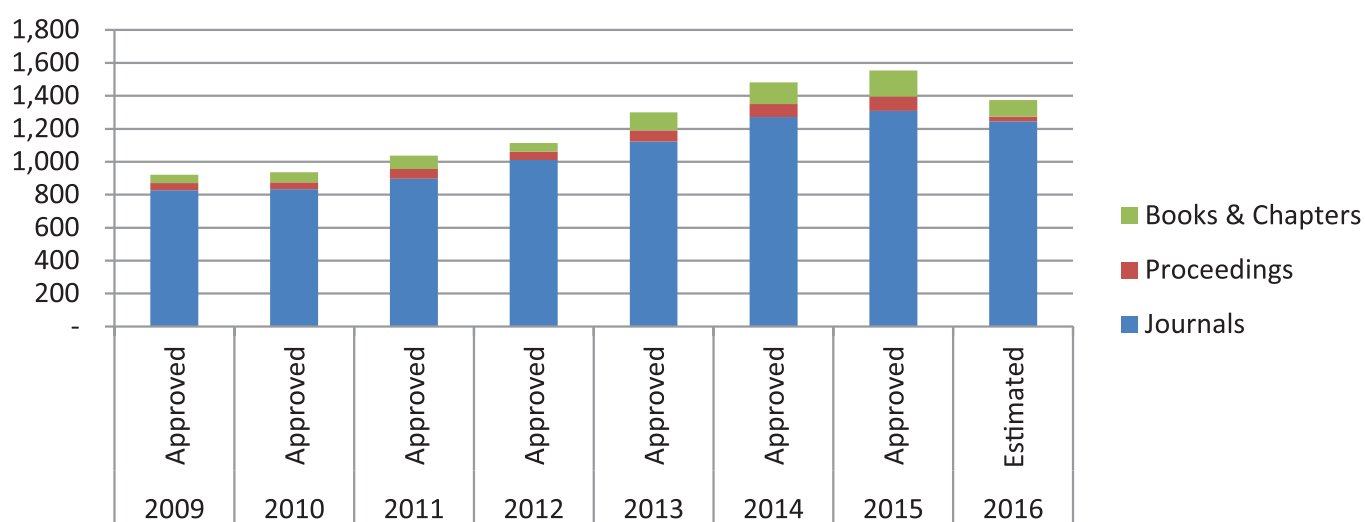


Figure 2.4.4.6 DHET units of research: 2009 - 2016

The 2016 VC Research Award was shared between Professors Christopher Henshilwood and Derik Raal for their sustained research excellence.

Prof Henshilwood is an archaeologist working mainly in the stone age era and particularly in the

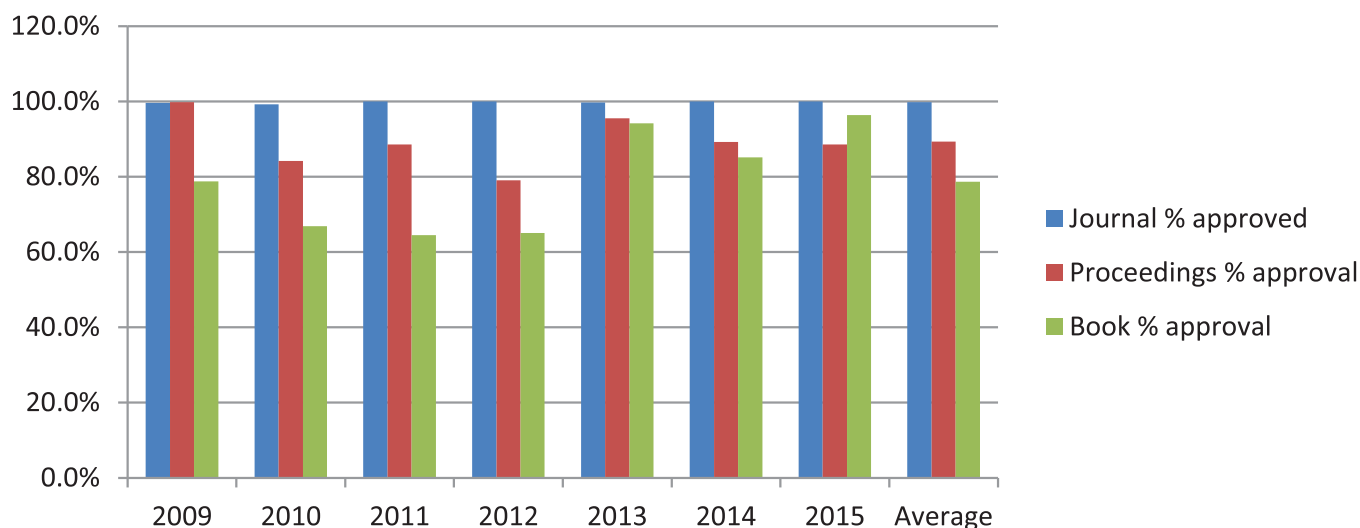


Figure 2.4.4.7 Approval rates for the three types of research publications considered for subsidy: 2009 – 2015

Blombos cave. He has published 51 publications, mainly peer reviewed journal articles but also several books, in the last 20 years. His work has been cited 3 453 times and he has an H-index of 24. His i-10 index (publications with 10 or more citations) is 32 and his most cited paper has 410 citations.

Prof Raal is a clinician and works in the field of hypercholesterolaemia. He has published 164 publications, mainly peer reviewed journal articles but also several books, in the last 17 years. His work has been cited 5 986 times and he has an H-index of 35. His i-10 index is 75 and his most cited paper has 459 citations.

Three Sellschop awards were given to rising stars: two from the Faculty of Humanities and one from the Faculty of Science. The awardees are Associate Professors Alan Cornell (School of Physics), Nicky Falkof (School of Literature, Language and the Media) and Hlonipha Mokoena (WISER).

The following academics were acknowledged for authoring research publications that were most cited – a proxy for great quality – in 2016. They are Professor K Sartorius (CLM), Professor J Muthu (EBE), Professor F. J. Raal (HSc), Professor G Finchilescu (Hum), Professor J Vearey (Hum), Professor B Mellado (Sc), and Professor S Abelman (Sc).

2.4.4.2 Research Awards External

Wits academics received 13 significant external awards in 2016. They include

Associate Professor	David	Hornsby	Elected to sit on the International Studies Association Governing Council
Professor	Lee	Berger	Time 100 list of most influential people
Professor	Benedict	Vilakazi	National Order awarded posthumously
Professor	Mamokgethi	Phakeng	(President of Wits Convocation), National Order
Professor	Helen	Rees	National Order
Doctor	Marina	Elliott	National Geographic emerging explorer
Professor	Joel	Quirk	British International Studies Association (BISA) award

Professor	Lee	Berger	National Geographic's Explorer of the Year
Professor	Thokozani	Majozi	NSTF award for capacity development
Associate Professor	Nosipho	Moloto	Co-winner of the NRF Research Excellence Award for Early Career Researchers
Professor	Barry	Dwolatzky	Distinguished Service in ICT
Drama for Life received a team award, Adelaide Tambo Award for Human Rights			

2.4.4.3 NRF A Ratings

New A ratings were given to Professor AJ Mbembe, Professor F Luca, Professor L Manderson and Professor L Morris. The following maintained their A ratings: Professor C Feldman, Professor JD Lewis-Williams and Professor RN Owen-Smith.

Thus in 2016 Wits was proud of its 27 A rated researchers.

2.4.4.4 Summary of all NRF Rated Staff

Wits has 384 rated researchers. The breakdown by Faculty is presented in the table below.

	Institutes	CLM	EBE	HSc	Hum	Sc	Total
A	4	0	1	10	4	8	27
B	3	9	5	29	20	44	110
C	5	18	21	37	40	59	180
P	1	0	0	0	0	0	1
Y	0	8	8	12	15	23	6
Total	13	35	35	88	79	134	384

Table 2.4.4.4 NRF-rated staff

2.4.4.5 DST-NRF Centres of Excellence

Wits hosts nine Centres of Research Excellence (CoE), including six DST-NRF-supported CoE. The CoE hosted by Wits include Human Development, Mathematical and Statistical Sciences, Paleoscience and Strong Materials. Wits co-hosts the CoE in Biomedical TB Research, and Integrated Mineral and Energy Resource Analysis.

2.4.4.6 Wits/MRC Units

Wits hosts three MRC research units. They include MRC/Wits Antiviral Gene Therapy Research led by Prof Arbuthnot and located in the School of Pathology, MRC/Wits Developmental Pathways for Health Research led by Prof Norris and located in the School of Clinical Medicine; and MRC/Wits Rural Health in Transition Research led by Prof Tollman and located in the School of Public Health.

2.4.5 Academic Achievements

2.4.5.1 Books authored by staff members (Note: The DHET subsidy status of these publications is not known at the reporting date).

Title	Author	School/Department
The Excavation of the Prehistoric Burial Tumulus at Lofkend, Albania	Schepartz, LA, et al	School of Anatomical Sciences
Some Kinds of Childhood: Images of History and Resistance in Zimbabwean Literature	Muponde, R	School of Literature, Language and Media
Zimbabwe's Migrants and South Africa's Border Farms: The Roots of Impermanence	Bolt, M	Wits Institute for Social & Economic Research
Animals And African Ethics	Horsthemke, KA	Wits School of Education
Changing Childhoods in the Cape Colony: Dutch Reformed Church Evangelicalism and Colonial Childhood, 1860-1895	Duff, SE	Wits Institute for Social & Economic Research
Myth and meaning: San-Bushman folklore in global context	Lewis-Williams, JD	Rock Art Research Institute
Termites of the Gods: San cosmology in southern African rock art	Mguni, S	Rock Art Research Institute
Cross-Cultural Management and Quality Performance (Chinese Construction firms in Nigeria)	Batatunde, OK, et al	School of Construction Economics and Management
Spectral theory of operator pencils, Hermite-Biehler functions, and their applications	Moller, MH	Applicable Analysis and Number Theory Research Unit
Cardiopulmonary Physiotherapy in Trauma. An Evidence-based Approach	van Aswegen, H	Physiotherapy
Die doppelte Vergangenheit der Gegenwart - Der deutsche Roman seit 2000	Horn, AC and PR	School of Literature, Language and Media
In einer fenster- und türlosen Zelle - Die Romane Franz Kafkas	Horn, AC and PR	School of Literature, Language and Media
MILANO: From the origins to Filarete and from Leonardo to Expo 2015	Robuschi, L	School of Literature, Language and Media
Manifest reality. Kant's idealism & his realism	Allais, LL	Philosophy
Gene therapy for viral infections	Arbuthnot, PB	Antiviral Gene Therapy Research Unit
Bones of Contention: An assessment of the South African trade in African Lion Panthera leo bones and other body parts	Williams, VL	School of Animal, Plant and Environmental Sciences
South Africa's insurgent citizens. On dissent and the possibility of politics	Brown, JK	Political Studies
Place of thorns. Black political protest in Kroonstad since 1976	Moloi, TC	History Research Group
The Relationship of WTO Law and Regional Trade Agreements in Dispute Settlement: From Fragmentation to Coherence	Forere, X	School of Law
Computational problems in science and engineering	Taigbenu, A, et al	School of Civil and Environmental Engineering
Cooperative peacekeeping in Africa. Exploring regime complexity	Brosig, M	International Relations

La Croce e il leone - Le relazioni tra Venezia e Ordine di Malta (secoli XIV-XVII)	Robuschi, L	School of Literature, Language and Media
Hauntings: Psychoanalysis and ghostly transmissions	Frosh, SJ	School of Human & Community Development
Parola di avvocato. L'eloquenza forense in Italia tra Cinque e Ottocento	Arato, F	School of Literature, Language and Media
Dominance and decline: The ANC in the time of Zuma	Booyesen, S	Wits School of Governance
At the Margin of One/Many Languages - Essays on South African Literature	Horn, PR	School of Literature, Language and Media
Business statistics made easy in SAS	Lee, GJ	Graduate School of Business Administration
Cross-Cultural Management and Quality Performance (Chinese Construction firms in Nigeria)	Batatunde, OK, et al	School of Construction Economics and Management
Layered Intrusions	Latypov, R, Cawthorn, RG, et al	School of Geosciences
Understanding Minerals & Crystals	McCarthy, TS, et al	School of Geosciences
Critical Discursive Psychology	Parker, I	School of Human & Community Development
Satanism and Family Murder in Late Apartheid South Africa - Imagining the End of Whiteness	Falkoff, N	School of Literature, Language and Media
Climate Change: Briefings from Southern Africa	Scholes, RJ and MC	Global Change and Sustainability Research Institute
Gaza 2014	Baldwin-Ragaven, LE, et al	Family Medicine
Frantz Fanon Toward A Revolutionary Humanism	Lee, CJ	Centre for Indian Studies in Africa
The Limits of Democratic Governance in South Africa	Mogale, TM, et al	Wits School of Governance
Using a transliteracy approach in reading development trajectories: Towards a multilingual literacy model	Makalela, L	Wits School of Education
Water and Regional Integration: The role of water as a driver of regional economic integration in Southern Africa.	Muller, A	Wits School of Governance

Table 2.4.5.1 Books authored by staff members

2.4.5.2 Prestigious student achievements

(The following is an abridged list of awards; the remaining awards are captured in the 2017 General Prospectus.)

The Chancellor's Gold Medals

Awarded to the most distinguished graduate of the 2016 academic year:

Chancellor's Gold Medal Award

Awarded to: Jason Webster

Awarded to: Alyssa Vratsanos

The South African Association of Women Graduates (SAAWG)

Awarded to the most distinguished woman graduate of the 2016 academic year.

Awarded to: Alyssa Vratsanos

Faculty of Commerce, Law and Management

KPMG Alexander Aiken Medal

This gold medal, together with a prize, is awarded to the most distinguished Bachelor of Accounting Science graduate. The prize was endowed in 1930 by Dr Alexander Aiken, a distinguished member of the accounting profession and one-time Chairman of the Finance Committee of the Council of the University, on whom the University conferred an honorary doctorate in 1929.

Awarded to: Ali Zain Ul-Abedin

Wits Plus

Bachelor of Arts (Part-time)

For the most outstanding student currently enrolled, for the BA for the World of Work (Part-time) and who is in the final year of study.

Awarded to: Elzan Coetsee

Wits Plus Centre for Part-Time Studies - Psychology

For the most outstanding Third Year student in Psychology in the Wits Plus BA for the World of Work Programme.

Awarded to: Nicole Sartini

Wits Plus Centre for Part-Time Studies – International Relations

For the most outstanding Third Year student in International Relations in the Wits Plus BA for the World of Work Programme.

Awarded to: Bilaal Bassiouni

Wits Plus Centre for Part-Time Studies - Sociology

For the most outstanding Third Year student in Sociology in the Wits Plus BA for the World of Work Programme.

Awarded to: Alexandra Kayle

Wits Plus Centre for Part-Time Studies – Political Studies

For the most outstanding Third Year student in Political Studies in the Wits Plus BA for the World of Work Programme.

Awarded to: Bilaal Bassiouni

Bachelor of Commerce (Part-time)

This prize is awarded to: the student who has graduated with the highest average overall mark in the Wits Plus Bachelor of Commerce Programme and who has completed the degree in the shortest period.

Awarded to: Melissa Pillay

Faculty of Humanities

Gold Medal

Awarded to the student with the most distinguished record in the degree Bachelor of Arts.

Awarded to: Sabie Leicher

Silver Proxime Medal

Awarded for outstanding meritorious achievement in the degree Bachelor of Arts.

Awarded to: Richard Van Rensburg

Silver Medal

Awarded for meritorious achievement in the degree Bachelor of Arts.

Awarded to: Khutsou Matlou

Dean's Medal

Awarded for the most distinguished performance in a professional degree.

Awarded to: Zarreen Cassim

Napier Boyce Medal

For meritorious achievement in Education to the final year student in the Bachelor of Education degree.

Awarded to: Pakeezah Nagdee

Faculty of Science

Merck Award for Achievement

A trophy and a prize of R1 000,00 are awarded to the best postgraduate student (Honours/MSc/PhD) in Biotechnology in the School of Molecular and Cell Biology.

Awarded to: Ziki Rutendo

SA Genetics Society/Hofmeyr - Van Schaik Medal

This medal is awarded to the most distinguished Honours student in the field of Genetics.

Awarded to: Shanen Perumal

School of Geosciences for Geology I

This medal is awarded annually for outstanding performance in Geology I.

Awarded to: Bibi Ayesha Jogee

School of Geosciences for Honours in Geochemistry or Geology

This medal is awarded annually for outstanding performance in Geology or Geochemistry Honours.

Awarded to: Kirsten Youlton

Starfield Prize for Best Project in Computational and Applied Mathematics III

This medal is awarded for the best project in Computational and Applied Mathematics III.

Awarded to: Willington Mhlanga

Crawford College Bronze Medal

This medal is awarded annually to the student with the third highest overall mark for Mathematics I (Major).

Awarded to: Natasha Silverman

Crawford College Silver Medal

This medal is awarded annually to the student with the second highest overall mark for Mathematics I (Major).

Awarded to: Ryan Berman

Crawford College Gold Medal

This medal and prize of R500,00 are awarded annually to the student with the highest overall mark for Mathematics I (Major).

Awarded to: Benjamin Karstaedt

Liberty Life Bronze Medal - Actuarial Science I

This medal is awarded to the best student in Actuarial Science I.

Awarded to: Driasin Gounden

Liberty Life Silver Medal - Actuarial Science II

This medal is awarded to the best student in Actuarial Science II.

Awarded to: Yaakov Gralnik

Liberty Life Gold Medal - Actuarial Science III

This medal is awarded to the best student in Actuarial Science III.

Awarded to: Yusuf Mahomed

Liberty Life Gold Medal - Actuarial Science Honours

This medal is awarded to the best student in Actuarial Science Honours.

Awarded to: Megan Muller

Liberty Life Bronze Medal - Mathematical Statistics I

This medal is awarded to the best student in Mathematical Statistics I.

Awarded to: Natasha Silverman

Liberty Life Silver Medal - Mathematical Statistics II

This medal is awarded to the best student in Mathematical Statistics II.

Awarded to: Simphiwe Letlojane

Liberty Life Gold Medal - Mathematical Statistics III

This medal is awarded to the best student in Mathematical Statistics III.

Awarded to: Shannon Rabinowitz

Liberty Life Gold Medal - Mathematical Statistics Honours

This medal is awarded to the best student in Mathematical Statistics Honours.

Awarded to: Faraaz Khan

Liberty Life Bronze Medal - Computer Science I

This medal is awarded for outstanding performance in the first year of study in Computer Science.

Awarded to: Michlo Nathan

Liberty Life Silver Medal - Computer Science II

This medal is awarded for outstanding performance in the second year of study in Computer Science.

Awarded to: Dhruv Bhugwan

Liberty Life Gold Medal - Computer Science III

This medal is awarded for outstanding performance in the third year of study in Computer Science.

Awarded to: Lindsay Arendse

Liberty Life Gold Medal - Computer Science Honours

This medal is awarded for outstanding performance in the Honours year of study in Computer Science.

Awarded to: Christopher Everitt

Merck Achievement Award for Chemistry III

This gold medal and a prize of R1 000,00 donated by E Merck SA (Pty) Ltd, are awarded annually to the student who obtains the highest mark above 75% in Chemistry III.

Awarded to: Mashudu Mutshaeni

School of Physics Gold Medal

This medal is awarded annually for outstanding performance in Physics I.

Awarded to: Lehlogonolo Maleka

Awarded to: Thalia Rogers

School of Physics Gold Medal

This medal is awarded annually for outstanding performance in Physics II.

Awarded to: Emily Wallace

Awarded to: Michael De Oliveira

Element Six Diamond Research Lab & DST/NRF Centre of Excellence in Strong Materials Medal

This medal is awarded annually for outstanding performance in Physics III.

Awarded to: William Matthewson

Element Six Diamond Research Lab & DST/NRF Centre of Excellence in Strong Materials Medal

This medal is awarded annually for outstanding performance in the Honours year of study in Physics.

Awarded to: Jason Robert Webster

The Samuel Goodman Memorial Medal

This gold medal is awarded annually to the most distinguished Honours graduate in the Faculty of Science. It is presented at the University Graduation Ceremony for Science students.

Awarded to: Jason Robert Webster

Awarded to: Jonathan Matthew Charles Pinnell

William Cullen Medal

This silver medal is awarded annually to the most distinguished Bachelor of Science graduand in the Faculty of Science. It was endowed in 1929 by William Cullen, Hon LLD (Witwatersrand). It is presented at the University Graduation Ceremony for Science students.

Awarded to: William Luke Matthewson

Faculty of Engineering and the Built Environment

SAIMM Prestige Prizes

Awarded to the best student in the Faculty in the disciplines of Mining.

Awarded to: Solomon France Maluleka

Awarded to the best student in the Faculty in the disciplines of Metallurgy.

Awarded to: Dawid Prozesky

Faculty of Health Sciences

Raymond and Marjorie Dart Medals

These are awarded to the most distinguished candidate who has consistently performed well throughout the four years of study for each of the following degrees:

BSc Physiotherapy

Awarded to: Leala Spencer

BSc Occupational Therapy

Awarded to: Sinead Smith

B Nursing

Awarded jointly to: Dylan Quiroga and Jackie Downs

UPD Pharmacy Medal

Awarded to the best final year student in the B Pharmacy degree.

Awarded to: Khadija Kharsany

Gold Medal of the South African Dental Association

Awarded to the graduand who has the most distinguished academic record.

Awarded jointly to: Chiraag Parekh and Shakira Moosa

Bronze Medal of the Gauteng Branch of the South African Medical Association

Awarded to the most outstanding MBBCh graduand of the year.

Awarded to: Laurryn Ah Yui

Health Graduates' Association Medal

Awarded to the best graduate of the year from the seven Health Sciences degrees.

Awarded to: Laurryn Ah Yui

2.5 ENGAGEMENT WITH SOCIETY

2.5.1 Introduction: from service to holistic engagement.

In the White Paper for the Transformation of Higher Education (1997), “responsiveness to societal interests and needs” is considered as one of the three roles of a university, and one which should be fully integrated with mainstream teaching and research.

The University fulfils this public mandate through a variety of activities. A key component of this range of activities are the academic and research activities that are geared towards Community Engagement and Community Beneficiation.

These academic and research activities are conducted in such a manner that there is mutual benefit, i.e. the communities served by the University and the various constituencies at the University (staff, students, schools and faculty) should all benefit from these engagements. The profile of the institution, its reputation and credibility are central to informing the investment decisions made by the State, industry, philanthropic foundations, individuals and potential students and staff members.

Wits has embraced a holistic approach to engagement with society. Instead of “community service” being practiced in a narrow and parochial manner, with connotations of a “self-actualised” and self-sufficient university ‘serving’, being ‘responsive to’ and giving something of value to a community, and often doing extractive research that has no tangible benefit to the communities being researched, Wits tries to pursue a mutually beneficial and proactive approach, which seems to be described better by the term “engagement” than the phrase “community service”. The word “community” also has different meanings in Higher Education circles. It is a very broad term used to define groups of people; whether they are stakeholders, interest groups, citizen groups, etc. How, then, does Wits define its community?

The first step in considering the meaning of community is to understand that, fundamentally,

it is a fluid concept. What one person calls a community may not match another person’s definition. However, those interested in working with a community must first have a clear picture of the entity they are trying to address. Wits understands communities as groupings of people who share similar values and patterns of living. They manifest themselves as groupings of people within the public sector (such as local, provincial and national tiers of government, agencies, parastatals and councils), within the private sector (such as business and industry) and within the civil sector (such as non-profit organisations, community-based organisations and social movements) and stratifications of society itself. The modalities of engagement with the public and private sectors would, out of necessity, be different from that with the civil sector. Wits also understands that as a university we have to interact with various agencies outside of our national borders (such as foreign governments, international agencies and higher education institutions in other countries).

This approach allows for better planning and coordination between suppliers of skills and knowledge (such as Wits), demands for skills and knowledge (from the populace, students, and workers) and the users of skills of knowledge (the private and public sectors and NGOs).

The current Wits Strategic Plan aims to position the university as a leading centre of intellectual activity in the developing world and in the world at large. Part of this will be achieved by engaging with many sectors of society (domestic and international) and developing strategic partnerships “which will make Wits an active, committed, creative, and innovative force that advances the public good.”

The many forms of community engagement at Wits can be grouped into four traditions:

- the making available of academic expertise in the public domain;
- the practice of public scholarship, notably in the media;
- public interest work; and
- the direct provision of services to communities.

At Wits, partnerships, particularly multi-lateral ones, with all sectors of society are seen as vital for the mutual advancement of the University and society in general. In this context, partnerships are understood as mutually beneficial, programme-based, purposeful and sustainable relationships largely embedded in the University's academic and research programmes.

Community engagement at Wits is coordinated through various offices as follows:

- The International Office coordinates partnerships with organisations outside South Africa.
- The Wits Volunteer Programme (affiliated to the Student Development and Leadership Office) coordinates non-academic partnerships with NGOs and various communities.
- Faculties coordinate Service Learning partnerships with NGOs, CBOs and other community groupings.

As scholars, including Michael Porter, have explained, universities can serve as employers, purchasers of goods and services, real estate developers, economic engines and powerful instruments of social change, but it is possible for them to remain somewhat isolated from the day-to-day concerns of the urban core in which they are embedded.

Wits sees its broader goals as a mix of the following:

- direct services to the people in its community;
- advising government (at all levels) on policymaking decisions; sometimes free of charge and at other times through commissioned (paid) research;
- developing appropriate skills for the country;
- creating knowledge; and
- training leaders.

Engaging the community in its development is essential to ensure that the community itself can become empowered and can make better decisions in utilising resources, labour, knowledge, infrastructure, environmental and financial capital. The term "development"

suggests an intention to achieve an actual improvement in conditions, e.g. better healthcare, less environmental damage, better living conditions and better investment for the good of the community. The University is aware that it does not have all the solutions. There are a number of factors that contribute to these solutions and the University's involvement is but one contributor.

Previously, engagement with the community arose organically over time, driven by the interests of faculty, staff, students and the communities. The University now steers its community engagement more strategically, spreading outreach across executive portfolios and the schools, and focusing on efforts that benefit both the institution and other constituencies.

Wits is a founder member of the South African Higher Education Community Engagement Forum (SAHECEF), which was formally constituted in January 2010. This forum brings together all 26 public and one private Higher Education Institutions into an organ which allows for the sharing of mutually beneficial policies, practices and experiences. Wits is also a member of the Talloires Network, an international association of institutions committed to strengthening the civic roles and social responsibilities of higher education.

The Faculty of Science hosted 99 top Grade 11 achievers from 14 different feeder schools to a pilot program, the Wits Integrated Experience in Science (WIES). The learners spent the full day at the University being exposed to different aspects of science in order to get an idea how varied and interesting science can be. The schools were invited to choose their own team of 5 pupils who were top achievers in science-related subjects. The teams competed in gathering information obtained through evidence-based learning in the disciplines of Archaeology, Geography, Geology, Molecular and Cell Biology, Chemistry, Computational and Applied Mathematics, Actuarial Sciences and Astrophysics to solve a 'murder mystery', conceptualised by academics participating in the event. This highly-successful event will be rolled out to include larger numbers of learners in future years.

Fame Lab is one of the biggest science communication competitions in the world hosted through the British Council. The Fame Lab South Africa competition was open to anyone aged 21 to 35 and working in or studying science, technology, engineering, mathematics or innovation. The DST-NRF Centre of Excellence in Mathematical and Statistical Science (CoE-MaSS) was represented at #FameLabSA by Tesfalem Tegegn in 2016. He will go on to become part of an increasingly exciting network of scientists and engineers able to clearly and imaginatively explain science to the general public.

Professor Karim Sadr, Professor of Archaeology in our School of Geography, Archaeology and Environmental Studies, is patron of the South African Archaeological Society, Trans-Vaal Branch, which actively organizes outings for the members of the public and presents public lectures on archaeology and the history of human settlements in Africa.

Professor Coleen Vogel (Global Change & Sustainability Research Institute) has been involved in training young African scholars on transdisciplinary research for the International Social Sciences Council and International Council of Sciences.

The School of Statistics and Actuarial Science participated in many national initiatives. Professor David McCarthy served as a consultant/advisor to National Treasury on Retirement Reform until June 2016. Professor Roseanne da Silva (now Harris) was the President of the Actuarial Society of South Africa. Professor Stephen Jurisich was a director of the South African Actuaries Development Programme (a government backed initiative) for the whole of 2016. Mr Sulaiman Salau and Professor Jacky Galpin served on the Council of Statistics South Africa. Mrs Yoko Chhana is a member of the Executive Committee of the Statistics Association of South Africa and a Board Member of ICCSSA. Prof da Silva and Prof Jurisich were both members of the Curriculum Committee and Education Board of the Actuarial Society of South Africa.

Wits has held the annual Yebo Gogga exhibition since 2004 aimed at highlighting science to school-goers. The exhibition is largely organised

by the School of Animal, Plant and Environmental Sciences but many other Schools and Divisions participate. The exhibition is unique because of the high levels of interaction between visitors and exhibits. Visitors are encouraged to touch, taste and smell as much as is practical. In this way they are fully engaged with the subject matter and have a rich and memorable experience. The exhibits are manned by enthusiastic and knowledgeable people who share their knowledge and passion with those attending. There were 29 exhibitors (14 from Wits, 3 Government Departments, and 18 from civil society). Some 5000 visitors attended.

Three of Global Change Institute's senior academics, Professor Barend Erasmus, Professor Coleen Vogel and Professor Bob Scholes are on Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) panels.

- IPBES is the intergovernmental body responsible for the assessments related to biodiversity and ecosystems. Data from researchers/scientists are used to assist in informing decision-makers with regard to policy and implementation. IPBES is placed under the auspices of four United Nations entities: UNEP, UNESCO, FAO and UNDP and administered by UNEP.
- Professor Bob Scholes is the IPBES Co-chair of Land Degradation and Restoration Assessment, and Professor Barend Erasmus is the chapter lead author on global land degradation assessment. Prof Coleen Vogel focuses predominantly on policy issues in her capacity as an external reviewer for the African Governance chapter.

All three of these senior academics are members of the Intergovernmental Panel on Climate Change (IPCC). Their responsibility includes the framing of an agenda for IPCC 6.

Professor Barend Erasmus was appointed to the African Climate Reality Project Advisory Board tasked with investigating strategic interventions and policy formulation relating to Climate South Africa and Southern Africa. The African Climate Reality Project (ACRP) is the African implementing partner of The Climate

Reality Project. The ACRP works with climate leaders, governments, NGOs and scientists across the continent in an effort to support a network of African leaders to tackle climate change challenges.

The National Nuclear Regulator (NNR) has appointed the Radiation and Health Physics Unit, headed by James Larkin, as a Local Partner Institution in the establishment of the NNR Centre for Nuclear Safety and Security.

Thanks to the efforts of many, including Professor Sarah Wurtz (Geography, Archaeology & Environmental Studies), the Klasies River cultural landscape has recently been declared a National Monument. Prof Wurtz is the principal investigator at the site. Klasies River is the site of one of the earliest coastal economies, dating to the Last Interglacial (120 000 years ago), and is an important part of South Africa's heritage.

Wits and the SA Weather Service signed a partnership agreement that will facilitate the access by Wits researchers to extensive SAWS data. Discussions with SAWS to provide courses for the high level training of meteorologists are underway.

Dr Melanie Samson (Geography, Archaeology & Environmental Studies) is working with the South African Cities Network and National Government to develop guidelines on waste picker integration into municipal waste management systems.

Designed in the High Energy Physics Laboratory of Professor Bruce Mellado, and manufactured by Trax, the ATLAS Tile Calorimeter, the most complex electronics board ever produced in South Africa, was successfully integrated into the ATLAS detector of the Large Hadron Collider at CERN in Switzerland.

2.5.2 Academically-based community engagement

2.5.2.1 Faculty of Science

Professor Chrissie Rey, Professor of Microbiology in the School of Molecular and Cell Biology, is working with CIASA (Cassava Industry Association SADC) and the DTI towards commercializing cassava starch in the future, and with small scale farmers who will grow the cassava.

The Centre of Excellence in Palaeosciences (CoE-Pal) reached a large audience through a large variety of innovative outreach activities. The focus of the palaeo outreach programme run by Dr Ian McKay and Ms Mufuniwa Mudau was a collaboration and building partnerships with other organisations: local, international, commercial, and State funded. The idea is that these symbiotic relationships will, in the long term, produce effective and sustainable outreach projects with some type of measurable, real world, impact. In addition, we are hoping that these projects will produce data for publishable research. Fortunately for the programme there was no shortage of potential collaborators because of the global publicity surrounding the announcement of the discovery of *Homo naledi* and the large dinosaur femur from near Clarens in 2015. In 2016 the CoE-Pal had very fruitful collaborations exhibited at many regional, national and continental events. Over 375 000 learners, teachers and members of public were reached through various exhibitions and programmes. A few examples of these outreach activities are:

Working in collaboration with Sci-Bono a permanent exhibition was set up near the entrance of the Science Centre. The exhibition consists of two cases: one on human evolution and one on mammal ancestors from the Karoo. In addition, there is a touch table with real fossil attached that members of the public can touch and feel. This exhibition was up for four months during the very popular Body Worlds exhibition and is visible to all visitors to Sci-Bono. In 2016 it was seen by approximately 106 000 visitors.

An extremely important part of this outreach programme is working with practicing Life Sciences Teachers who teach South African Palaeontology to Grade 10 learners and evolution and human evolution to Grade 12 learners. The latter topics are extremely important to the learners as they feature prominently in the Life Sciences paper 2 of Matric. In 2016 nine workshops were held for approximately 200 teachers. The feedback was very positive and the possibility of developing these workshops into an annual week long winter school programme with the assistance of a corporate sponsor is being investigated.

Ian McKay attended a workshop on promoting Earth Sciences in Kenyan Schools (17-18 May, 2016) organised by the Kenya, National Commission for UNESCO. The purpose of the workshop was to share the South African experience of curriculum review which has been taking place since 1997, and included the incorporation of Earth Sciences into the school curriculum, with the Kenyan Education authorities who are presently reviewing their primary school curriculum.

Working with post-doctoral fellow Dr Mirriam Tawane, using funds she raised from the Wenner Gren Foundation, hands-on workshops on the topic of Human Evolution were held at eleven high schools in the Taung Area for 393 school learners and teachers.

A team from the School of Physics used the National Science Week (NSW) as an opportunity to spread the word about physics when they visited high school learners in Venda and in Limpopo. The NSW is an annual countrywide celebration of science, technology, engineering, mathematics and innovation, and is an initiative of the Department of Science and Technology. Every year, during NSW, the team reaches out to the community by hosting workshops on science and inspiring high school learners about the world of science, engineering and other technical subjects. In 2016 the NSW theme was Science for Sustainable Development and Improved Quality of Life. With this theme in mind, the community outreach aimed to share knowledge with disadvantaged communities by showing them the impact that science has had, and its future prospects on the development of the country.

Sasol Techno X is a Science and Technology career exhibition hosted by Sasol. It attracts more than 20 000 visitors from all over the country. The event focusses on mathematics, science and technology and is a platform for students to engage in real world applications. Sasol Techno X is the largest STEM career guidance exhibition in South Africa. Wits showcased various exhibits in the interest area of Science and Engineering. The visitors responded well to the enthusiastic Wits students as they demonstrated many chemistry, physics and

engineering experiments, including the baja car, a Tesla coil, a hydraulic arm and a biomedical muscle electrode controller.

Professor Luke Chimuka (Chemistry) has been working for some years on extracts from the leaves of the Moringa tree. One of the major national retail chains has agreed to take the Moringa liquid concentrate and add it to their drinking and normal yogurt range of products. The Moringa liquid concentrate is produced by our patented extraction system from Moringa leaf powder. This project has been funded by the DST and The Innovation Hub. It has also a community engagement component as Moringa farms are owned by the community.

A partnership between Wits' Global Change Institute (GCI) and the City of Johannesburg (CoJ) was brokered by Professor Coleen Vogel. The GCI has entered into an agreement with the City to work together on developing long-term and short-term plans to develop a resilient city in the face of climate variability and climate change. The GCI/CoJ project will undertake a transdisciplinary research approach which involves in-depth engagement with a variety of stakeholders.

Professor Barend Erasmus is in the process of developing a high level adaptation plan for Exxaro. He is currently conducting research for the plan with considerations of COP21 commitments, the National Adaptation Strategy policy document and responsible mining practices. The adaptation plan will be complemented by other research projects (pertaining to the mining industry) undertaken by GCI's postgraduate bursars.

Professor Bob Scholes (GCI) was appointed as the co-lead of the Strategic Environmental Assessment (SEA) of Shale Gas Development in South Africa, which was conducted by several partner organisations, led by the CSIR, on behalf of the South African government, represented by the Department of Environmental Affairs. In November 2016, the final version of Shale Gas Development in the Central Karoo: A Scientific Assessment of the Opportunities and Risks was published electronically. The assessment will assist in informing decision-makers the viability of shale gas development in the Karoo.

Professor Coleen Vogel (GCI) in collaboration with other scientists has written an assessment report for the Department of Environmental Affairs that reviews the country's recent drought experiences. The assessment report looks at lessons learned, possible opportunities and challenges going forward. The report will be submitted to Parliament in 2017 for discussion.

2.5.2.2 Faculty of Humanities

School of Education

Stephanie Allais has been seconded for 50% of her time to the Ministry of Higher Education and Training, when she serves as Special Advisor. This enables her to participate in and support a range of policy processes and systemic development of the post-school system; the most significant policy process, which she is actively involved in through this work, is the development of a 15-year plan for the post-school system.

- Presha Ramsarup was the conference chair in organising the Southern African Association of Environmental Education's annual conference in October 2016. The programme had 300 participants from 19 African countries and papers from 22 universities in Africa.
- Presha Ramsarup is supporting the Department of Environmental Affairs in the drafting of a framework for a South African Strategy to inform Education and Training for a Greener Economy. It is a broad strategy that will focus on basic, post school and adult education and training.
- Volker Wedekind has led the following workshops: the Presidential Commission into the Feasibility of Free Post-school Education looking at the TVET system; a Bridge networking event looking at TVET colleges and student employability; a group of interested stakeholders on proposals for making college curricula more responsive. He was the keynote speaker at the JET Education Services AGM on collegial relations in TVET colleges. He has participated in the DHET internal seminar programme. He is a member of the Technical Task Team on TVET that is

feeding into the development of the 15-year National Plan for the Post-School System being developed by the DHET. He also serves on several boards, namely the Board of the Programme for Improving Learning Outcomes (PILO), Secretary to the Council of the Mgungundlovu TVET College, National Treasurer of the South African Education Research Association (SAERA).

School of Social Sciences

The Global Labour University (GLU) programme is a formal partnership between Wits, the International Labour Organization (ILO), and COSATU and involves training for trade unionists from South Africa and across the continent. It is more teaching than research oriented, but there has been some research produced through the GLU.

The GLU programme at Wits also celebrated its 10th anniversary with an international conference in October. The GLU is an example of the public outreach of the School of Social Sciences as a global partnership across five countries that provides post-graduate education and skills development to members of the labor movement. In ten years at Wits, the GLU programme has seen more than 60 postgraduate students graduate, and Wits' GLU alumni have produced more than 100 articles, including academic and non-academic engagements.

The Xenowatch initiative of ACMS was launched by the African Centre for Migration and Society in August of 2016. Xenowatch is a website and database that collects and documents incidences of Xenophobia across South Africa. Xenowatch aims to make data on Xenophobia available to both public authorities and civil society. It will facilitate better analysis and understanding of the patterns of Xenophobia in the country.

2.5.2.3 Service-Learning (S-L)

Modules in this area of academic engagement are accredited in the same way as any other modules. Services are provided to address an expressed need in a community, and students reflect on their service experience in order to enhance their theoretical understanding of course content. S-L courses exist in every

faculty at Wits, and the University is working on expanding these to every School in the University. Service-Learning modules form a crucial part of professional disciplines such as Education, Health Sciences, Engineering, Social Work, Psychology, Law, Speech and Hearing, and typically take place in non-profit organisations and the public service, such as clinics and schools, with which the University has long-standing relationships. At Wits S-L is an integral part of the MBA degrees, where students are expected to use their expertise to empower NGOs and NPOs in areas like Human Resources, Accounting and Marketing.

Most S-L activities took place in the communities, but an increased number were delivered through three centres specifically set up for S-L activities. The Emthonjeni Centre (based on campus) caters mostly for activities in the School of Human and Community Development, while the Centre for Applied Legal Studies (also based on campus) caters mostly for activities in the School of Law. The third node for S-L activities is based at the Hugh Solomon Building in the Hillbrow Health Precinct (which is a joint initiative of the University, the City of Johannesburg and the Gauteng Provincial Government). Various schools participate in S-L activities at this off-campus site.

Some of the highlights in the area of Service-Learning for 2016 were:

- Applied disciplines in the Wits School of Arts such as Drama for Life and the Community Music courses and programmes offer students opportunities to develop mutually beneficial partnerships with a range of urban and rural cultural communities.
- The School of Animal, Plant and Environmental Sciences once again successfully held the Yebo Gogga, Yebo amaBlomo event which is the culmination of a Service-Learning programme in the School.
- The School of Therapeutic Sciences has ongoing rehabilitative programmes in communities such as Diepsloot (Northern Johannesburg) and Tintswalo (Mpumalanga).

The University continues to engage academically

with broader society (government, business and industry, NGOs, communities) through community, public service and industry based programmes.

The Faculty of CLM practices a significant degree of professional training. This faculty has a close collaborative and professional engagement with professional bodies such as the South African Institute of Chartered Accountants (SAICA) and the Law Society. The faculty also has a number of centres that have a public interest mandate, for example, the Centre for Applied Legal Studies and the Wits Law Clinic. A number of research units and centres operate at the interface between research and policymaking. Examples of these include the Centre for Learning in Evaluation and Results (CLEAR), the African Micro-Economic Research Unit (AMERU), the Corporate Strategy and Industrial Development (CSID) unit and the Wits Institute for Finance.

The DST-NRF Centre of Excellence in Mathematical and Statistical Sciences (CoE-MaSS) hosted by Wits, in conjunction with the National Centre for High Performance Computing (CHCP) hosted the Graphics Processing Unit (GPU) Computing Workshop using CUDA and C++ in July 2016. CUDA is a parallel programming model and software environment developed by NVIDIA. It provides programmers with a set of instructions that enable GPU acceleration for data-parallel computations. The computing performance of many applications can be dramatically increased by using CUDA directly or by linking to GPU-accelerated libraries. The workshop was facilitated by Dr Nicolin Govender from the CSIR and attendees were from the Universities of Pretoria, Johannesburg, Witwatersrand and Rhodes, from the CSIR and Mintek and from Liberty Life.

Dr Sam Challis from the School of Geography, Archaeology and Environmental Studies, is Principal Investigator of a multi-disciplinary research programme in the Eastern Cape. It is the first systematic survey of rock art and archaeology in the former 'Transkei' region of Matatiele, and is run in collaboration with the local Community Trust, Mehlooding. The Matatiele Archaeology Rock Art (MARA) Programme has, from the outset, engaged with the local community of Matatiele and has selected several

community members to train as archaeologists. The ramifications for capacity development are clear. With qualifications, soon to be ratified by the Association of Southern African Professional Archaeologists (ASAPA) as being in line with NQF requirements, the MARA programme is at the forefront in developing a recognised credentialing process. One of the Wits trainees, Ntate Puseletso Lecheko, has now put together his own team of trainees in Matatiele, who continue the University's survey efforts while University staff are not with them in the field. He has found many important sites, some of which are reported on in the international literature. Perhaps the greatest achiever of this community outreach programme, Nthabiseng Mokoena, came from the Metolong Dam project to take her Honours degree at Wits and proceeded to complete a Masters degree by research on Community-involved heritage management. She appeared at a regional conference in Botswana, at the PanAfrican Congress held at Wits in 2014 and at the European Association of Archaeologists conference in Istanbul in 2014. Another student, Mncedisi Siteleki, gained global recognition for MARA when he was awarded 'Best student project' by international GIS giants ESRI. He was flown to San Diego, California to present his findings in 2015.

Dr Catherine Namono and Dr Siyakha Mguni from our Rock Art Research Institute have been engaged in the Makgabeng community rock art and oral heritage project. This is an alliance between the Makgabeng community, the Blouberg Local Municipality, Ditsong National Cultural History Museum, the Rock Art Research Institute and the National Research Foundation. The alliance is anchored by a spectrum of community initiatives that take cognisance of the need to conserve and protect the natural and cultural heritage of the Makgabeng. Years of research in the Makgabeng area by researchers from the Rock Art Research Institute and the Ditsong National Cultural History Museum identified a wealth of significant tangible and intangible heritage resources. This realisation encouraged a vision for heritage tourism as a vehicle to address some of the community's social-economic expectations. Drawing on the rock art of the Makgabeng, several postgraduate students are considering the relationships

that existed in the past in terms of the superimposition of variants in the method and manner of depiction of rock art. Taken together with the excavations this material culture is unravelling relationships between the San, the Khoe and the Bantu farmers who traversed the Makgabeng landscape. Other students are looking at the potential consequences on a rural community of introducing heritage tourism. Yet another student is investigating the relationships and interconnections among the community, researchers and sustainable tourism. The support from the local municipality and Limpopo Tourism has been tremendous in erecting a camp site and provision of a borehole which will directly benefit the surrounding community. Drs Catherine Namono and Siyakha Mguni set up a natural and cultural exhibition/display of the Makgabeng area in a building that will serve as the Tourism offices of the Blouberg Municipality. Within this building is now housed a Community Heritage Archive established and used by the local community. Eight members were recruited from the different Wards in the Blouberg Municipality in Senwabarwana, trained in oral heritage collection, tour guiding, monitoring rock art sites and managing the information resource centre. One of the highlights of the Makgabeng community project was a visit by a team of Australians and South Africans who visited various renowned heritage tourism destinations in South Africa, but ranked the Makgabeng as the place they enjoyed the most.

An MSc by coursework and research report was set up in 2016 to respond to the need to upskill geology professionals. A total of 17 postgraduates enrolled for the course. Each participant completes three compulsory modules, plus three optional modules of their choice. The compulsory modules cover an introduction to ore deposits, structural controls on the distribution of ore deposits and a GIS and Remote sensing module. The topics for the optional modules are very wide-ranging and include choices of course run in the School of Mining as well as in Geosciences. Geological modelling and mineral economics proved to be the most popular options in 2016. In addition, each postgrad must complete a research report. Research topics are chosen by the participants, and are generally selected based on adding

value to a project approved by their employers, leading to a win-win situation with both employer and postgraduate benefitting from the project. A new intake of postgraduates for the course began in February 2017.

2.5.2.4 The Wits Reproductive Health and HIV Institute (Wits RHI)

The Wits Reproductive Health and HIV Institute (Wits RHI) is a leading African research institute that forms part of the University's Faculty of Health Sciences. In 2016 Wits RHI continued to grow its research footprint and support key global and national policies in its three focus areas - HIV, sexual and reproductive health (SRH) and vaccine preventable diseases (VPD).

Wits RHI has consolidated its leadership in the fields of both HIV treatment and prevention, completing several globally significant trials, and launching a number of new research initiatives on HIV treatment optimisation for adults and children. The Institute has developed a significant portfolio of HIV treatment optimisation work, with the aim of developing safer, more robust and less expensive antiretroviral therapy (ART) regimens in order to reduce costs and improve health outcomes as more and more people access antiretrovirals. Wits RHI began implementing the OPTIMIZE project which is a rigorous clinical trial that will potentially yield a new first-line regimen with the potential to transform healthcare for HIV-positive people, in tandem with a large community, clinician and regulatory engagement programme that will prepare South Africa and the region for this regimen. If successful when compared with the current WHO recommended ART regimen, the new regimen will be better tolerated, allowing for improved durability through better adherence; have a significantly higher resistance barrier, with improved durability and be significantly cheaper (an estimated 20% immediate cost reduction with the potential to halve the current cost). In addition to this new project, Wits RHI was awarded USAID-UNITAID funding for ADVANCE, a study that falls under OPTIMIZE.

The ADVANCE study will compare newer drugs in the first line ARV regimen to standard of care. The three robust U.S President's Emergency Plan for AIDS Relief (PEPFAR) programmes

with a strong implementation science focus aimed at strengthening care for sex workers and truck drivers, and for adolescents and young people, continue in existence. These programmes are aimed at supporting districts to achieve the goals for HIV testing, initiation of treatment and viral suppression at 12 months after treatment initiation laid out by UNAIDS. The health systems strengthening programme also explores the value of m-health and community based interventions to test models of differentiated care for HIV.

With respect to new developments in HIV prevention, Wits RHI has continued to grow its footprint in the development of new technologies for HIV prevention, including Pre-Exposure Prophylaxis (PrEP). In 2016, the results of the Microbicide Trials Network ASPIRE dapivirine ring trial which was co-chaired by Wits senior staff was presented and published. Open-label extension studies now follow while registration of this product is pending. Wits RHI staff also chair the HIV Prevention Trials Network phase III trial of injectable cabotegravir for PrEP. The protocol for this trial is under development and implementation is anticipated in 2017. In 2016, Wits RHI also initiated enrolment into the exciting HPTN 081 trial of the safety and efficacy of VRC01 monoclonal antibodies for prevention of HIV. This exciting technology is growing rapidly in the HIV field, and important lessons will be learnt from this trial for future development of this technology. Wits RHI staff are members of the scientific protocol team. In addition to the development of new HIV prevention technologies, Wits RHI has capitalized on its strength in translating research findings into research and policy. 2016 was an important year for launching several programmes operating at the policy, facility and end-user level to demonstrate how best to deliver PrEP in South Africa to sex workers, adolescent girls and young women. Studies like OPTIONS, TAPS, HERS, EMPOWER and POWER are all being used to inform national implementation of PrEP for key populations. Wits RHI has actively contributed to PrEP guidelines and training, and engage regularly in technical working groups to advise the department of Health. Wits RHI was central to the success of the launch of the National Sex Worker programme by The South

African National AIDS Council (SANAC), which included PrEP delivery. Wits RHI staff also support the National She Conquers campaign, aimed at reducing HIV incidence in adolescent girls and young women. An important addition to our work has been the inclusion of research around prevention of gender-based violence within these HIV programmes. Results from this work will be known in the next two years. In 2016, a study to explore strategies to eliminate mother to child transmission of HIV (EMTCT) was launched. Known as the Mother-Infant Pairs study, this prospective cohort study will provide important data on HIV incidence and risk factors for new HIV infections in mothers and infants, explore ART use in pregnancy and post-partum, and the potential for male involvement in these programmes.

Within the field of Sexual Reproductive Health (SRH), Wits RHI continues to contribute significantly on a global level. In 2016, The Evidence for Contraceptive Options and HIV Outcomes (ECHO) study which is led by Prof Helen Rees and other collaborators was launched in several countries in the region. Aimed at quantifying whether there is an excess risk of HIV infection in women who use injectable contraception compared to other forms of contraception using a randomized trial design, this study will provide important and potentially definitive data to address this question. Wits RHI staff also engaged with national policy makers on the finalization of a cervical cancer prevention strategy, and contributed at a global level to policy initiatives around the development of vaccines for sexually transmitted infections.

In 2016, Wits RHI extended its work on sexual and reproductive health (SRH) and the interface with vaccine preventable diseases by initiating several studies on vaccination of pregnant women and/or infants. Wits RHI will participate in phase three study to determine the immunogenicity and safety of a Respiratory Syncytial Virus (RSV) F Nanoparticle vaccine with aluminium in healthy third-trimester pregnant women (RSV-M-301), as well as a phase I/II double-blind, randomized, placebo-controlled, descending-age, dose-escalation study to examine the safety, tolerability and immunogenicity of the trivalent P2-VP8 subunit rotavirus vaccine in healthy South African

adults, toddlers and infants (VAC 041) have also begun in the period under review. In addition, RHI is working with Respiratory and Meningeal Pathogens Research Unit (RMPRU) to lead the development of the African Local Initiative for Vaccinology Expertise (ALIVE) consortium, which will strengthen vaccinology research capacity in the region, and address region-specific Vaccine Preventable Diseases (VPD) agenda across the spectrum ranging from vaccine discovery to vaccine. ALIVE secured a grant from the Bill & Melinda Gates Foundation for start-up activities, and has recently been awarded a grant by the South African National Research Foundation as a Wits University Flagship Project.

In the year under review, Wits RHI has 67 grants totalling over R400 million under management. 33% of research grants are investigator driven. Despite a busy year launching several new research initiatives, Wits RHI staff published 83 papers in ISI accredited journals. This was achieved with a staff of 45 joint appointments, where 15% are classified as research active. Wits RHI has a growing postgraduate support programme with 17 PhD candidates affiliated to Wits RHI. The contribution to policy continued to gain local and global recognition. Wits RHI staff were invited to present at conferences, to contribute to conference organising committees, and to provide expert guidance on policy and programme development. 60 presentations were made across a range of platforms including 56 oral presentations. In addition, 58 abstract-driven presentations including 16 oral presentations, 20 poster presentations and 22 poster exhibitions were made at international conferences.

In addition to its research output, Wits RHI continued to provide expert guidance on policy and programme development. The Institute played a key role in the development of the Prevention of mother-to-child transmission (PMTCT) National guidelines and the SANAC Sex Worker Plan.

Wits RHI staff received several accolades including Professor Helen Rees who received from the South African President the prestigious Silver National Order of the Baobab for exceptional and distinguished contribution in

medicine. Professor Sinead Delany-Moretlwe received the Omololu Folabi Award for excellence in HIV prevention. Dr. Pedro Pisa was awarded the Training Award for empowering future cancer research leaders. Dr. Oluwafemi Adeagbo received the Outstanding Achievement Award: Humanities.

Wits RHI continues to be represented on several international and national boards and committees. For instance, Professor Helen Rees Chairs the WHO SAGE Working Group on the Decade of Vaccines and Global Vaccine Plan; the WHO/PATH Maternal Flu Immunisation Expert Advisory Committee; the Sexual Transmitted Infections (STI) Vaccine Roadmap Expert Advisory Committee and adviser to WHO on STI vaccine research and the Women's Health Component of Maternal. She serves on the South African National Advisory Group on Immunisation (NAGI) and the Health Data and Advisory Committee.

Professor Francois Venter sits on the WHO technical working group on HIV self-testing, Scientific Committee of the Global HIV Forum, and the South African HIV Self-Testing Guidelines Committee. Sinead Delany-Moretlwe is a member of the HVTN Efficacy Trials Working Group and the SANAC Prevention Technical Task Team. Dr Thesla Palanee-Philips sits on the MTN Executive Committee while Dr Lee Fairlie is a member of the International Maternal Pediatric Adolescent AIDS Clinical Trials (IMPAACT) HIV Treatment Scientific Committee. Dr Saiqa Mullick is a member of the South African HIV/TB Implementation Research Advisory and a temporary advisor to World Health Organization (WHO) in the development of the "Global Strategy for Elimination of Congenital Syphilis".

Other Wits RHI staff are members of the following South African boards and committees:

- National Department of Health: Technical Working Group: PrEP
- National Department of Health: Technical Working Group: STI's
- National PMTCT Technical Working Group
- National Strategic Plan for HIV, TB and STIs Advisory Committee 2017-2022
- National Third Line ART Committee

Wits RHI continues to be committed to developing and conducting relevant research, providing technical assistance and capacity building that is geared to informing policy development and evidence-based programmes.

2.5.2.5 Professional Services

2.5.2.5.1 Wits Commercial Enterprise

Wits Commercial Enterprise (Pty) Ltd is wholly owned by the University and mandated by Council to facilitate contract research, consulting, short course training and manage intellectual property and commercialise IP through licence and/or spin-out companies.

Research: In 2016 the University lost two major research funders (THRIP and AngloGold Ashanti) which have both been a significant part of the Wits Enterprise managed research portfolio for over a decade, however at the same time the unit managed to grow and diversify the balance of its portfolio by over 50%, by building relationships with a larger network of academic researchers and funders. Wits Enterprise was instrumental in successfully negotiating the Twende Mbele project aimed at strengthening Performance Monitoring and Evaluation in Africa, funded by the Department for International Development (DFID) and managed by the Wits Centre for Learning on Evaluation and Results (CLEAR), which kicked off in 2016. Wits Enterprise also successfully negotiated and concluded a number of channel Agreements in 2016 which included MOU's with the Limpopo Department of Economic Development and Tourism (LEDET), the State Information Technology Agency (SITA), and the Department of Public Enterprises (DPE) as well as the South African Gambling Foundation.

Technology Transfer: The University's first spinout in recent years: SmartSpot Quality completed its first year of operation as a registered company at the end of 2016. It exceeded initial expectations and will declare a profit after paying a royalty to the University. The royalty will be distributed according to the University's IP Policy and the IPR Act. A second spin-out GreenEx in the process of preparation is likely to start during 2017. Four IP licence transactions were negotiated during the year.

The highlight of Short Course training during 2016 was that property management portfolio has grown through partnership with SAPOA (South African property Owners Association). Wits Enterprise and Unisa are the delivery partners to the DTI in the rollout of the standardized national MDP for BBBEE Verification. The coursework component of the Nuclear Technology Leadership programme, developed for and funded by Eskom to create capacity for the nuclear new build programme, was registered for research leading to an MEng in the School of Mechanical, Industrial and Aeronautical Engineering. In collaboration with Learning Resources, Digital Campus has been established to deliver online short learning programmes from various faculties.

2.5.2.5.2 Origins Centre Associations

The Wits Origins Centre (established in 2005) is an education centre with a museum, gift and book shop, restaurant, Rock Art Research Institute (RARI), and Archaeology Department located on Yale Rd and Enoch Sontonga Drive in Braamfontein. It is an archaeology museum which focuses on the interface between palaeosciences: archaeology, palaeo-anthropology and palaeontology, as well as including interpretive artworks by prominent South African artists.

The key partners are located within the University and are as follows:

- The South African Museum of Rock Art with a programme of temporary exhibitions and conservation of collections in partnership with RARI
- The Kitching Collection of Fossils and Dinosaurs with a programme provided by the Evolutionary Sciences Institute
- Outreach programmes with the Centre of Excellence for the Paleo-Sciences

The Origins Centre houses permanent and temporary exhibitions from the RARI archive, including loans of 22 artworks from Wits Art Museum. The Centre also hosts temporary exhibitions of significant artists who have an affinity with the content of the Origins Centre.

The Centre will open a new wing exhibiting 100 Engraved Boulders made by unknown artists, depicting animals, humans and abstract patterns.

The Centre has been repainted and leaking basement stores have been waterproofed.

2.5.2.5.3 Wits Health Consortium

Wits Health Consortium is a wholly owned Wits entity and was established to serve as a legal entity through which the University, and primarily the Faculty of Health Sciences, can conduct contract or sponsored research, entrepreneurial or commercial activities, philanthropic funding activities and services including clinical services. The primary role of WHC is to provide the governance, legal framework, human resource management, financial and grant management services for the research entities linked to the Academic Departments of the Faculty of Health Sciences. Faculty members wishing to conduct activities within WHC form themselves into an entity, which is operated as a division within WHC - whilst still falling under the academic control of a Faculty department - each having its own executive team, bank accounts, staffing structures, general ledger structure and more.

Management of pharmaceutical trials is an important income stream to the Wits Health Consortium. This engagement is encouraged, as academic institutions have resources and skills that, if applied to societal concerns in a coordinated and responsible manner, can contribute to the public good and the solving of problems of local and global concern, whilst helping students and academics to gain a better understanding of the link between theory and practice.

2.5.2.5.4 Wits Donald Gordon Medical Centre

Wits Donald Gordon Medical Centre is the first and only Private Academic Hospital in South Africa.

The company is engaged in private hospital services and training of medical specialists and sub-specialists in a variety of medical and surgical disciplines.

The training is done in conjunction with Wits University Faculty of Health Sciences.

2.5.2.5.5 Academic programme

The academic programme, which began in earnest in 2007, has trained a total of 60 additional Specialists and Sub-specialists as at the end of December 2016.

The academic programme has expanded each year since 2007, and now funds 6 concurrent Specialist Training Programmes (4-year period) and 16 Concurrent Sub Specialist Programmes (2 year training period) utilising the expertise and faculties unique to the Faculty to increase the number of Specialist and Sub-specialists being produced by the Faculty, as well as enhancing the training experience.

2.5.2.6 Interaction with schools

During 2016, the Schools Liaison Team, a unit within the Registrar's Division visited high schools in provinces nationally. Table 2.5.2.5 below illustrates the various engagements nationally.

Grade 9 Subject Choice Presentations

The School Liaison team continues to provide career guidance and presentations to Grade 9 learners who are required to make their NSC subject choices. The presentations include key career guidance tools, viz. abilities, interests, personalities and job shadowing. The correct choice of subjects is vital to learners wanting to pursue tertiary studies and thus great emphasis is placed on Grade 9 subject choice presentations.

Grade 11 Presentations

Grade 11 is a critical year in a learner's school career as they will require their final Grade 11 results when applying to Wits and other universities in Grade 12. The School Liaison team showed the importance of these marks as well as how they related to admission points and application processes.

Grade 12 Presentations

The School Liaison team conducts presentations and attention is given to the high performing schools and top feeder schools nationally. The Grade 12 presentation highlights the programme offerings, entrance requirements, funding and

scholarships, application processes and closing dates of the university.

Campus Tours to Wits

Campus tours are conducted for school groups, individual enquirers or families. Campus tours include information sessions explaining Wits' selection, application, and enrolment processes followed by a tour of the primary points of interest on the campus.

Career Exhibitions / Career Days / Career Evenings

Career expos facilitate information transfer to very large audiences of learners. School based career expos and career days are arranged and hosted by schools whilst other events are organised by private organisations, government and NGO's. Wits University is a member of two prominent NGOs, those are the Career Exhibitions and Information Association (CEIA) and the Career Guidance Programme (CGP).

Science, Engineering and Technology (SET) Events

SET programmes and career expos are key priority areas of the University's recruitment strategy and the team attended the following events during 2016:

- Sasol Techno X Science Exhibition: The exhibition took place in Sasolburg from 15 to 19 August 2016. The School Liaison team exhibited user-friendly, hands-on, interactive and stimulating experiments. The target audience included learners from Grades 7 to 12. Learners attended from over 300 schools across the country including urban, rural, private and public schools. An estimated 30 000 learners attended.
- Science Career Expo held at the Mittal Science Centre, Vereeniging on 25-28 July 2016.
- Eskom Young Scientist Expo held at Birchwood Conference on 8-9 October 2015.

Top 100 Applicants' Event

The 2016 event had to be cancelled at short

Activity Summary	Events Attended	Learners
Grade 9/10 Presentations	26	
Total no. of learners		3 328
Grade 11 Presentations	16	
Total no. of learners		1 665
Grade 12 Presentations	132	
Total no. of learners		21 234
Campus Tours	28	
Total no. of learners		1 045
Career Exhibitions / Expos / Career Days	122	
Total no. of learners		236 632
Package drops to schools	154	
Total events attended	478	
Total learners engaged		263 904

Table 2.5.2.6 Interaction with schools

notice due to the student protests around free education and fees must fall protests.

National School Visits

Despite statistics showing that majority of undergraduate enrolments are received from Gauteng, the School Liaison team provides career advice to learners in all provinces in South Africa. The focus is also to increase enrolments nationally and to attract academically excellent students from across the country. National school visits were done to ensure success in career guidance and advocacy and to attract learners with exceptional potential to apply to study at Wits.

The purpose of the national schools visits is to:

- to build on new and existing relationships with schools developed in the past years and to continue to market Wits to schools nationally.
- to attract academically excellent students by providing them with career guidance and application information before the closing dates of 30 June and 30 September each year.

Provinces visited:

Eastern Cape

Regions: Port Elizabeth, East London

The visit to academically excellent schools in Port Elizabeth and East London in the Eastern Cape took place from 3-6 May 2016 where 30 schools were visited, 20 Grade 12 presentations and 10 package drops were done. The Port Elizabeth visit to academically excellent schools included Grey Boys High, Victoria Park, Collegiate and Theodor Herzl. The East London visit included Claredon Girls, Stirling High, Selborne College, Gonubie and Hudson Park. We engaged with approximately 6 000 learners.

KwaZulu-Natal (KZN)

Regions: Durban, Pietermaritzburg, Port Shepstone, Howick, Ladysmith, Newcastle

Two separate visits were done in KZN, the first visit focused on presentations and package drops to targeted schools and during these visits, 29 presentations were conducted, four of which were evening appointments. Both the annual winter school programme which was held at the UKZN Howard College campus for top matriculants and the Westville Boys High School Career expo were attended. The team also concluded package drops to 20 schools in this province. The second regional trip focused on the KZN Interior, and included visits to schools in Newcastle, Vryheid, Ladysmith. A number of grade 11 expos was arranged through the Career Guidance Programme (CGP). Approximately 20 000 learners were engaged.

Limpopo

Regions: Makhado, Thoyohandou

These two regional trips continued to build existing relationships in the Limpopo province which has been recognised as a province with great academic potential especially in the areas of Mathematics and the Sciences. The intention is to strengthen both presence and awareness, and to continue to market the University to schools in the Limpopo province. The schools attending were selected by the Career Exhibition and Information Association (CEIA) and the Limpopo DoE. A total of 281 schools were invited to attend the career exhibition with an intended approximate reach of 40 000 learners.

North West

Regions: Mafikeng, Potchefstroom, Klerksdorp, Rustenburg

Two annual CEIA career expos were held in the first half of 2016, Rustenburg CEIA exhibition was held on 24-26 February 2016 and 71 schools attended which was followed by the Mafikeng/Zeerust CEIA exhibition held on 9-13 May 2016, 60 schools attended. Individual regional school visits were combined with the CGP which focused on Grade 11 learners. The School Liaison team visited Rustenburg, Potchefstroom, Stillfontein and Klerksdorp and participated in 19 exhibitions at various high schools in the area, where approximately 3 000 Grade 9 to Grade 11 learners attended the different CGP events from June to October 2016.

Free State

Regions: Bethlehem/, Harrismith , Bloemfontein, Welkom

Annually the Bethlehem Rotary Association hosts the Bethlehem career exhibition followed by the Harrismith exhibition. Both exhibitions are well organised and well attended. Learners attending are the top performers in the Free State province and are from both advantaged and disadvantaged communities. The total number of learners attending was approximately 5 000. The individual regional school visits to Welkom and Bloemfontein were also combined with the CGP exhibitions for Grade 11's in both

areas. During the Bloemfontein week the School Liaison team maximized the visits by scheduling seven Grade 12 presentations, six Grade 11 and Grade 12 Exhibitions. Four package drops were also done at top performing feeder schools. The Welkom region visit consisted of five presentations, five career exhibitions and two package drops.

Western Cape

Regions: Cape Town, Bellville, Rondebosch, Khayelitsha, Kraaifontein

The School Liaison team has noted an increase in Western Cape enrolment statistics over the last 5 years through consistent relationships with schools. The number of schools visited in 2016 has more than doubled over the past 3 years. 30 schools were visited in a period of 5 days of which 22 were career presentations and 18 package drops. School visits included areas in Rondebosch, Khayelitsha, Kraaifontien and Paarl and both Model C and previously disadvantaged schools. The trip was planned to coincide with the Herschel Girls School Career Evening and Bishops Career Day in order to maximize the Western Cape visit. School Liaison saw approximately 4 000 learners during the visits.

Mpumalanga

Regions: Witbank, Middelburg, Nelspruit

Wits University continues to be a popular and preferred institution of higher learning for learners in Mpumalanga. The School Liaison team visited Witbank, Middelburg and Nelspruit schools from the 18-20 April 2016. A total of 30 schools were visited which included 6 presentations and nine package drops in Witbank and Middelburg. In Nelspruit, 11 visits were career exhibitions, two Grade 12 career presentations and two package drops. 3500 learners were seen during these visits.

2.5.3 International Academic Collaborations

In 2016 Wits signed 10 new international collaboration agreements. University-wide agreements were entered into with universities in 50 countries. This does not include the numerous agreements that various Schools and Departments have on their own.

Publication records from Scopus show that in 2016 Wits researchers collaborated with their colleagues in 152 countries.

The African Research Universities Alliance (ARUA) was formally signed into being in 2016. The first Secretary General, Professor Ernest Aryeetey from Ghana, has been appointed.

Table 2.5.3 shows the collaborating countries by subject area based on the number of ISI indexed research publications.

Collaborating Countries by Subject Area: Web of Science Documents University of the Witwatersrand

INFECTIOUS DISEASES	1,455	936	360	344	66	57	78	129	43	82
PUBLIC, ENVIRONMENTAL & OCCUPATIONAL HEALTH	1,105	430	353	331	54	36	102	105	136	65
IMMUNOLOGY	1,077	694	233	223	48	40	62	82	30	40
PHYSICS, PARTICLES & FIELDS	697	553	542	540	516	522	468	504	505	504
ANTHROPOLOGY	575	321	137	126	103	61	64	35	6	6
MICROBIOLOGY	501	248	97	84	36	32	18	22	13	21
GEOSCIENCES, MULTIDISCIPLINARY	496	125	103	83	81	75	68	14	19	17
MATERIAL SCIENCE, MULTIDISCIPLINARY	463	58	50	38	12	38	10	7	4	8
VIROLOGY	458	280	79	77	16	15	16	22	12	29
ASTRONOMY & ASTROPHYSICS	451	318	305	304	284	296	253	235	264	256

SOUTH AFRICA USA
UNITED KINGDOM ENGLAND
FRANCE
GERMANY (FED REP GER)
AUSTRALIA
SWITZERLAND
SWEDEN
NETHERLANDS

Table 2.5.3 Collaborating countries by subject area

2.5.4 Global Engagement

The University has been selected to be one of the South African representatives on the BRICS University Network forum.

The university hosted 32 international delegations throughout 2016. This is a remarkable number considering that approximately three months of uncertainty on campus and delegations were

reluctant to visit us during those times.

Excellent relations have been developed with all the major embassies in the country and regular communications are received from many of them. Those with significant potential for possible engagement with universities in their country are Switzerland, Sweden, Canada, Netherlands, Russia and China.

2.5.5 Peri-academic and/or civic engagement

2.5.5.1 Public Precincts

Wits' public precincts are those units and facilities that are of particular interest to the public. They include the Wits museums and galleries, the Origins Centre housing the Rock Art Museum and the Rock Art Research Institute, the Wits Theatre, the Great Hall, the Planetarium, the Linder Auditorium and academically based clinics such as the Law Clinic, the Esselen Clinic, the Emthonjeni Centre and the African Centre for Migration Studies. Wits has seen the numbers of visitors to its heritage Centre, Maropeng, focusing on the Cradle of Humankind World Heritage site at Sterkfontein, show healthy growth.

2.5.5.2 Public Engagement

Public engagement is one of the University's key strategic goals, and aims to enrich the public intellectual life of the citizens of the City of Johannesburg and South Africa. In 2016, Wits hosted many events and numerous national and international public figures and academics on campus and at times off-campus.

Wits University continued to uphold its commitment to social leadership through hosting and promoting relevant, prominent debates and lending depth to issues confronting society today. The University hosted public lectures and campaigns that yielded significant publicity for the University. Moreover, the University has been proactive in promoting its researchers both locally and abroad, and in particular, those researchers that have published in internationally accredited journals. Staff members and students from the University once again hosted and participated in a range of social leadership activities and engagements throughout 2016.

Media partnerships and engagement:

Wits remains the University in South Africa that attracts the most media coverage combined (print, broadcast and online) when compared to the other leading universities in the country. This is as a result of several factors including the willingness of Wits academics and experts

to always make time to share their views using the media as a conduit.

The Vice-Chancellor and Principal, Professor Adam Habib himself leads the way in this regard.

2.5.5.3 Partnerships with Government Agencies

The University has a partnership arrangement with the Johannesburg Metro Council and various departments in the Gauteng and National government.

An example of this is the Gauteng City-Region Observatory (GCRO), which was established in 2008 as a partnership between the University of Johannesburg (UJ), the University of the Witwatersrand, Johannesburg (Wits) and the Gauteng Provincial Government (GPG), with local government in Gauteng also represented on the GCRO Board. GCRO receives a core grant from the GPG, and the two universities provide significant in-kind support. While the GCRO is based at the two universities, it is also charged with extending links to all the higher education institutions, as well as knowledge councils, private sector think-tanks, research NGOs and information-exchange and learning-networks operating in the city-region. Behind the motivation for setting up the GCRO is a vision for a fast growing and dynamic urban region, that through better planning and management, and in particular improved co-operative government relations between the spheres and sections of government responsible for its parts, will become more functionally integrated, spatially coherent, economically competitive, creative, innovative, environmentally sustainable and socially inclusive.

2.5.5.4 Partnerships with Business and Industry

Through a number of University entities like Wits Enterprise, the Wits Health Consortium, the University Foundation, Alumni Relations, and academic schools, Wits is building a reputation as a proactive and responsive institution in support of the challenges in human capacity development that business and industry face. The Wits Business School is a leader in such business/university academic partnerships,

whilst the School of Governance specialises in the public sector.

2.5.6 Voluntary Services

One of the goals of higher education is to promote and develop social responsibility and awareness among students of their role in social and economic development through community engagement programmes. The Wits Citizenship and Community Outreach (WCCO) office encourages community engagement of Wits students through volunteerism. Following are some of the projects and activities that were undertaken by volunteers in 2016.

More than 60 NGOs attended the annual Wits NGO Fair, which is held to expose the student body to the services provided by organizations who work in a range of sectors. Students are encouraged to sign-up as volunteers with organisations whose work interests them. The Wits Food Bank run by volunteers is a beacon of hope for students who need food. Many student-organised Food Drives were planned to support the Food Bank. WCCO runs the Global Citizens for Social Justice co-curricular programme, the 8 week programme is styled as an experiential learning model based on a series of discussions and conversations and is a forum for students to discuss everyday issues and link these to how they can contribute to effecting change through volunteering. A relationship has evolved between the civic engagement office at the Colgate

University in the USA and the WCCO. Interaction with fellow Witsies and exposure to community outreach work, including involvement in the Global Citizens for Social Justice programme is encouraged.

Mandela Day 2016 looked at collecting non-perishable food items for the Wits Food Bank. Bins and collection points were arranged for staff and students to donate food items.

Several meetings took place among a number of students to discuss food for hungry students through food gardens on the campus.

There are more than 50 volunteer student community engagement projects associated with the WCCO – these comprise NGO's who welcome placements of volunteers in their organisation, clubs and society community outreach initiatives, Student council initiatives and individual and group projects. Table 2.5.6 shows some of the community projects that we worked with.

WCCO has led the discussions on volunteerism at the South African Higher Education Community Engagement Forum (SAHECEF). This is in the hope of promoting social citizenry rather than volunteerism among students in Higher education. A concept document has been circulated for further discussion at the Forum.

Community Projects			
Ikamva Youth	Supreme College	Text book Library	Wits Food Garden
Teboho Trust	Limiless Dreams	Katlego Pele Education	Christ Church Care Centre
The ASSIST	Innovative Intellects	Batho Bathong	Jabulani Khakibos Kids
Letsibogo Girls High	Wits Food Bank	350.org	Music Enlightenment Project
Cosmos City	Best Faculty Advisory	Inala Forum	Size 123

Table 2.5.6 Community projects

2.6 OPERATIONAL SUSTAINABILITY, FINANCIAL HEALTH, FUNDING SOURCES AND MATERIAL CHANGES

The audited annual financial statements for the year ended 31 December 2016 reflect a group surplus of R103 million (2014: R56 million). This surplus comprises the operating results of the University and its controlled entities, after adjusting for inter-group transactions. Prior to the elimination of intergroup transactions the contributions of the controlled entities are as follows:

	Surplus (R million)	
	2016	2015
Origins Centre Association (Non Profit Company)	(1,0)	(1,1)
The University of the Witwatersrand Foundation	(18,4)	48,4
Wits Health Consortium Proprietary Limited	43,5	30,8
Wits Junction Residences Proprietary Limited	6,4	(1,4)
Wits Commercial Enterprises Proprietary Limited	2,6	0,7
Total	33,1	77,4

Table 2.6.1 Group surplus

The salient features of the consolidated annual financial statements are included elsewhere in this annual report. Financial health and sustainability for part of the integrated report, issued separately.

The key indicators below are used to measure the financial health of the Group and University.

	2016		
	Group	University	University Council Funded
Total staff costs/total income (%)	49	47	57
Total operating costs/total income (%)	46	46	39
Operating surplus (R millions)	104	114	83
Operating surplus/total income (%)	2	5,6	2,5
Student debt before provision for impairment/tuition and other fee income (%)	21	21	
Current ratio (current assets plus money market and short term cash/current liabilities)	1,2	1,1	
Liquidity ratio (current assets less inventory and student debtors/current liabilities)	1,0	0,8	
Solvency ratio (total assets less PPE/total liabilities)	1,0	0,9	
Liquid reserves (total funds and reserves less PPE)/total expenses (%)	3	(6)	
Non-current liabilities less deferred income/total income (%)	17	24	

Table 2.6.2 Financial health of the Group

The liquid reserves ratio indicates that the University would not be able to continue with operations without new funding. Property, plant and equipment are excluded from reserves, as the assets could not necessarily be sold, due to their specialised use. The non-current liabilities ratio excludes deferred income from government grants, which are written to income over the useful life of the

asset or as the grant is expended. The ratio indicates the ability to service long-term debt.

The funds received by the University and its controlled entities are governed by the regulations for reporting by higher public education institutions. These regulations define what constitutes Council controlled funds, designated funds, restricted funds and unrestricted funds. The University reports according to these regulations. The primary funding streams are as follows:

	2016		2016	
	% change	Group R million	% change	University R million
State subsidies and grants (Rm)	18	1 453	18	1 447
Tuition and other fee income	7	1 890	7	1 890
Research contracts	50	1 735	50	296
Private gifts and grants	(20)	130	23	198
Other income	-	883	1	737

Table 2.6.3 Primary funding streams

The increase in state subsidies and grants was 18% for both the group and the University due to the additional subsidy catering for zero fee increases in 2016. The increase in fee income in 2016 as compared to 2015 is due to higher enrolment numbers achieved in 2016. The increase in research contracts income for both the University and the group was significant at 50%.

Cash Flows are monitored on a day to day basis to ensure that cash is available for operational needs and planned capital expenditure. Cash not in use is placed on call or in near cash investments. The return on investments is monitored by management, with the Board of Governors of the Foundation exercising oversight.

The University has reduced its capital infrastructure programme to conserve cash for escalating property maintenance costs. Any surplus cash will be redirected to the costs of the network upgrade and the costs of insourcing.

2.7 SIGNIFICANT STUDENT DATA AND RELEVANT STATISTICS INCLUDING REALISATION OF TRANSFORMATION TARGETS

SECTION A: SIZE AND COMPOSITION OF STUDENT BODY IN 2016¹

A1: 2016 Student Enrolment

The 2016 student enrolment of the University was 37202, an increase of 9.85% compared to 2015 (33711). A total of 8109 students were first time 1st year students.

A2: 2016 Student Enrolment by Faculty

Faculty	2016	
	Enrolled	Enrolled %
Faculty of Commerce, Law & Management - Total	9 221	24.79%
Faculty of Engineering and the Built Environment - Total	7 152	19.22%
Faculty of Health Sciences - Total	6 069	16.31%
Faculty of Humanities - Total	9 788	26.31%
Faculty of Science - Total	4 972	13.36%
Grand Total	37 202	100.00%

Table 2.7.1 Student Enrolment by Faculty

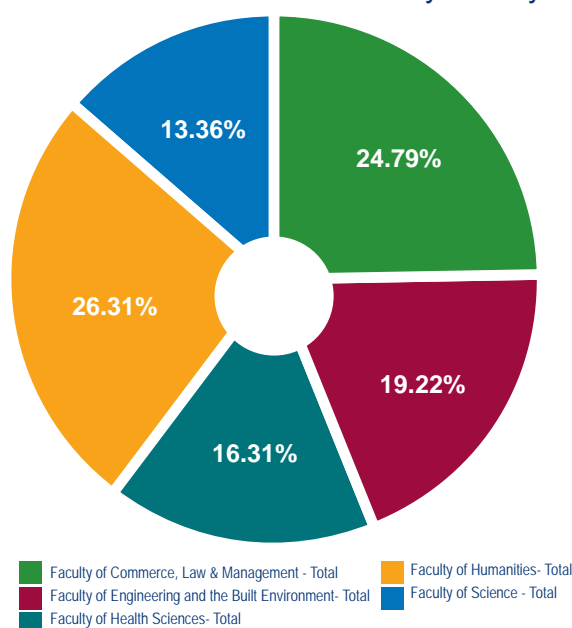


Figure 2.7.1 Student Enrolment by Faculty

In terms of 2016 student enrolment numbers, the Faculties were ranked in descending order as follows: Humanities (26.31%); Commerce, Law and Management (24.79%); Engineering and the Built Environment (19.22%); Health Sciences (16.31%); and Science (13.36%).

The ratios of student enrolment numbers have changed in the following manner from those reported for 2015: Humanities (+0.80%); Commerce, Law and Management (-0.75%); Engineering and the Built Environment (+0.25%); Health Sciences (-0.61%); and Science (+0.30%).

¹Note Regarding tables and graphs

Rounding is to two decimal places.

Note Regarding Documentary

Apart from providing data for 2016 a comparison has been made to data provided in 2015.

A3: 2016 Student Enrolment by Gender

Gender	2016	
	Enrolled	Enrolled %
Female	20 366	54.74%
Male	16 833	45.25%
UNKNOWN	3	0.01%
Grand Total	37 202	100.00%

Table 2.7.2 Student Enrolment by Gender

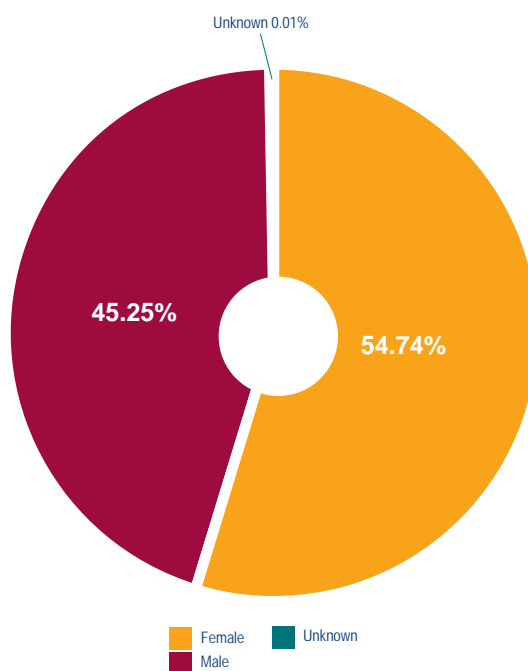


Figure 2.7.2 Student Enrolment by Gender

In terms of gender, the male to female student ratio was 45.25:54.74. This distribution has changed slightly from the 2015 report.

A4: 2016 Student Enrolment by Race²

Race Parent	2016	
	Enrolled	Enrolled %
BLACK	29 805	80.12%
UNKNOWN	3	0.01%
WHITE	7 394	19.88%
Grand Total	37 202	100.00%

Table 2.7.3 Student Enrolment by Race

²Note:

- Grand Total = Black + White + Unknown
- Black (A reporting requirement terminology) = Africans + Chinese + Coloureds + Indians

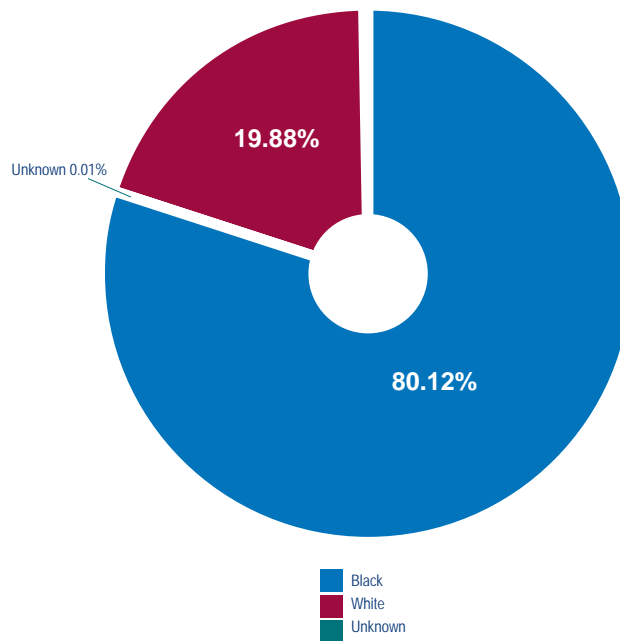


Figure 2.7.3 Student Enrolment by Race

A4: 2016 Student Enrolment by Race

Race Parent	2016		
	Race	Enrolled	Enrolled %
BLACK	AFRICAN	23 347	62.76%
	CHINESE	194	0.52%
	COLOURED	1 528	4.11%
	INDIAN	4 736	12.73%
BLACK Total		29 805	80.12%
UNKNOWN	UNKNOWN	3	0.01%
UNKNOWN Total		3	0.01%
WHITE	WHITE	7 394	19.88%
WHITE Total		7 394	19.88%
Grand Total		37 202	100.00%

Table 2.7.4 Student Enrolment by Race

From the table above, the White to Black ratio for 2016 was 19.88:80.12, a change from 21.82:78.17 in 2015 and 22.49:77.48 in 2014. The trend over the last three years is of a stable White and Black student enrolment.

The table also reveals that Africans comprised of 62.76%, Whites 19.88%, Indians 12.73% and Coloureds 4.11% of the entire 2016 student enrolment. White student proportions decreased by 1.94%, whilst those of Black students increased by 1.95% compared to 2015.

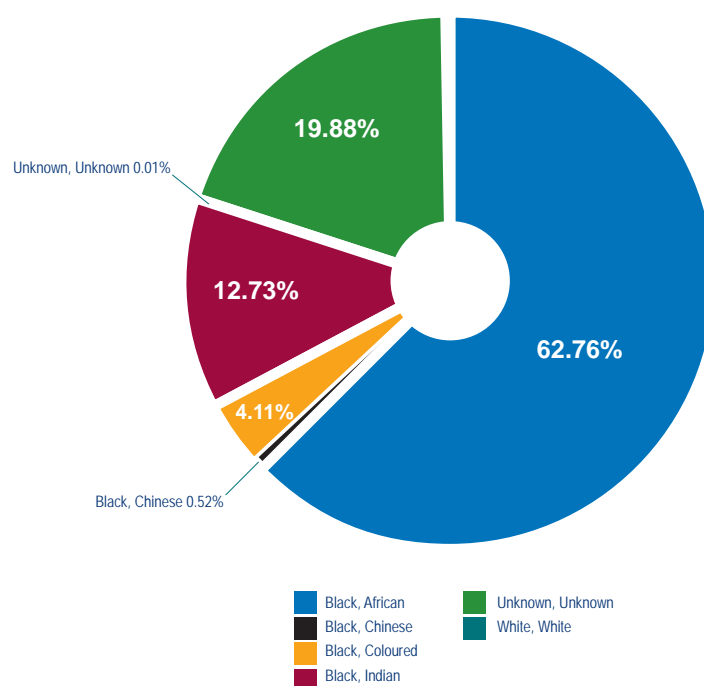


Figure 2.7.4 Student Enrolment by Race

A4: 2016 Student Enrolment by Race (Black Only)

Race Parent	2016		
	Race	Enrolled	Enrolled %
BLACK	AFRICAN	23 347	78.33%
	CHINESE	194	0.65%
	COLOURED	1 528	5.13%
	INDIAN	4 736	15.89%
BLACK Total		29 805	100.00%
Grand Total		29 805	100.00%

Table2.7.5 Student Enrolment by Race (Black Only)

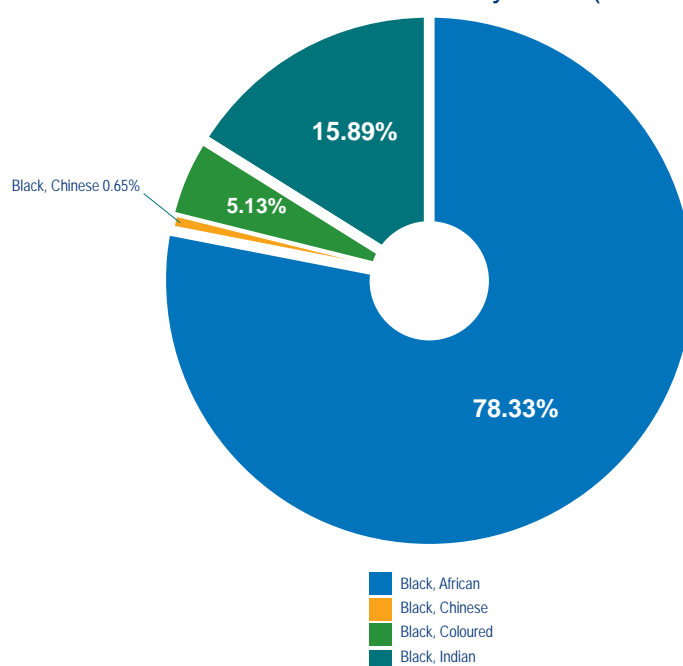


Figure 2.7.5 Student Enrolment by Race (Black Only)

(The Black population group is segmented as follows: Africans 78.33%, Indians 15.89%, Coloureds 5.13% and Chinese 0.65%).

Within the Black population group, the ratio between Africans, Indians and Coloureds students had changed as follows, when compared to 2015: Africans (+1.28%), Indians (-1.14%), Coloureds (+0.05%) and Chinese (-0.19%).

A5: 2016 Student Enrolment by Gender and Race³

A5: 2016 Student Enrolment by Gender (Female Only) and Race

Gender	2016		
	Race Parent	Enrolled	Enrolled %
FEMALE	BLACK	16 219	79.64%
	WHITE	4 147	20.36%
Grand Total		20 366	100.00%

Table 2.7.6 Student Enrolment by Gender (Female Only) and Race

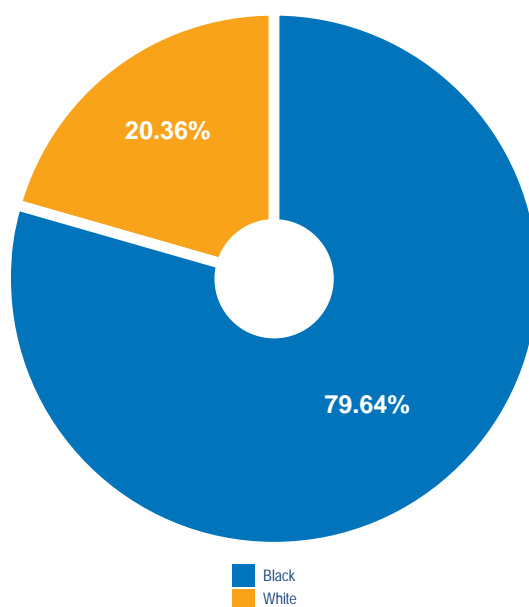


Figure 2.7.6 Student Enrolment by Gender (Female Only) and Race

The Female White to Female Black ratio was 20.36:79.64 (22.13:77.87 in 2015).

³Note:

- Female = Female Black + Female White
- Male = Male Black + Male White
- Female Black = Female Africans + Female Chinese + Female Coloureds + Female Indians
- Male Black = Male Africans + Male Chinese + Male Coloureds + Male Indians
- Unknowns were excluded from diagrams below

A5: 2016 Student Enrolment by Gender (Male Only) and Race

Gender		2016		
		Race Parent	Enrolled	Enrolled %
MALE		BLACK	13 586	80.71%
		WHITE	3 247	19.29%
Grand Total			16 833	100.00%

Table 2.7.7 Student Enrolment by Gender (Male Only) and Race

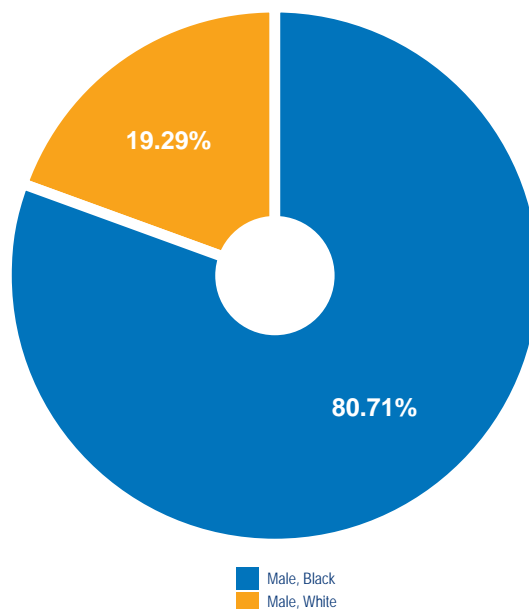


Figure 2.7.7 Student Enrolment by Gender (Male Only) and Race

The Male White to Male Black ratio was 19.29:80.71 (21.44:78.56 in 2015).

A5: 2016 Student Enrolment by Gender (Female Only) and Race (Black Only)

Gender	Race Parent	2016		
		Race	Enrolled	Enrolled %
FEMALE	BLACK	AFRICAN	12 445	76.73%
		CHINESE	97	0.60%
		COLOURED	984	6.07%
		INDIAN	2 693	16.60%
FEMALE Total			16 219	100.00%
Grand Total			16 219	100.00%

Table 2.7.8 Student Enrolment by Gender (Female Only) and Race (Black Only)

The Female Africans set comprised 76.73%, with Female Chinese at 0.60%, Female Indians at 16.60% and Female Coloureds at 6.07% of the Female Black group.

These figures when compared with 2015 reported figures show: an increase in Female Africans of 1.29%, a decrease in Female Chinese of 0.16%, a decrease of 1.15% for Female Indians; and an increase of 0.02% in Female Coloureds.

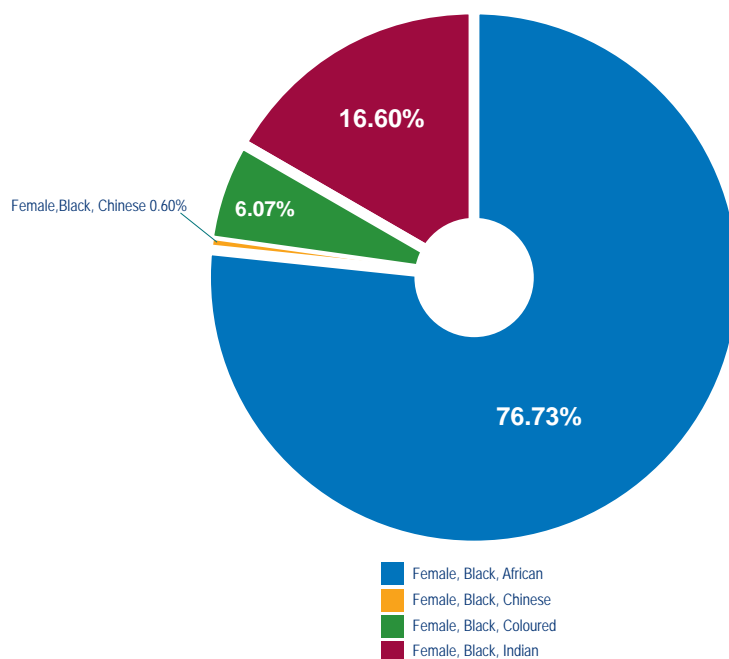


Figure 2.7.8 Student Enrolment by Gender (Female Only) and Race (Black Only)

A5: 2016 Student Enrolment by Gender (Male Only) and Race (Black Only)

Gender	Race Parent	2016		
		Race	Enrolled	Enrolled %
MALE	BLACK	AFRICAN	10 902	80.24%
		CHINESE	97	0.71%
		COLOURED	544	4.00%
		INDIAN	2 043	15.04%
MALE Total			13 586	100.00%
Grand Total			13 586	100.00%

Table 2.7.9 Student Enrolment by Gender (Male Only) and Race (Black Only)

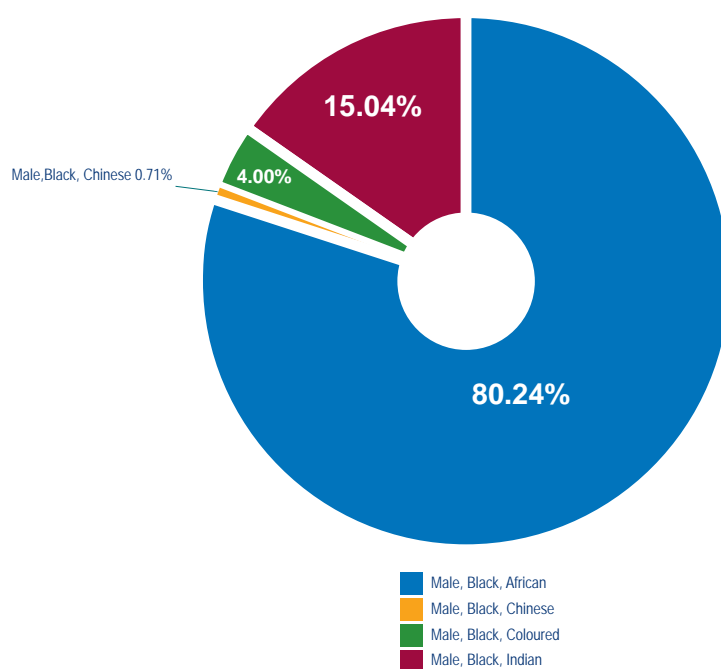


Figure 2.7.9 Student Enrolment by Gender (Male Only) and Race (Black Only)

The Male Africans segment comprised 80.24%, with Male Chinese at 0.71% and Male Indians at 15.04% and Male Coloureds at 4% of the Male Black group.

Male Africans increased by 1.24%, Male Chinese decreased by 0.22% whilst Male Indians decreased by 1.12%, and Male Coloureds increased by 0.08% when compared with 2015 reported figures.

A5: 2016 Student Enrolment by Gender and Race

Gender	Race Parent	2016		
		Race	Enrolled	Enrolled %
FEMALE	BLACK	AFRICAN	12 445	33.45%
		CHINESE	97	0.26%
		COLOURED	984	2.65%
		INDIAN	2 693	7.24%
	BLACK Total		16 219	43.60%
	WHITE	WHITE	4 147	11.15%
WHITE Total		4 147	11.15%	
FEMALE Total			20 366	54.74%
MALE	BLACK	AFRICAN	10 902	29.30%
		CHINESE	97	0.26%
		COLOURED	544	1.46%
		INDIAN	2 043	5.49%
	BLACK Total		13 586	36.52%
	WHITE	WHITE	3 247	8.73%
WHITE Total		3 247	8.73%	
MALE Total			16 833	45.25%
UNKNOWN	UNKNOWN	UNKNOWN	3	0.01%
	UNKNOWN Total		3	0.01%
UNKNOWN Total			3	0.01%
Grand Total			37 202	100.00%

Table 2.7.10 Student Enrolment by Gender and Race

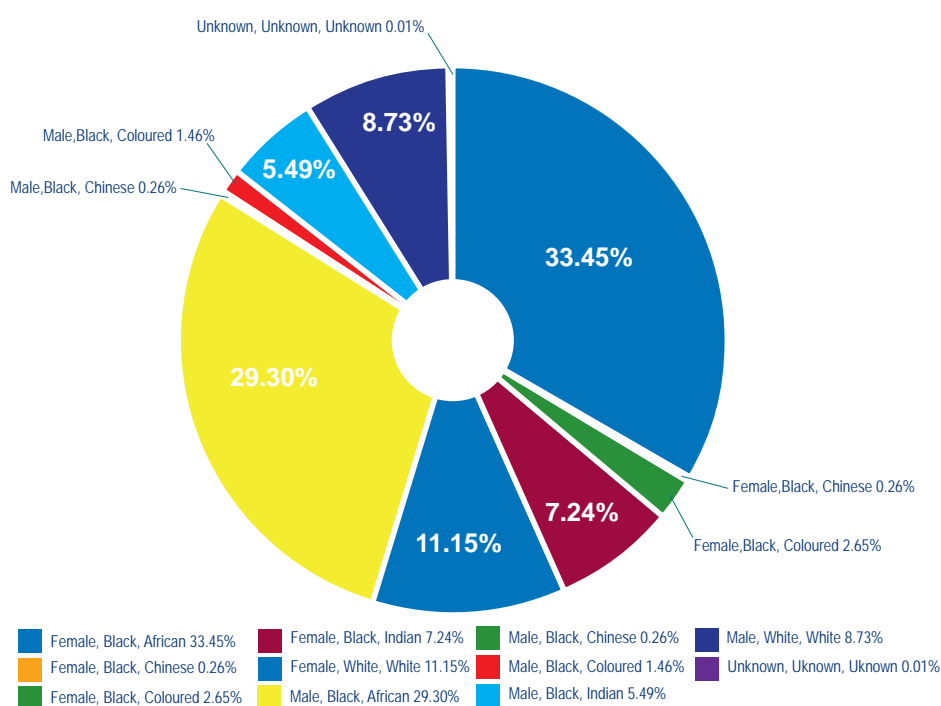


Figure 2.7.10 Student Enrolment by Gender and Race

With respect to the entire student enrolment, Male Africans comprised 29.30%, Male White 8.73%, Male Indians 5.49%, Male Coloureds 1.46% and Male Chinese 0.26% of the set. For females, the Female Africans segment comprised 33.45%, Female White 11.15%, Female Indians 7.24%, Female Coloureds 2.65% and Female Chinese 0.26%.

Changes in these demographics, with respect to the figures reported for 2015 were: the Male Africans segment increased by 1.24%, Male Whites decreased by 2.15%, Male Indians decreased by 1.12%, Male Chinese decreased by 0.22% and Male Coloureds increased by 0.08%

Female Whites decreased by 1.77%, Female Africans increased by 1.29%, Female Indians decreased by 1.15%, Female Chinese decreased by 0.16% and Female Coloureds increased by 0.02%.

A6: 2016 Student Enrolment by Faculty and Gender

Faculty	2016		
	Gender	Enrolled	Enrolled %
Faculty of Commerce, Law & Management - Total	FEMALE	4 768	12.82%
	MALE	4 451	11.96%
	UNKNOWN	2	0.01%
Faculty of Engineering and the Built Environment - Total	FEMALE	2 384	6.41%
	MALE	4 768	12.82%
Faculty of Health Sciences - Total	FEMALE	4 009	10.78%
	MALE	2 060	5.54%
Faculty of Humanities - Total	FEMALE	6 857	18.43%
	MALE	2 930	7.88%
	UNKNOWN	1	0.00%
Faculty of Science - Total	FEMALE	2 348	6.31%
	MALE	2 624	7.05%
Grand Total		37 202	100.00%

Table 2.7.11 Student Enrolment by Faculty and Gender

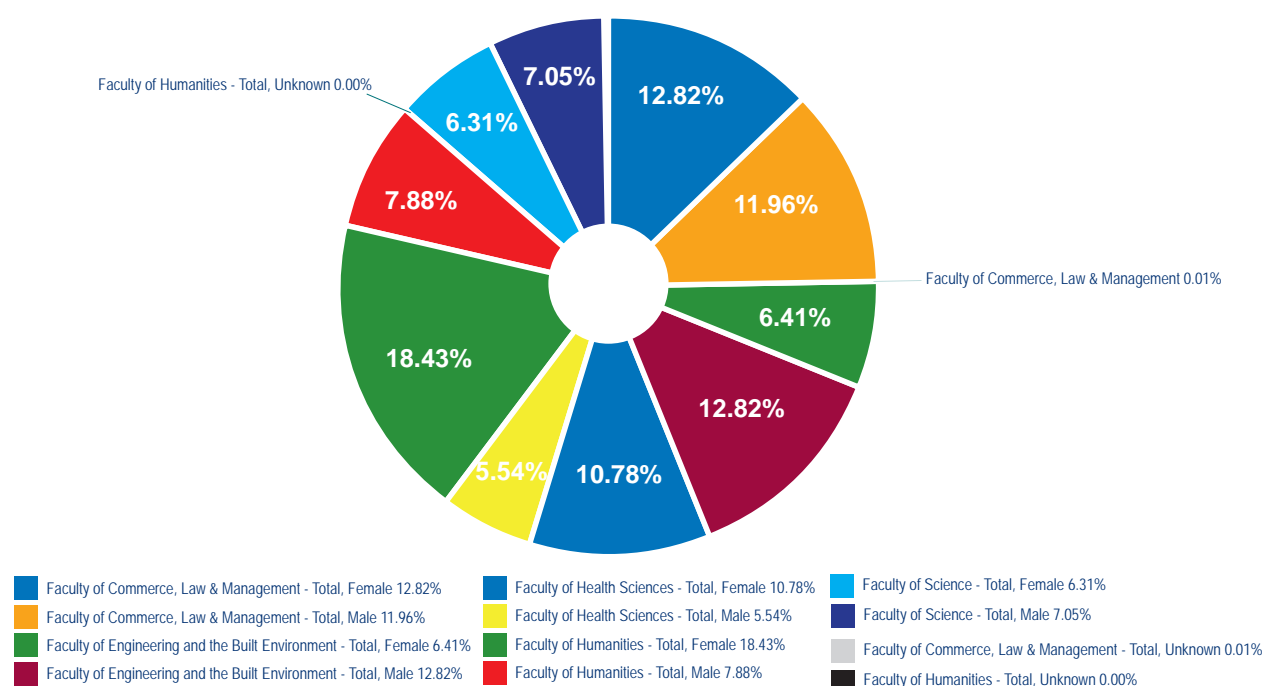


Figure 2.7.11 Student Enrolment by Faculty and Gender

The Male student enrolments of the total student enrolment were distributed as follows: 11.96% in Commerce, Law and Management; 12.82% in Engineering and the Built Environment; 7.88% in Humanities; 5.54% in Health Sciences; and 7.05% in Science.

The Female student enrolment of the total student enrolment was distributed as follows: 18.43% in Humanities; 12.82% in Commerce, Law and Management; 10.78% in Health Sciences; 6.31% in Science; and 6.41% in Engineering and the Built Environment.

A7: 2016 Student Enrolment by Race and Faculty⁴

Race Parent	Race	2016									
		Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
		Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%	Enrolled	%
BLACK	AFRICAN	6 111	66.3%	5 087	71.1%	2 881	47.5%	5 956	60.9%	3 312	66.6%
	CHINESE	60	0.7%	38	0.5%	31	0.5%	35	0.4%	30	0.6%
	COLOURED	366	4.0%	146	2.0%	295	4.9%	580	5.9%	141	2.8%
	INDIAN	1 328	14.4%	788	11.0%	1 135	18.7%	931	9.5%	554	11.1%
BLACK Total		7 865	85.3%	6 059	84.7%	4 342	71.5%	7 502	76.6%	4 037	81.2%
UN-KNOWN	UNKNOWN	2	0.0%					1	0.0%		
UNKNOWN Total		2	0.0%					1	0.0%		
WHITE	WHITE	1 354	14.7%	1 093	15.3%	1 727	28.5%	2 285	23.3%	935	18.8%
WHITE Total		1 354	14.7%	1 093	15.3%	1 727	28.5%	2 285	23.3%	935	18.8%
Grand Total		9 221	100.0%	7 152	100.0%	6 069	100.0%	9 788	100.0%	4 972	100.0%

Table 2.7.12 Student Enrolment by Race and Faculty

The White students in total were distributed as follows: 23.3% in Humanities; 14.7% in Commerce, Law and Management; 28.5% in Health Sciences; 18.8% in Science; and 15.3% in Engineering and the Built Environment.

Black students in total were distributed in the following order: 85.3% in Commerce, Law and Management; 76.6% in Humanities; 84.7% in Engineering and the Built Environment; 71.5% in Health Sciences; and 81.2% in Science.

⁴Note:

- Total Race = Black + White + Unknown
- Black = Africans + Chinese + Coloureds + Indians

A8: 2016 Student Enrolment by Age Across all Faculties (average age distribution)

Age Group	2016	
	Enrolled	Enrolled %
0-20	14 601	39.25%
21-24	10 252	27.56%
25-34	7 578	20.37%
35-39	1 991	5.35%
40-44	1 294	3.48%
45-49	779	2.09%
50+	707	1.90%
Grand Total	37 202	100.00%

Table 2.7.13 Student Enrolment by Age Across all Faculties (average age distribution)

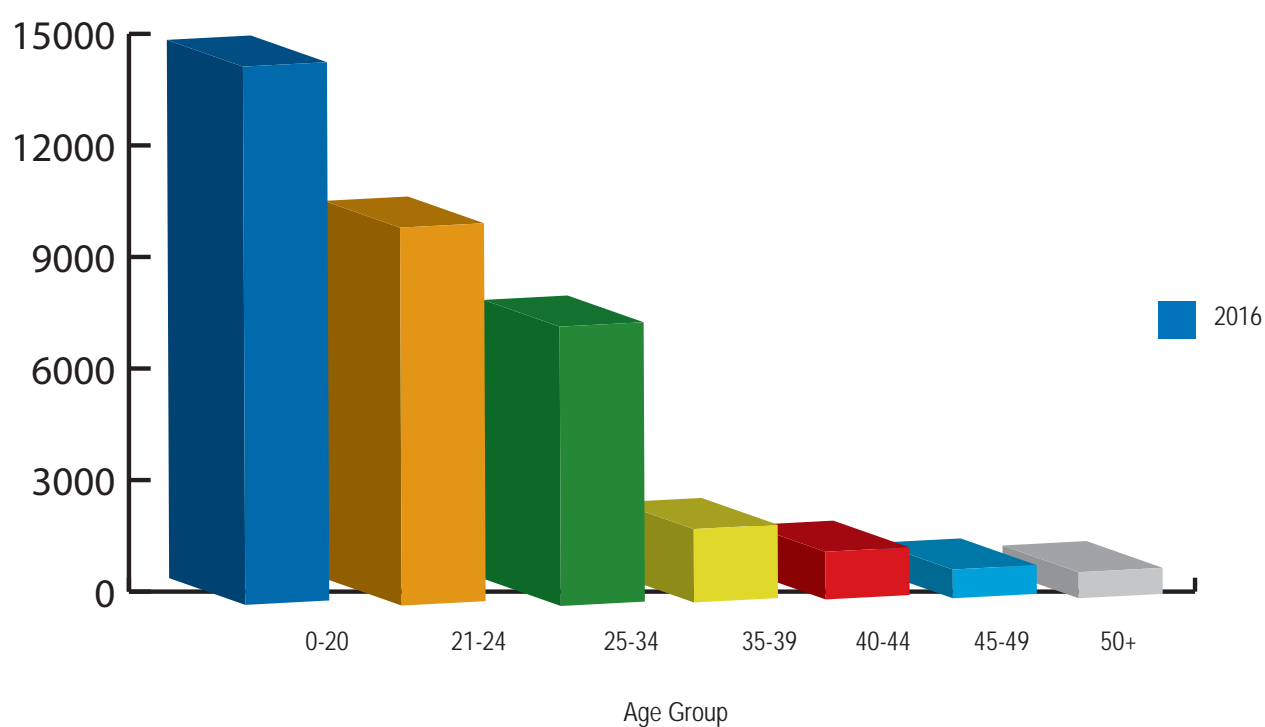


Figure 2.7.13 Student Enrolment by Age Across all Faculties (average age distribution)

A9: 2016 Student Enrolment by Faculty and Age

Faculty	2016		
	Age Group	Enrolled	Enrolled %
Faculty of Commerce, Law & Management - Total	0-20	3 050	8.20%
	21-24	2 595	6.98%
	25-34	2 013	5.41%
	35-39	651	1.75%
	40-44	419	1.13%
	45-49	279	0.75%
	50+	214	0.58%
Faculty of Engineering and the Built Environment - Total	0-20	3 036	8.16%
	21-24	2 171	5.84%
	25-34	1 366	3.67%
	35-39	265	0.71%
	40-44	148	0.40%
	45-49	85	0.23%
	50+	81	0.22%
Faculty of Health Sciences - Total	0-20	1 742	4.68%
	21-24	1 582	4.25%
	25-34	1 721	4.63%
	35-39	465	1.25%
	40-44	281	0.76%
	45-49	131	0.35%
	50+	147	0.40%
Faculty of Humanities - Total	0-20	4 219	11.34%
	21-24	2 549	6.85%
	25-34	1 717	4.62%
	35-39	480	1.29%
	40-44	360	0.97%
	45-49	240	0.65%
	50+	223	0.60%
Faculty of Science - Total	0-20	2 554	6.87%
	21-24	1 355	3.64%
	25-34	761	2.05%
	35-39	130	0.35%
	40-44	86	0.23%
	45-49	44	0.12%
	50+	42	0.11%
Grand Total		37 202	100.00%

Table 2.7.14 Student Enrolment by Faculty and Age

The average age distribution across all faculties is:

0-20 years (39.25%);
 21-24 years (27.56%);
 25-34 years (20.37%);
 35-39 years (5.35%);
 40-44 years (3.48%);
 45-49 years (2.09%);
 50+ years (1.90%)

A10: 2016 Student Enrolment by Region⁵

Continent	Nationality Division	Province	City	2016	
				Enrolled	Enrolled %
Africa	South Africa	GAUTENG	JOHANNESBURG	10 910	29.33%
			REST OF GAUTENG	12 869	34.59%
		GAUTENG Total		23 779	63.92%
		REST OF SOUTH AFRICA Total		9 739	26.18%
	South Africa Total		33 518	90.10%	
	Rest of Africa Total		3 238	8.70%	
	Africa Total			36 756	98.80%
Rest of World Total			446	1.20%	
Grand Total			37 202	100.00%	

Table 2.7.15 Student Enrolment by Region

In 2016, 90.10% of the total student enrolment came from South Africa, of which 63.92% were from Gauteng and the remaining 26.18% from the rest of South Africa.

In the Gauteng region, 29.33% of the total student enrolment was from Johannesburg.

8.70% of the student enrolment came from other African countries and the remaining 1.20% from other continents.

⁵Note:

- Total Region = Africa + Rest of World
- Africa = South Africa + Rest of Africa
- South Africa = Gauteng + Rest of South Africa
- Gauteng = Johannesburg + Rest of Gauteng

A11: 2016 Student Enrolment by Region and Faculty⁶

Continent	Nationality Division	Province	City	2016											
				Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total			
				Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %
Africa	South Africa	Gauteng	Johannesburg	2 814	30.52%	1 504	21.03%	1 996	32.89%	3 408	34.82%	1 188	23.89%		
			Rest of Gauteng	3 381	36.67%	2 703	28.98%	1 774	29.23%	3 895	39.79%	1 746	35.12%		
		Gauteng Total	6 195	67.18%	3 577	50.01%	3 770	62.12%	7 303	74.61%	2 934	59.01%			
		Rest of South Africa Total	2 113	22.92%	2 814	39.35%	1 571	25.89%	1 720	17.57%	1 521	30.59%			
	South Africa Total	8 308	90.10%	6 391	89.36%	5 341	88.00%	9 023	92.18%	4 455	89.60%				
	Rest of Africa Total		804	8.72%	694	9.70%	645	10.63%	644	6.58%	451	9.07%			
Africa Total				9 112	98.82%	7 085	99.06%	5 986	98.63%	9 667	98.67%	4 906	98.67%		
Rest of the World				109	1.18%	67	0.94%	83	1.37%	121	1.24%	66	1.33%		
Grand Total				9 221	100.00%	7 152	100.00%	6 069	100.00%	9 788	100.00%	4 972	100.00%		

Table 2.7.18 Total Student Enrolment by Region and Faculty

⁶Note:

- Total Region = Africa + Rest of World
- Africa = South Africa + Rest of Africa
- South Africa = Gauteng + Rest of South Africa
- Gauteng = Johannesburg + Rest of Gauteng

A12: 2016 Total Student Enrolment by Qualification Type

UG / PG	Program Type Description	2016	
		Enrolled	Enrolled %
Postgraduate	Doctoral Degree	2 004	5.39%
	Honours Degree	1 704	4.58%
	Masters Degree (Research and Coursework)	5 616	15.10%
	Masters Degree (Research)	1 543	4.15%
	Occasional Student Postgrad	169	0.45%
	Postgraduate Diploma	1 863	5.01%
Postgraduate Total		12 899	34.67%
Undergraduate	General Academic 1st Bachelors Degree	12 724	34.20%
	Professional 1st Bachelors Degree	11 217	30.15%
	Undergraduate Occasional Students	362	0.97%
Undergraduate Total		24 303	65.33%
Grand Total		37 202	100.00%

Table 2.7.17 Total Student Enrolment by Qualification Type

The University offers a host of qualifications, both at undergraduate and postgraduate levels.

In 2016, 65.33% of the students were engaged in undergraduate studies (64.93% in 2015), the remaining 34.67% (35.07% in 2015) of the student pursued postgraduate studies. The majority of students enrolled for undergraduate study have chosen the general bachelor and the professional bachelor's degrees. These two segments, collectively, contribute 64.35% of the total student enrolment.

The masters group comprised 19.25% of the total student enrolment and the doctoral degrees comprise 5.39%. There was an increase of 0.03% in the doctoral degrees when compared to 2015.

A13: 2016 Total Student Enrolment by Qualification Type and Faculty

UG/PG		2016									
		Faculty of Commerce, Law & Management - Total		Faculty of Engineering and the Built Environment - Total		Faculty of Health Sciences - Total		Faculty of Humanities - Total		Faculty of Science - Total	
		Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %	Enrolled	Enrolled %
Postgraduate	Program Type Description										
	Doctoral Degree	355	3.85%	246	3.44%	432	7.12%	541	5.53%	430	8.65%
	Honours Degree	282	3.06%	196	2.74%	94	1.55%	669	6.83%	463	9.31%
	Masters Degree (Research and Coursework)	1 723	18.69%	1 025	14.33%	1 774	29.23%	847	8.65%	247	4.97%
	Masters Degree (Research)	82	0.89%	347	4.85%	289	4.76%	288	2.94%	537	10.80%
	Occasional Student Postgrad	50	0.54%	20	0.28%	5	0.08%	89	0.91%	5	0.10%
Postgraduate Diploma		1 272	13.79%	225	3.15%	99	1.63%	254	2.60%	13	0.26%
Postgraduate Total		3 764	40.82%	2 059	28.79%	2 693	44.37%	2 688	27.46%	1 695	34.09%
Undergraduate	General Academic 1st Bachelor Degree	4 123	44.71%	1 142	15.97%	511	8.42%	3 711	37.91%	3 237	65.10%
	Professional 1st Bachelors Degree	1 168	12.67%	3 946	55.17%	2 839	46.78%	3 264	33.35%		
	Undergraduate Occasional Students	166	1.80%	5	0.07%	26	0.43%	125	1.28%	40	0.80%
Undergraduate Total		5 457	59.18%	5 093	71.21%	3 376	55.63%	7 100	72.54%	3 277	65.91%
Grand Total		9 221	100.00%	7 152	100.00%	6 069	100.00%	9 788	100.00%	4 972	100.00%

Table 2.7.18 Student Enrolment by Qualification Type and Faculty

SECTION B: LEVELS OF ACADEMIC PROGRESS IN DIFFERENT DISCIPLINES AND LEVELS OF STUDY FOR 2016⁷

B1.1: 2016 Undergraduate Enrolment and Academic Progress by Different Levels of Study

			2016												
Ext/Non-Ext Description	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	General Academic 1 st Bachelors Degree	Undergraduate	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Professional 1 st Bachelors Degree	Undergraduate	55	26	47.27%	3	5.45%	10	18.18%	0	0.00%	0	0.00%	1	1.82%
Extended Total			56	26	46.43%	3	5.36%	10	17.86%	0	0.00%	0	0.00%	1	1.79%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	12 723	5 956	46.81%	1 702	13.38%	2 644	20.78%	0	0.02%	0	0.00%	9	0.07%
	Professional 1 st Bachelors Degree	Undergraduate	11 162	6 491	58.15%	1 514	13.56%	1 090	9.77%	0	0.11%	0	0.00%	12	0.11%
	Undergraduate Occasional Students	Undergraduate	362	0	0.00%	0	0.00%	0	0.00%	0	0.00%	362	100.00%	0	0.00%
Not Extended Total			24 247	12 447	51.33%	3 216	13.26%	3 734	15.40%	362	0.06%	362	1.49%	21	0.09%
Grand Total			24 303	12 473	51.32%	3 219	13.25%	3 744	15.41%	362	0.06%	362	1.49%	22	0.09%

Table 2.7.19 Undergraduate Enrolment and Academic Progress by Different Levels of Study

Of the 24247 students who were not on extended curricula, 51.33% were permitted to proceed, 15.40% were required to return to same year of study and 13.26% failed to meet the minimum requirements.

⁷Note the following definitions before interpreting the data reflected in the tables that follow:

- Enrolled excludes cancellations, transfers, and registrations in absence
 - Enrolled = Proceeding+ Not met the Minimum requirements+ Return to Year of Study+ Qualified+ Degree Decision Pending+ Non-Degree Purposes+ No Decision
 - Proceeding = Registered students who passed their year of study and can proceed to the next year of study
 - Not met the Minimum requirements = Registered students who failed the minimum requirements of study in the period
 - Return to Year of Study = Registered students who have not met all the requirements to proceed to the next year of study, but are eligible to repeat the same year of study
 - Qualified = Registered students who have qualified and exited the system
 - Degree Decision Pending = These students are coded, for example, as being eligible to write supplementary/deferred exams
 - Non-Degree Purposes = The student has registered for an occasional degree
 - No Decision = No result has been put against the student
 - Levels of Study = Program Types
- Note Regarding tables and graphs
Rounding is to two decimal places.
Note Regarding Documentary
Apart from providing data for 2016, a comparison has been made to that, provided in this forum for 2015's report.
Note Enrolment vs. Qualifications
A comparison should not be made between enrolment figures and the number of students qualified as these are not the same cohort of students.

B1.2: 2016 Qualified Undergraduate Students

Ext / Non-Ext Desc	Program Type Description	UG / PG	2016	
			Qualified	Qualified %
Extended	General Academic 1st Bachelors Degree	Undergraduate	1	0.02%
	Professional 1st Bachelors Degree	Undergraduate	15	0.34%
Extended Total			16	0.36%
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	2415	53.97%
	Professional 1st Bachelors Degree	Undergraduate	2044	45.68%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			4459	99.64%
Grand Total			4475	100.00%

Table 2.7.20 Qualified Undergraduate Students

Overall in 2016, 4475 Undergraduate students qualified. Of the latter 4459 were not on extended curricula.

B2.1: 2016 Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	2 004	15.54%
Honours Degree	1 704	13.21%
Masters Degree (Research and Coursework)	5 616	43.54%
Masters Degree (Research)	1 543	11.96%
Occasional Student Postgrad	169	1.31%
Postgraduate Diploma	1 863	14.44%
Grand Total	12 899	100.00%

Table 2.7.21 Postgraduate Enrolment

B2.2: 2016 Qualified Postgraduates

Program Type Description	2016	
	Qualified	Qualified %
Doctoral Degree	209	5.27%
Honours Degree	1354	34.13%
Masters Degree (Research and Coursework)	1066	26.87%
Masters Degree (Research)	308	7.76%
Occasional Student Postgrad	0	0.00%
Postgraduate Diploma	1030	25.96%
Grand Total	3967	100.00%

Table 2.7.22 Qualified Postgraduates

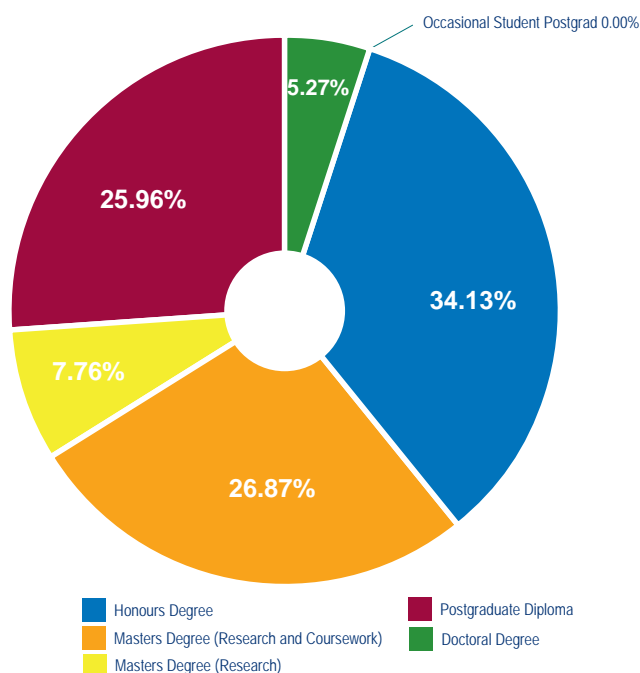


Figure 2.7.22 Qualified Postgraduates

B3.2: 2016 Faculty of Humanities Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	2016	
			Qualified	Qualified %
Extended	Professional 1st Bachelors Degree	Undergraduate	1	0.08%
Extended Total			1	0.08%
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	652	53.53%
	Professional 1st Bachelors Degree	Undergraduate	565	46.39%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			1217	99.92%
Grand Total			1218	100.00%

Table 2.7.24 Faculty of Humanities Qualified Undergraduates

B3.3: 2016 Faculty of Humanities Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	541	20.13%
Honours Degree	669	24.89%
Masters Degree (Research and Coursework)	847	31.51%
Masters Degree (Research)	288	10.71%
Occasional Student Postgrad	89	3.31%
Postgraduate Diploma	254	9.45%
Grand Total	2 688	100.00%

Table 2.7.25 Faculty of Humanities Postgraduate Enrolment

B3.1: 2016 Faculty of Humanities Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext/Non-Ext Description	Program Type Description	UG / PG	2016												
			Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	Professional 1 st Bachelors Degree	Undergraduate	31	18	58.06%	3	9.68%	9	29.03%	0	0.00%	0	0.00%	0	0.00%
Extended Total			31	18	58.06%	3	9.68%	9	29.03%	0	0.00%	0	0.00%	0	0.00%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	3 711	1 823	49.12%	302	8.14%	933	25.14%	0	0.00%	0	0.00%	2	0.05%
	Professional 1 st Bachelors Degree	Undergraduate	3 233	2 273	70.31%	192	5.94%	200	6.19%	2	0.06%	0	0.00%	2	0.06%
	Undergraduate Occasional Students	Undergraduate	125	0	0.00%	0	0.00%	0	0.00%	0	0.00%	125	100.00%	0	0.00%
Not Extended Total			7 069	4 096	57.94%	494	6.99%	1 133	16.03%	2	0.03%	125	1.77%	4	0.06%
Grand Total			7 100	4 114	57.94%	497	7.00%	1 142	16.08%	2	0.03%	125	1.76%	4	0.06%

Table 2.7.23 Faculty of Humanities Undergraduate Enrolment and Academic Progress by Different Levels of Study

B4.1: 2016 Faculty of Commerce, Law and Management Undergraduate Enrolment and Academic Progress by Different Levels of Study

			2016												
Ext/Non-Ext Description	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	4 123	1 945	47.17%	413	10.02%	1 054	25.56%	2	0.05%	0	0.00%	5	0.12%
	Professional 1 st Bachelors Degree	Undergraduate	1 168	445	38.10%	157	13.44%	104	8.90%	0	0.00%	0	0.00%	0	0.00%
	Undergraduate Occasional Students	Undergraduate	166	0	0.00%	0	0.00%	0	0.00%	0	0.00%	166	100.00%	0	0.00%
Not Extended Total			5 457	2 390	43.80%	570	10.45%	1 158	21.22%	2	0.04%	166	3.04%	5	0.09%
Grand Total			5 457	2 390	43.80%	570	10.45%	1 158	21.22%	2	0.04%	166	3.04%	5	0.09%

Table 2.7.27 Faculty of Commerce, Law and Management Undergraduate Enrolment and Academic Progress by Different Levels of Study

B3.4: 2016 Faculty of Humanities Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	2016	
		Qualified	Qualified %
Not Extended	Doctoral Degree	41	4.10%
	Honours Degree	474	47.35%
	Masters Degree (Research and Coursework)	227	22.68%
	Masters Degree (Research)	53	5.29%
	Occasional Student Postgrad	0	0.00%
	Postgraduate Diploma	206	20.58%
Not Extended Total		1001	100.00%
Grand Total		1001	100.00%

Table 2.7.26 Faculty of Humanities Qualified Postgraduates

B4.2: 2016 Faculty of Commerce, Law and Management Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	2016	
			Qualified	Qualified %
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	705	60.36%
	Professional 1st Bachelors Degree	Undergraduate	463	39.64%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			1168	100.00%
Grand Total			1168	100.00%

Table 2.7.28 Faculty of Commerce, Law and Management Qualified Undergraduates

B4.3: 2016 Faculty of Commerce, Law and Management Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	355	9.43%
Honours Degree	282	7.49%
Masters Degree (Research and Coursework)	1 723	45.78%
Masters Degree (Research)	82	2.18%
Occasional Student Postgrad	50	1.33%
Postgraduate Diploma	1 272	33.79%
Grand Total	3 764	100.00%

Table 2.7.29 Faculty of Commerce, Law and Management Postgraduate Enrolment

B4.4: 2016 Faculty of Commerce, Law and Management Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	2016	
		Qualified	Qualified %
Not Extended	Doctoral Degree	36	2.56%
	Honours Degree	226	16.07%
	Masters Degree (Research and Coursework)	410	29.16%
	Masters Degree (Research)	16	1.14%
	Occasional Student Postgrad	0	0.00%
	Postgraduate Diploma	718	51.07%
Not Extended Total		1406	100.00%
Grand Total		1406	100.00%

Table 2.7.30 Faculty of Commerce, Law and Management Qualified Postgraduates

B5.1: 2016 Faculty of Engineering and Built Environment Undergraduate Enrolment and Academic Progress by Different Levels of Study

Ext/Non-Ext Description	Program Type Description	UG / PG	2016												
			Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	1 142	475	41.59%	233	20.40%	168	14.71%	0	0.00%	0	1	0.09%	
	Professional 1 st Bachelors Degree	Undergraduate	3 946	1 717	43.51%	948	24.02%	730	18.50%	0	0.00%	0	7	0.18%	
	Undergraduate Occasional Students	Undergraduate	5	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0	0.00%	
Not Extended Total			5 093	2 192	43.04%	1 181	23.19%	898	17.63%	0	0.00%	5	8	0.16%	
Grand Total			5 093	2 192	43.04%	1 181	23.19%	898	17.63%	0	0.00%	5	8	0.16%	

Table 2.7.31 Faculty of Engineering and the Built Environment Undergraduate Enrolment and Academic Progress by Different Levels of Study

B5.2: 2016 Faculty of Engineering and the Built Environment Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	2016		
		UG / PG	Qualified	Qualified %
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	267	32.96%
	Professional 1st Bachelors Degree	Undergraduate	543	67.04%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			810	100.00%
Grand Total			810	100.00%

Table 2.7.32 Faculty of Engineering and the Built Environment Qualified Undergraduates

B5.3: 2016 Faculty of Engineering and Built Environment Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	246	11.95%
Honours Degree	196	9.52%
Masters Degree (Research and Coursework)	1 025	49.78%
Masters Degree (Research)	347	16.85%
Occasional Student Postgrad	20	0.97%
Postgraduate Diploma	225	10.93%
Grand Total	2 059	100.00%

Table 2.7.33 Faculty of Engineering and the Built Environment Postgraduate Enrolment

B5.4: 2016 Faculty of Engineering and Built Environment Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	2016	
		Qualified	Qualified %
Not Extended	Doctoral Degree	25	4.84%
	Honours Degree	181	35.01%
	Masters Degree (Research and Coursework)	180	34.82%
	Masters Degree (Research)	70	13.54%
	Occasional Student Postgrad	0	0.00%
	Postgraduate Diploma	61	11.80%
Not Extended Total		517	100.00%
Grand Total		517	100.00%

Table 2.7.34 Faculty of Engineering and the Built Environment Qualified Postgraduates

B6.1: 2016 Faculty of Health Sciences Undergraduates Enrolment and Academic Progress by Different Levels of Study

Ext/Non-Ext Description	Program Type Description	UG / PG	2016												
			Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	Professional 1 st Bachelors Degree	Undergraduate	24	8	33.33%	0	0.00%	1	4.17%	0	0.00%	0	0.00%	1	4.17%
Extended Total			24	8	33.33%	0	0.00%	1	4.17%	0	0.00%	0	0.00%	1	4.17%
Not Extended	General Academic 1 st Bachelors Degree	Undergraduate	511	278	54.04%	82	16.05%	17	3.33%	0	0.00%	0	0.00%	0	0.00%
	Professional 1 st Bachelors Degree	Undergraduate	2 815	2 056	73.04%	217	7.71%	56	1.99%	10	0.36%	0	0.00%	3	0.11%
	Undergraduate Occasional Students	Undergraduate	26	0	0.00%	0	0.00%	0	0.00%	0	0.00%	26	100.00%	0	0.00%
Not Extended Total			3 352	2 334	69.63%	299	8.92%	73	2.18%	10	0.30%	26	0.78%	3	0.09%
Grand Total			3 376	2 342	69.37%	299	8.86%	74	2.19%	10	0.30%	26	0.77%	4	0.12%

Table 2.7.35 Faculty of Health Sciences Undergraduate Enrolment and Academic Progress by Different Levels of Study

B6.2: 2016 Faculty of Health Sciences Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	2016	
			Qualified	Qualified %
Extended	Professional 1st Bachelors Degree	Undergraduate	14	2.25%
Extended Total			14	2.25%
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	135	21.70%
	Professional 1st Bachelors Degree	Undergraduate	473	76.05%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			608	97.75%
Grand Total			622	100.00%

Table 2.7.36 Faculty of Health Sciences Qualified Undergraduates

B6.3: 2016 Faculty of Health Sciences Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	432	16.04%
Honours Degree	94	3.49%
Masters Degree (Research and Coursework)	1 774	65.87%
Masters Degree (Research)	289	10.73%
Occasional Student Postgrad	5	0.19%
Postgraduate Diploma	99	3.68%
Grand Total	2 693	100.00%

Table 2.7.37 Faculty of Health Sciences Postgraduate Enrolment

B6.4: 2016 Faculty of Health Sciences Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	2016	
		Qualified	Qualified %
Not Extended	Doctoral Degree	51	11.54%
	Honours Degree	88	19.91%
	Masters Degree (Research and Coursework)	205	46.38%
	Masters Degree (Research)	61	13.80%
	Occasional Student Postgrad	0	0.00%
	Postgraduate Diploma	37	8.37%
Not Extended Total		442	100.00%
Grand Total		442	100.00%

Table 2.7.38 Faculty of Health Sciences Qualified Postgraduates

B7.1: 2016 Faculty of Science Undergraduates Enrolment and Academic Progress by Different Levels of Study

			2016												
Ext/Non-Ext Description	Program Type Description	UG / PG	Enrolled	Proceed	%	Minimum Requirement Not Met	%	Returned to YOS	%	Decision Pending	%	Non Degree Purpose	%	No Decision	%
Extended	General Academic	Undergraduate	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Extended Total			1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Extended	General Academic	Undergraduate	3 236	1 435	44.34%	672	20.77%	472	14.59%	0	0.00%	0	0.00%	1	0.03%
	Undergraduate	Undergraduate	40	0	0.00%	0	0.00%	0	0.00%	0	0.00%	40	100.00%	0	0.00%
Not Extended Total			3 276	1 435	43.80%	672	20.51%	472	14.41%	0	0.00%	40	1.22%	1	0.03%
Grand Total			3 277	1 435	43.79%	672	20.51%	472	14.40%	0	0.00%	40	1.22%	1	0.03%

Table 2.7.39 Faculty of Science Undergraduates Enrolment and Academic Progress by Levels of Study

B7.2: 2016 Faculty of Science Qualified Undergraduates

Ext / Non-Ext Desc	Program Type Description	UG / PG	2016	
			Qualified	Qualified %
Extended	General Academic 1st Bachelors Degree	Undergraduate	1	0.15%
Extended Total			1	0.15%
Not Extended	General Academic 1st Bachelors Degree	Undergraduate	656	99.85%
	Undergraduate Occasional Students	Undergraduate	0	0.00%
Not Extended Total			656	99.85%
Grand Total			657	100.00%

Table 2.7.40 Faculty of Science Qualified Undergraduates

B7.3: 2016 Faculty of Science Postgraduate Enrolment

Program Type Description	2016	
	Enrolled	Enrolled %
Doctoral Degree	430	25.37%
Honours Degree	463	27.32%
Masters Degree (Research and Coursework)	247	14.57%
Masters Degree (Research)	537	31.68%
Occasional Student Postgrad	5	0.29%
Postgraduate Diploma	13	0.77%
Grand Total	1 695	100.00%

Table 2.7.41 Faculty of Science Postgraduate Enrolment

B7.4: 2016 Faculty of Science Qualified Postgraduates

Ext / Non-Ext Desc	Program Type Description	2016	
		Qualified	Qualified %
Not Extended	Doctoral Degree	56	9.32%
	Honours Degree	385	64.06%
	Masters Degree (Research and Coursework)	44	7.32%
	Masters Degree (Research)	108	17.97%
	Occasional Student Postgrad	0	0.00%
	Postgraduate Diploma	8	1.33%
Not Extended Total		601	100.00%
Grand Total		601	100.00%

Table 2.7.42 Faculty of Science Qualified Postgraduates

B8: 2016 Academic Progress by Students who qualified in 2016 by Faculty and Program

Faculty of Commerce, Law and Management

UG / PG	Program Title	2016
		Qualified
Postgraduate	Bachelor of Accounting Science with Honours	21
	Bachelor of Commerce with Honours	186
	Bachelor of Economic Science with Honours	19
	Doctor of Philosophy	36
	Higher Diploma in Accountancy	157
	Master of Business Administration	138
	Master of Commerce	60
	Master of Economic Science	10
	Master of Laws by coursework and research report	44
	Master of Management	174
	Postgraduate Diploma in Law	25
	Postgraduate Diploma in Business Administration	139
	Postgraduate Diploma in Management	397
Postgraduate Total		1406
Undergraduate	Bachelor of Accounting Science	278
	Bachelor of Commerce	416
	Bachelor of Economic Science	11
	Bachelor of Laws	463
Undergraduate Total		1168
Grand Total		2574

Table 2.7.43 Faculty of Commerce, Law and Management - Students who qualified in 2016

Faculty of Engineering and the Built Environment

UG / PG	Program Title	2016
		Qualified
Postgraduate	Bachelor of Architectural Studies with Honours	37
	Bachelor of Science with Honours (Construction Management)	28
	Bachelor of Science with Honours (Quantity Surveying)	81
	Bachelor of Science with Honours (Urban and Regional Planning)	35
	Doctor of Philosophy	25
	Graduate Diploma in Engineering	30
	Master of Architecture (Professional)	27
	Master of Engineering	69
	Master of Science in Building	14
	Master of Science in Development Planning	7
	Master of Science in Engineering	121
	Master of Science in Town & Reg Planning	2
	Master of Science in Town & Regional Planning	2
	Master of Urban Design	6
	Master of Urban Studies	1
	Master of the Built Environment	1
	Postgraduate Diploma in Planning	17
	Postgraduate Diploma in Property Development and Management	14
Postgraduate Total		517
Undergraduate	Bachelor of Architectural Studies	45
	Bachelor of Engineering Science (in Digital Arts)	13
	Bachelor of Engineering Science in Biomedical Engineering	26
	Bachelor of Science (Construction Studies)	140
	Bachelor of Science (Urban and Regional Planning)	28
	Bachelor of Science in Construction Management	1
	Bachelor of Science in Construction Management Studies	3
	Bachelor of Science in Engineering (Aeronautical)	7
	Bachelor of Science in Engineering (Chemical)	124
	Bachelor of Science in Engineering (Civil)	91
	Bachelor of Science in Engineering (Electrical)	52
	Bachelor of Science in Engineering (Electrical) Information	32
	Bachelor of Science in Engineering (Industrial)	31
	Bachelor of Science in Engineering (Mechanical)	68
	Bachelor of Science in Engineering (Metallurgy & Materials)	22
	Bachelor of Science in Engineering (Mining)	101
	Bachelor of Science in Property Studies	14
	Bachelor of Science in Quantity Surveying Studies	2
	Bachelor of Science in Urban and Regional Planning	10
Undergraduate Total		810
Grand Total		1327

Table 2.7.44 Faculty of Engineering and the Built Environment - Students who qualified in 2016

Faculty of Health Sciences

UG / PG	Program Title	2016
		Qualified
Postgraduate	Bachelor of Health Sciences with Honours	88
	Diploma in Advanced Nursing	1
	Diploma in Tropical Medicine and Hygiene	7
	Doctor of Philosophy	51
	Master of Dentistry	4
	Master of Medicine	110
	Master of Pharmacy	7
	Master of Public Health	19
	Master of Science in Dentistry	11
	Master of Science in Epidemiology	8
	Master of Science in Medicine	64
	Master of Science in Nursing	19
	Master of Science in Occupational Therapy	13
	Master of Science in Physiotherapy	11
	Post Graduate Diploma in Health Sciences Education	27
	Postgraduate Diploma in Occupational Therapy	1
	Postgraduate Diploma in Physiotherapy	1
Postgraduate Total		442
Undergraduate	Bachelor of Clinical Medical Practice	56
	Bachelor of Dental Science	23
	Bachelor of Health Sciences (Biokinetics)	5
	Bachelor of Health Sciences (Biomedical Sciences)	53
	Bachelor of Health Sciences (Human Sciences)	8
	Bachelor of Medicine and Bachelor of Surgery	274
	Bachelor of Nursing	19
	Bachelor of Oral Health Sciences (Oral Hygiene)	13
	Bachelor of Pharmacy	81
	Bachelor of Science in Occupational Therapy	39
	Bachelor of Science in Physiotherapy	51
Undergraduate Total		622
Grand Total		1064

Table 2.7.45 Faculty of Health Sciences - Students who qualified in 2016

Faculty of Humanities

UG / PG	Program Title	2016
		Qualified
Postgraduate	Advanced Diploma in Arts	12
	Bachelor of Arts with Honours	387
	Bachelor of Arts with Honours in South African Sign Language	2
	Bachelor of Arts with Joint Honours	15
	Bachelor of Education with Honours	67
	Bachelor of Education with Honours in Education Psychology	3
	Doctor of Philosophy	41
	Master of Arts by Coursework and Research Report	162
	Master of Arts by Research	36
	Master of Arts in Audiology by Coursework and Research Report	1
	Master of Arts in Audiology by Research	2
	Master of Arts in Clinical Psychology	11
	Master of Arts in Community-based Counselling Psychology	7
	Master of Arts in Dramatic Art by Research	2
	Master of Arts in Fine Arts by Research	5
	Master of Arts in Social Work by Coursework and Research Report	5
	Master of Arts in Social Work by Research	2
	Master of Arts in Translation by Coursework and Research Report (Interpreting)	2
	Master of Education by Coursework and Research Report	30
	Master of Education by Research	5
	Master of Education in Educational Psychology	9
	Master of Music	1
	Postgraduate Certificate in Education	171
	Postgraduate Diploma in Arts	7
	Postgraduate Diploma in Education	13
	Postgraduate Diploma in Translation and Interpreting	3
Postgraduate Total		1001
Undergraduate	Bachelor of Arts	600
	Bachelor of Arts (Law Major)	52
	Bachelor of Arts in Dramatic Art	30
	Bachelor of Arts in Film and Television	10
	Bachelor of Arts in Fine Arts	18
	Bachelor of Arts in Performing and Visual Arts	32
	Bachelor of Arts in Speech and Hearing Therapy	40
	Bachelor of Education (Foundation Phase Teaching)	75
	Bachelor of Education (Foundation Phase)	2
	Bachelor of Education (Secondary Teaching)	219
	Bachelor of Education (Senior Phase and Further Education Training)	4
	Bachelor of Education (Senior Primary Teaching)	84
	Bachelor of Education (Senior and Further Education Training: Mathematics)	1
	Bachelor of Education (Senior and Further Education Training: Physical Science)	1
	Bachelor of Education (Snr & FET: Econ & Mngmt Sci)	2
	Bachelor of Music	11
	Bachelor of Social Work	37
Undergraduate Total		1218
Grand Total		2219

Table 2.7.46 Faculty of Humanities - Students who qualified in 2016

Faculty of Science

UG / PG	Program Title	2016
		Qualified
Postgraduate	Bachelor of Science with Honours	385
	Doctor of Philosophy	56
	Master of Science (Coursework and Research Report)	44
	Master of Science (Dissertation)	108
	Postgraduate Diploma in Science	3
	Postgraduate Diploma in Scientific Studies	5
Postgraduate Total		601
Undergraduate	Bachelor of Science	657
Undergraduate Total		657
Grand Total		1258

Table 2.7.47 Faculty of Science - Students who qualified in 2016

2.8 FACILITIES AND MAJOR CAPITAL WORKS

The following capital projects were completed during 2016:

2.8.1 Campus Lodge Refurbishment

Campus Housing and Residence Life (CHRL) Cluster provided project funding in the amount of R 4 million towards the refurbishment of Campus Lodge student residence into a residence suitable for married and post graduate students. Construction works commenced on 1 August 2015 and were completed on 28 February 2016.

2.8.2 Rahima Moosa Mother and Child Hospital – Academic Wing Extension

The Empilweni Services and Research Unit (ESRU) is one of the three teaching platforms within the Department of Paediatrics and Child Health of the University of the Witwatersrand at Rahima Moosa Mother and Child Hospital (RMMCH). ESRU has outgrown its current space in B Block at RMMCH and is presently making use of prefabricated structures for the overflow staff and services. As a result of this severe space shortage, ESRU has had to turn down projects involving HIV and AIDS research and treatment. RMMCH management has recently approved and allocated an area in front of the B Block for the construction of a multi-storey clinic that will be used for services, training and research on women and children affected by HIV and well as other infectious diseases such as tuberculosis. It will provide not only office space but also training facilities for lectures, tutorials and any other learning activities. RMMCH envisages this new clinic to be a centre of excellence for training of future generations of healthcare providers, public health specialists and researchers.

The academic wing at this hospital is being extended at a cost of R 14 000 000,00, of which R 13 000 000,00 has been secured from project partners i.e. DHET Clinical Skills Grant, ELMA Philanthropies, SA Muslim Charitable Trust, largely due to the leadership and dedication of the project owner, Prof. Ashraf Coovadia. Construction works commenced on 1 April 2015 and were completed on 30 April 2016.

2.8.3 WITS Disability Rights Unit

The WITS Disability Rights Unit has relocated to the first floor of Solomon Mahlangu House, into state of the art facilities that fully comply with universal design requirements. Differently disabled WITS community members will enjoy the benefits of new and expanded facilities in a coherent and integrated space, instead of being compromised by having to navigate between two sets of offices located on either side of a heavily used passageway linking Solomon Mahlangu House and Robert Sobukwe. Project funding of R4 500 000,00 had been secured from the Department of Higher Education and Training (DHET) and the Ginger (Hilda) Spiegel Trust. Construction works commenced on 1 July 2015 and were completed on 31 January 2016.

2.8.4 GEOS Clean Isotope Laboratory

The School of Geosciences (GEOS) has a long and rich history of using geochemistry and, in particular, radiogenic isotope geochemistry to advance understanding of Earth dynamics. Current staff use isotope geochemistry extensively in their research, and previous staff of the School have pioneered isotopic techniques that are now used routinely by geochemists. There is currently no dedicated facility in Africa to produce isotopically spiked samples for a variety of isotopic systems, on a wide variety of rock samples. Most staff requiring these data spend large sums of money and time travelling to international labs to perform these analyses. Through close collaboration with the Department of Geology at the University of Johannesburg (UJ), a clean isotope laboratory has been planned and built to support and feed samples to the LA-MC-ICPMS instrument

at UJ through a cooperative lab use agreement. Project funding of R4 700 000,00 was secured from the faculty of Science and the School of Geosciences. Construction works commenced on 1 March 2015 and were completed on 31 December 2016.

2.8.5 Tshimologong Phase 1 and IBM Research Laboratory at Tshimologong

Construction of the 1st phase of the Tshimologong Precinct (Founders Square) and the IBM Research Lab commenced as part of the development of the Tshimologong Precinct along Juta Street in Braamfontein, located in a row of 5 buildings between Henri and Station Streets. On completion, the prestigious IBM Research Laboratory will be accommodated within this off campus 'Digital Technology Hub'. This project is an integral component of the much anticipated Braamfontein Revitalisation with a combined cost of R14 653 000,00 for the Founders Square upgrade and R32 000 000,00 for the IBM Research Lab. Construction works commenced on 1 March 2015 and were completed on 28 February 2016.

Construction work on the remainder of the Tshimologong Precinct remains ongoing, and will be completed towards the end of December 2017.

2.8.6 Origins Rock Art Gallery

Construction commenced in July 2015 and was completed by end of September 2016. The rock art collection previously stored in the Rembrandt Gallery on Braamfontein Campus West, was finally moved to the new extension in January 2017. The project was completed at a cost of R 16.5 million.

2.8.7 Genmin 1st Floor: TCSE Offices

New offices were developed on the first floor of the Genmin Building to accommodate the WITS Transnet Centre for Systems Engineering, works were completed in mid-February 2016 at a total project cost of R3.72 million.

2.8.8 Maintenance works completed in 2016

Campus Location	Minor and maintenance works
East Campus	Solomon Mahlangu House - Concourse area and basement 1 renovation of six toilet blocks.
	Bidvest Soccer Stadium - Bar area renovations.
	Bidvest Soccer Stadium - Design, supply and commissioning of the audio-evacuation system.
	Biology Building - Replacement of faulty Schneider BMS controller.
	Biology Building - Roof chiller replacement of faulty compressor.
	Bozzoli Sports Pavilion - Main hall painting.
	Central Block - Office upgrade on electrical works, blinds, carpeting and painting.
	Central Block - Supply and installation of early warning fire detection system central block postgraduate room.
	Gate House - HVAC replacement of faulty water pumps, lights, control panel for pump and painting of rooms.
	Humphrey Raikes - Renovations to lab.
	Humphrey Raikes - Replacement of EC28 sensors of the gas detection system.

East Campus	Old Mutual Sports Hall - Glazing replacement of windows due to student protests.
	Origins Centre - North building high level deep cleaning and sanitation.
	Planetarium - Sub-Station electrical change-over panel installation.
	Richard Ward - Level 4 High temperature and corrosion lab supply and installation of a gas monitoring system.
	Richard Ward - Replacement of EC28 sensors of the gas detection system.
	Solomon Mahlangu House - 9 th Floor (HR) replacement of old and broken ceiling panels and old vinyl floors, paint passage and walls.
	Solomon Mahlangu House - 1 st Floor Data Centre - Compressor replacement.
	Solomon Mahlangu House - Compressor Installation Data Centre (CNS).
	Solomon Mahlangu House - Studio construction on 5 th floor.
	Umthombo Building - U1 lecture venue ground floor fire damages refurbishment project.
	University Corner - Plant room upgrade.
	Wartenweiller Library - Electronic classroom replacement of HVAC units.
	Wartenweiller Library - Refurbishment to electrical installation, data network and window frosting.
	William Cullen Library - Restoration of basement flood damage.
	Wits School of Art - Replacement of old air-conditioning units.
Parktown Campus	Harold Holmes Library - Phase 5 replacement of existing steel window frames with new aluminium frame.
	Williams Block - Roof repair and waterproofing.
	Medical School - Upgrade of distribution board, supply of circuit breakers, earth leakage and COC for the 3 rd floor, National Health Laboratory Service (NHLS).
	Birth To Twenty - Refurbishment including paint, demolishing and tile work.
	Knockando Williams Hall - Replace steel window frames with aluminum in passage and TV room.
	Medical School - Refurbish control system to autoclave on 6 th floor.
	Reith Hall - Refurbish bathrooms 8n10 and 9n10.
	Department of Anatomical Sciences - Supply and installation of new wooden lockers.
	EOH - Refurbish complex bathrooms I1, I5 and K3.

Parktown Campus	EOH West Wing - Refurbishment of ladies and gents visitors bathrooms on ground floor.
	Faculty of Health Sciences - Construction of the simulations laboratory.
	Harold Holmes Library - Replace existing rusted window frames with new aluminium frames.
	Internal Medicine - Renovation, supply and install new computer work station in open space.
	Investec Auditorium - Refurbishment to replace carpeting, paint and change lights.
	Knockando Block - Replacement of steel windows with aluminium frames.
	Lighton Hall - Laundry rooms converted to student rooms.
	Lighton Hall - Replacement of rusted steel window frames with aluminium frames to B block and paint walls.
	Medhurst Hall – Refurbish bathrooms between 9th and 10 th floors.
	Medical School - 5 th floor lecture theatres supply and installation of 48000 btu air-conditioning units.
	Medical School - Early warning fire detection system - lift homing interfaces of air handling units.
	Medical School - Johannesburg Hospital Dental structure construction.
	Medical School - Renovate 10 th floor 10c15 lab electrical works, blinds, carpeting and painting of central block offices.
	Medical School - Renovate 10 th floor 10q 12 and 10q15 laboratory supply and install new flooring basins, gas point power point and air conditioners.
	Medical School - Replacement of EC28 sensors of the gas detection system.
	Medical School - Supply and install new air conditioner units in the computer room.
	Medical School - Supply and installation of airflow switches on ducting for heater banks.
	Medical School - Upgrade new cell culture laboratory 10 th floor supply, install work tops with cabinets, new glass sliding door, power to benches and replace air-conditioning.
	Reith Hall North Wing - Replace galvanised waste stack with new pvc unit.
	Wits Business School - Donald Gordon classroom a, b, c, d decommissioning chiller plant and replace separate air conditioner units.
	Wits Junction - Install timers on all heaters.
	Knockando - Replace squash court floor.

West Campus	Barnato Hall - Re-enamelling of bath tubs.
	Braamfontein Centre Residence - Refurbishment of three kitchens on 14 th floor and three corner rooms kitchens.
	Braamfontein Residence - Refurbishment of kitchens on 14 th floor.
	Jubilee Hall - Painting of student rooms and bathrooms.
	Medical School - Supply and installation of a gas monitoring system to central animal services laboratories.
	Bidvest Wits Stadium - Structural repairs.
	Commerce Library and the 24 Hour Reading Room - Refurbishment and servicing of air conditioning units.
	Facilities and Services Building - Installation of fresh air supply system.
	Jubilee Hall -Re-enamelling of bath tubs.
	NCB - Renovations of staff kitchen and balcony.
	Sturrock Park - Bidvest Soccer Stadium replacement of new gas boiler.
	Sturrock Park Stadium - Floodlights chokes and capacitor replacement.
	Village Block - Refurbishment of four kitchens in Block G at West Campus Village.
	Wits Plus - Renovation.
	Commerce, Law and Management - Refurbishment of Computer Laboratory to increase from 50 to 80 seats.

Table 2.8.8 Minor and maintenance works completed in 2016

2.9 EVENTS (INCLUDING FUNCTIONS AND CONFERENCES)

The #FeesMustFall (#FMF) movement travelled into 2016, having learnt many 2015 lessons from a planning and eventing perspective. The University has learnt that there is no “business as usual” anymore. In fact, in 2016 there was better planning around circumventing possible disruption of University activities. Despite this, the impact of the campaign was as in 2015 felt in many obvious as well as inconspicuous ways. Many annual events, inaugurals, public lectures and debates were cancelled indefinitely.

During the earlier part of 2016 events proceeded as planned with a multitude of debates, public lectures, conferences and events being hosted with the aim of enabling the broader community to benefit from the resources that Wits holds in trust for society. We hosted a multitude of debates, public lectures, conferences and events with the aim of enabling the broader community to benefit from the resources that Wits holds in trust for society. A significant number of South African and international public figures, previous and current members of the South African Cabinet, as well as ambassadors and distinguished international individuals and organizations visited the University. Many of these guests delivered lectures, often presenting recent research findings that had made headlines across the world.

The University embarked on many workshops and panel discussions focused on the #FMF debate with the aim of engaging government, the public and students on finding a solution. Wits also initiated its own fact finding mission with key academics visiting various constituencies, exploring for suitable options on funding models. The options were then collated and presented to the Presidential Fees Commission for consideration.

An event that marked an example of great partnership, was the celebration of the launch of the Braamfontein IBM Research Lab, as well as the opening of the Tshimologong Precinct. This was a milestone event recognising the revitalization of a section of Braamfontein.

ENCA news channel approached Wits to host the Wits Great Debate with content focused on the Local Government elections. Two debates were scheduled and one only took place, as the University decided that the security risk around the debates was too high.

After negotiation with the #FMF movement, a General Assembly was arranged to be hosted by the Wits Chancellor. This was cancelled in the 11th hour due to the uncertainty of ensuring safety and security for all participants.

In this context, the Functions and Events unit facilitates and manages the overall planning, logistics, guest speaker management and public relations component of each event. Protocol management is of importance as well as insight into the purpose and context of every visitor event. The list below reflects the great array of events that the unit managed over the year.

Date	Activity/Event	Partnership/ Collaboration	Audience	Accomplishments
23-Jan-16	DERMPATH Symposium	Ampath and Wits Faculty of Health Sciences	Dermatologists	Symposium - Academic meeting
27-Jan-16	BBC Live Broadcast on the fees crisis	BBC	Students and academics	International exposure for students and academics
31-Jan-16	Welcome Day	Official University Event	1st Year students and Parents	Acclimatising first years to the University

1 - 5 Feb-16	Bank day	Wits Fees Office	Students/ parents/Banks	Providing assistance with study loans
11 Feb-16	Mining and Water Challenges: Mitigating today's risks and into the future	Centre for Sustainability in Mining and Industry, the GCSRI, and the Industrial and the Industrial and Mine Water Research Unit	Public	Helped address significant issues around the water crisis
16-Feb-16	Postgraduate Welcome Day	Research office/ Postgraduate Affairs Office	Exhibitors (DAAD, NRF and various Schools from Wits) Postgraduate Students	Welcome new post graduate students and helped them acclimatise to the university
22-Feb-16	Funding in Higher Education Panel Discussion in Great Hall	Official University Event	University Community	Engagement with student and staff re #FMF
29- Feb-16	Visit of Minister Blade Nzimande and Minister Nathi Nhleko	SA government	University Community	To show goodwill regarding #FMF
01-Mar-16	Book Launch John Matson: GOD, SPIES AND LIES, Finding South Africa's future through its past	VC's Office	External & Internal Guests	Public book launch that enabled visits from many political VIP's
1 - 2 Mar-2016	Postgraduate Symposium	Research Office	Postgraduate Students and their supervisors	Acknowledgement and showcase of research work
03-Mar-16	International Ear Care day Theme was focused on childhood hearing loss under the banner: ACT NOW, HERE'S HOW!	Wits Department of Speech Pathology	University Community	Awareness around hearing disabilities
04-Mar-16	Launch: Photonics Lab	Wits School of Physics	Invited guests only and media	Media coverage of a new Wits facility

07-Mar-16	Farewell to outgoing Deputy Vice Chancellor - Knowledge and Information Management, Infrastructure and Operations - Professor Beatrys Lacquet	VC's Office	Selected members of the University Community	Acknowledgement and thanks
14-Mar-16	VC hosted dinner with Swedish delegation	International Office	Selected members of the University Community	Development of partnerships
15-Mar-16	MACE Workshop on #FMF	MACE	Advancement units of Wits and other Universities	Discussion on #FMF
29-Mar-16	Wits Business School Leadership Development Programme dinner with Danah Zohar	VC's Office	SET and colleagues from WBS	Leadership development
03-Apr-16	VC Scholarship Awards	Wits Student Liaison Office	Students/parents/other stakeholders	Students received certificates
06-Apr-16	Thabo Mbeki Foundation and WSG Partnership Event	Thabo Mbeki Foundation	Niche audience by invitation (Closed event)	Partnership Contract Signed
07-Apr-16	Opening of the Relocated Wits Disability Rights Unit	Disability Rights Unit	Wits staff/ government officials/ donors/other guests	Celebrating the opening of the relocated Wits Disability Rights Unit in the new state-of-the-art and universally accessible environment
12-Apr-16	Funding in Higher Education Panel Discussion, West Campus	Official University event	University Community	Engagement with student and staff re #FMF
12-Apr-16	#FMF - New Funding Model with Mr Sizwe Nxasana	NSFAS	University Community	Engagement with student and staff re #FMF
13-Apr-16	A Celebration of Excellence in Research and Postgraduate Supervision at Wits University	Research Office	Award Recipients	Acknowledgement and thanks
26-Apr-16	Funding in HE Panel Discussion, East Campus	Official University event	University Community	Engagement with student and staff re #FMF
05-May-16	Funding in HE Panel Discussion, Chalsty Centre	Official University event	University Community	Engagement with student and staff re #FMF

06-May-16	Telkom Chair in Digital Software Launch	Wits Business School and the Wits Development and Fundraising office	Telkom CEO and other senior officials, staff from WBS	Acknowledgement and thanks
09-May-16	Inaugural Lecture of MF Pumla Dineo Gqola - "Writing Miriam Tlali: authority, voice and Black feminist imagination"	Faculty of Humanities and the Office of the Registrar	General public	Celebration of a Professorship
09-May-16	Professional and Administrative Staff meeting with the VC	VC's Office	Professional Admin staff	VC's engagement with Staff
10-May-16	Academic Staff meeting with the VC	VC's Office	Academic staff	VC's engagement with Staff
13-May-16	Wits 7 Memorial Service	VC's office	University Community	Remembrance of students
17-May-16	Funding in Higher Education Panel Discussion, WBS	Official University event	University Community	Engagement with student and staff re #FMF
24-May-16	SA-Cuba Lecture	SA National Department of International Relations and Cooperation & Wits	University Community and the public	Acknowledgement and celebration of the 20th anniversary of SA/Cuba cooperation
25-May-16	Prof Zebulon Vilakazi Inaugural Lecture	Faculty of Science and the Office of the Registrar	University Community	Celebration of a Professorship
30-May-16	Ripples of Hope: Remembering Robert F Kennedy Historic 1966 visit to South Africa and Wits	Wits School of Governance and the American Embassy	Public Lecture	Publicity and partnerships
31-May-16	Inaugural Lecture Prof Shirley Abelman	Faculty of Science and the Office of the Registrar	General Public	Celebration of a Professorship
31-May-16	Rape Culture Discussion	Wits School of Public Health	University Community	Awareness of rape culture and gender based violence
01-Jun-16	Inaugural lecture of Prof Felix Maringe	Faculty of Humanities and the Office of the Registrar	Public	Celebration of a Professorship
09-Jun-16	Médecins Sans Frontière (MSF)/ Doctors Without Borders Southern Africa annual MSF Scientific Day Southern Africa 2016	Faculty of Health Sciences	Wits medical students and the public	Publicity and partnerships
09-Jun-16	VC's meeting with all staff	VC's Office	Staff	#FMF awareness

21-Jun-16	United Nations He4She Conference	United Nations He4She and Wits Gender Equity office	University community and the public	Awareness for gender equality
23-Jun-16	Launch of MOOCs with EdX	Office of the Deputy Vice Chancellor: Academic and the Faculty of Health Sciences	University community and the public	Awareness and publicity
28-29 Jun- 16	Southern African Higher Education User Group (SA HEUG) conference	HEUG	All SA University Registrars	Conference, collaborations and partnerships
08-Jul-16	Graduation of Cuban trained medical doctors	Wits Faculty of Health Sciences, National Department of Health and Cuban Embassy	Students/ parents/ government officials/other	Celebration of graduates
11-Jul-16	VC hosted dinner with Professor Ernest Aryeetey, the new Director of ARUA	VC's office	The new Director of ARUA and senior Wits staff	Partnerships
26-Jul-16	Inaugural Lecture Prof Roger Sheldon	Faculty of Science and the Office of the Registrar	General Public	Celebration of Professorship
28-Jul-16	Principals' function	VC's office	Principals of feeder high schools	School principals engaged with Wits top management and academics
08-Aug-16	Academic Partners and Wits sign partnership agreement	Deputy Vice-Chancellor Academic	Academic Partners	Wits and Academic Partners MOU signed
10-Aug-16	VC Town Hall Meeting Education Campus	VC's Office	Students	Yes
11-Aug-16	VC Town Hall Main Campus	VC's Office	Students	Yes
11-Aug-16	Inaugural lecture of Prof Andrew Forbes- "The century of the Photon"	VC's Office	Public	Celebrating Professorship
16-Aug-16	Inaugural Lecture of Prof Lucy Allais – "Laws of Nature, Human Freedom and Human Laws"	Faculty of Humanities and the Office of the Registrar	General public	Celebrating Professorship
16-Aug-16	Postgraduate Recruitment Fair	Research Office	Potential students aiming to further study	Increased post graduate numbers
16-Aug-16	VC hosted dinner with Chairman of the ATLAS experiment at CERN, Prof Dave Charlton	VC's office	Closed event	Partnership

18-Aug-16	Inaugural Lecture Prof Herman Potgieter	Faculty of EBE and the Office of the Registrar	General Public	Celebrating Professorship
24-Aug-16	Prof Karim Sadr Inaugural Lecture – “The Origins of Livestock in South Africa”	Faculty of Science and the Registrar’s office	General Public	Celebrating Professorship
24-26 Aug-16	Decolonising Feminism Conference	Wits Centre for Diversity Studies	General public	The conference critically considered the entanglements of feminism with colonialism and anti-colonialism.
25-Aug-16	Wits University and IBM Research open the IBM Research lab	IBM and Wits	Invited guests and media	Celebrating innovation and development of Tshimologong Precinct
30-Aug-16	Inaugural Lecture Prof Garth Stevens	Faculty of Humanities	General Public	Celebrating Professorship
1-5 Sep-16	Jozi Book Fair	Khanya College	General Public	Encouraging a culture of reading
09-Sep-16	VC hosted A-rated Scientist Dinner	VC’s office	A-Rated Scientists and the Senior Executive Team	Acknowledgment and thanks
16-Sep-16	Wits SET, HOS and SMG Lekgotla	SET, HOS and SMG	Internal	Reflection and strategic planning
30-Sep-16	VC hosted dinner with Mellon Foundation	Mellon Foundation	Senior guests from the Mellon Foundation	Partnerships
03-Oct-16	VC hosted dinner with Georgia State University	Georgia State University	Delegates from Georgia State University	Partnerships
06-Oct-16	Long Service Awards	VC’s Office	Staff who have worked for 25 years and more	Acknowledgment and thanks
22-Nov-16	Inaugural Lecture Prof Jannie Rossouw – “The cost of free tertiary education might push South Africa over the edge”	Faculty of CLM and the Office of the Registrar	General Public	Celebrating Professorship
29-Nov-16	Acknowledgement of the collaboration agreement between the Wits School of Chemical and Metallurgical Engineering and DRD Gold Company	Wits Chemical and Metallurgical Engineering and DRD Gold Company	DRD Gold CEO and senior staff from Chemical and Metallurgical Engineering	Partnerships

01-Dec-16	65th Bernard Price Memorial Lecture – “The Fourth Industrial Revolution: Artificial Intelligence and Society”	South African Institute of Engineers (SAAIE) & Dean (Faculty of Engineering and the Built Environment)	General Public	Annual lecture and partnership
02-Dec-16	Annual Council Dinner and VC Awards	VC’s office	Closed event for SET, Council and Senate	Acknowledgment and thanks
04-Dec-16	Young Global Leaders Welcome dinner	Wits Business School	Young Global leaders associated with World Economic Forum and senior staff members from WBS	Partnerships
06-Dec-16	Stanley Bergman Graduation and Dinner	Wits Development and Fundraising Office	Invited guests only	Partnerships
07-Dec-16	VC hosted Stanley Bergman Dinner at Saverlake	VC’s office and Wits Faculty of Health Sciences	Invited guests only	Partnerships
12-Dec-16	Cocktail Reception with Honorary Grandaunt and Speaker Prof William Pick - Doctor of Medicine (honoris causa)	Wits Faculty of Health Sciences	Invited guests only	Acknowledgement and thanks

Table 2.9 Events (Including functions and conferences)

2.10 DIVISION OF STUDENT AFFAIRS

2.10.1 Student Wellbeing

We realise that alongside a student's academic life, students need to manage their day-to-day life which includes, academic work, accommodation, travel, basic necessities, stationery and food and relationships with their peers. From time to time when juggling such demands, students need assistance and the Office of the Dean of Students and the reporting Units within the division, provide this support to students.

The Office of the Dean of Students supports the Student Representative Council (SRC) in its governance mandate and humanitarian efforts. The Office of the Dean of Students, through the Departmental Projects office supports the SRC to assist students in fundraising and utilizing funds raised by the SRC for the SRC Humanitarian Fund.

The Wits SRC Humanitarian Fund was established in 2010 to assist students whose needs have not been met by parents, guardians and or higher education funding such as NSFAS funding or by bursaries/scholarships. This fund aims to provide assistance to students who suddenly find themselves in emergency situations, including but not limited to sometimes finding themselves without food or basic necessities, or where students require funds towards registration or tuition fees. The Office of the Dean of Students assists with the administration of the SRC Humanitarian Fund.

The SRC Humanitarian Fund #Access Campaign was an outcome of peer-to-peer and a student citizenship response by students to assist those who qualified financially and academically to receive NSFAS funding but were denied it. All students supported from the funds raised had qualified for NSFAS funding but were declined due to the shortage of funds. The #Access campaign raised R4 million.

2.10.2 First Year Experience (FYE) Programme

The First Year Experience Programme is a student-centered service provision and structure under the auspices of the Division of Student Affairs with a mandate to assist first year students in their transition from high school to university. Its aim is to offer as much support as is possible to students as well as providing various programmes to ease students' experiences and promoting a sense of belonging, and unlocking potential for students' academic success in their first year of learning.

The FYE Programme has five main focus areas, namely Orientation, Information, Communication and Technology (ICT) Skills, Learn for Life sessions (e.g. time management, learning styles, goal setting, etc.), academic reading and writing skills (this also includes critical thinking skills) and student development (cultural awareness, youth exposure).

Orientation week is an essential week for first year students who are completely unfamiliar with the environment, culture and atmosphere of the university. During this period the students are welcomed and orientated into the university through programmes that assist them in building relationships with other first year students, navigate their way through the campuses, learn of the many resources and facilities available to them such as computer labs, CCDU and libraries. FYE does its best to ensure that the process is enjoyable by making it a combination of facilitated talks, campus tours and campus challenge filled with games.

The most well attended training session in the FYE calendar is the ICT skills sessions on basic computer skills, word processing and Excel. In the first month at University all new first year students are required to write an ICT assessment. This gives students who are not familiar with using a computer a chance to attend the FYE training sessions prior to completing the on-line ICT assessment. These results are shared with the Undergraduate Assistant Dean in each Faculty.

2.10.3 First Year Experience Ambassadors

FYE Ambassadors are a select group of student leaders dedicated to serving Wits University as advocates for new students by fostering support in academic performance, achievement, and social development. FYE Ambassadors work in collaboration with the FYE Programme, the Student Development and Leadership Units, Faculties and other support units within the University. FYE Ambassadors work as Orientation Leaders during the orientation programme, assists with FYE classes, promote student activities, events and campus involvement. FYE Ambassadors serve as overall leaders and role models for new Wits students. All FYE Ambassadors are equipped with skills in Personal Leadership and Mastery, Financial Literacy including Financial Aid Awareness, Presentation Skills, Diversity Management and the achievement of Academic Excellence.

2.10.4 Back To Ekasi

One of the programmes run this year by the FYE Ambassadors was the Back to Ekasi event which was geared towards uniting the diverse student body at the University. It aimed to take students on a trip down memory lane by recreating an atmosphere which would be similar to many of their homes and townships. Furthermore, the event was used as a platform to remind students of the services offered by the FYE Programme and the Student Affairs Division. The FYE Ambassadors were tasked with planning and running the event that included marketing and handling the logistical components thereof. The ambassadors were responsible for the flash mob, setting up before the event and cleaning up after the event, liaising with the various stakeholders involved in the event. The event not only focused on recreating a familiar atmosphere for the students but it was also aimed at getting students active by participating in various outdoor games synonymous with growing up in a township. This event was a learning experience for students as many of the games required teamwork.

2.10.5 International Student Support Programme

2.10.5.1 Study in Europe Fair SA

The event, on 15 February 2016, was done in collaboration with the Embassy of France in South Africa. This provided Wits students with the opportunity to learn more about Europe and to talk to European university representatives. The fair was a unique opportunity to meet European university representatives personally and to access information not generally available on the internet. The event was attended by both local and international students.

2.10.5.2 Tour of Braamfontein

The tour was arranged and run by FYE Ambassadors. Mostly international students participated the tour and the feedback from students was positive. Students were provided with a map and information about the Braamfontein precinct.

2.10.5.3 Launch of the Standard Bank Youth Expo

The Standard Bank Youth Expo was launched on 13 April 2016. This provided a platform for Wits students to meet the Senior Manager for Youth Customer Financial Solutions at Standard Bank. and an opportunity to network and form acquaintances with students off different nationalities and from different countries.

2.10.6 Scholarships/Funds and Bursaries

2.10.6.1 Beit Trust Student Support Fund

Annually the University receives funding from the Beit Trust in London to assist students from Malawi, Zambia and Zimbabwe with relief from hardship. This fund serves to alleviate hardship associated with accommodation, food, travel, books, stationery and toiletries.

2.10.6.2 Abe Bailey Travel Bursary 2016

The Abe Bailey Trustees provides an educational tour of the United Kingdom for three weeks in November/ December. The aim of the bursary is:

- to effect greater understanding and co-operation among those from various language and cultural backgrounds
- to foster enterprise, commitment and effective participation in a common future
- to promote South African unity

2.10.6.3 Undergraduate Awards

The University is affiliated with The Undergraduate Awards since 2015. Undergraduate students are encouraged to submit research, projects and pieces of course work in various categories to the Undergraduate Awards.

2.10.7 WITS 7

On 2 May 2016 the University learnt with great sadness of the loss of seven students in a minibus accident the evening before. The students had been travelling back from a prayer meeting in Limpopo as part of their religious activities as members of the ZCC church.

Upon learning of the tragedy, the University lowered its flag to half-mast in memory of the students.

The University sent a delegation which included the Vice-Chancellor, Professor Adam Habib, the Dean of Student Affairs, Dr Puleng Lenka-Bula, and members of the Wits Student Representative Council to meet with the families of the deceased students. They further visited the six survivors from the accident in hospitals in Mokopane.

On 13 May 2016 the University in consultation and collaboration with the families of the students organised a memorial service at the Great Hall in honour of the students. The event was well attended by fellow students, staff as well as members of the community in support of the families and friends of the deceased.

During the period the University kept in constant contact with the affected families and offered assistance through the Counselling and Careers Development Unit where counselling is offered to assist with the grieving process.

The University continues contact with the families and through the Wits ZCC Student Fellowship Society of which the students were members, keeps its door open to students who may have been close to the deceased and may need ongoing counselling.

This was a great loss for the University community which many are still coming to terms with.

2.10.8 Wits Citizenship and Community Outreach (WCCO)

Universities today are seeking ways to be more useful to society and contributing to the public good. Civic engagement in the form of volunteerism is one component of the Wits broader engagement strategy through the Wits Citizenship and Community Outreach (WCCO) programme.

WCCO has more than 100 projects, including once off campaigns and events that student volunteers are involved with. These include NGOs who welcome placements of volunteers in their organisations, Clubs and Society community outreach initiatives, SRC initiatives and individual and group projects. The following are some projects that are ongoing and that are growing from strength to strength to become valuable resources in communities:

Tutoring and Mentoring programmes are among the most popular programmes for Wits volunteers. Homework Assistance programmes benefit children at children's homes that are in close proximity to the University. One of the important events is the annual Wits NGO Fair, which this year hosted 60 NGOs who displayed their work to the University community. WCCO has responded to the needs of students who are hungry through: a) *The Wits Food Bank*, b) "*Masidle Sonke*" daily meal programme and c) the *Wits Food Garden*. The Food Bank distributed more than 4 000 food packs during 2016 with more than 1 000 students benefiting daily from the daily meal project. Whilst the yield from the Food Garden is still small, fresh vegetables from the garden form a healthy part of the food parcels provided by the Food Bank.

Another of WCCO's flagship programmes is the *Global Citizens for Social Justice co-curricular programme* which is based on a series of discussions, debates and lectures held on a Thursday evening over a six week period. Some of the topics for discussion in 2016 included: Introduction to the concept of Social Justice, global development challenges; Health, Education and Social Justice, discussion on the concept of civic space, and climate change social justice.

WCCO hosts students from international universities by providing opportunities to volunteer locally. Twenty students from the University of Maryland participated in a Study Abroad Programme this year. WCCO also hosts the annual *The One Day Without Shoes Campaign* with 300 pairs of shoes being collected for distribution to those in need. The 2016 annual rural camp involved sending ten, 3rd and 4th year medical students to Ventersdorp District Hospital in the North West Province and to Sabie Hospital in Mpumalanga, to provide support services where human resources are limited. The annual *Mandela Day* event promoted giving among the Wits community by challenging schools and faculties to donate food to the Food Bank. *National Women's Day* was celebrated at a Women's Slam titled "*Unapologetically Feminine*." Two hundred packets of sanitary towels were collected as entrance fee to the event. In the spirit of acknowledging student volunteering, WCCO and Wits RAG conducted a *Volunteer Olympics* as a fun event for volunteers. WCCO hosted a seminar in partnership with the Centre for Education Policy Development (CEPD) titled *Should Volunteering be compulsory at Universities in South Africa?* Wits volunteers hosted the 5th annual *Wits Spell Master Competition* with 100 Grade 6 learners.

WCCO is utilised for *Social Work Student Placements*. Six students conducted their practical work through WCCO, and engaged in casework, group work and community work. The following are some of the student-led volunteer projects supported and facilitated by WCCO:

- ASSIST – A tutoring and mentoring programme in Alexandra. Wits volunteer tutors provide tutoring to Grade 10, 11 and 12 learners on Monday and Wednesday afternoons and on Saturday mornings.
- Umbumbano – A tutoring programme for 50 learners at independent schools in Braamfontein. Tutoring takes place at WCCO on weekends.

- Umqhele Tutoring Programme - A tutoring programme for grade 11 learners at Umqhele Secondary School in Ivory Park.
We Do Maths 2 - Tutoring programme for 2nd year maths students at Umthombo on Saturdays.
- Newgate College – Tutoring Programme for Grade 10 to 12 learners on Saturdays.
- Christ Church Care Centre is a children's home opposite Wits Junction at which many volunteers provide homework support to the children throughout the week.
- Jabulani Khakibos Kids is a shelter for street boys at which Wits volunteers provide mentorship and homework assistance.
- Botho Bathong – is a student-initiated NGO which assists Malaika orphanage to generate resources through fundraising and collection of clothes, food, books etc.
- Thusanang Student Initiative – is a student-initiated NGO which aims at assisting students at Medical School with food, additional lessons, etc.
- Norvalis House is a home for disabled adults at which Wits volunteers provide an entertainment programme for residents.
- Best Faculty Advisory – Wits volunteers provide career information, motivation and assistance to Grade 12 learners in Gauteng and Limpopo.

Wits students have the passion and commitment to make a difference and contribute to building communities. They require support, inspiration and guidance to fulfil their potential of becoming responsible citizens and worthy leaders. WCCO works closely with students to help them realize their potential for the public good.

2.10.9 Campus Health and Wellness Centre (CHWC)

Campus Health and Wellness Centre (CHWC) provides a comprehensive primary health care service which enhances the health and wellbeing of the Wits community, i.e. students, staff and their dependents. The service is delivered within the precinct of the University.

CHWC actively contributes to the wellbeing of the Wits community who in turn participate in the core business of the University in terms of teaching, learning, research activities, knowledge generation and community engagement. The general health and wellbeing of the Wits community is the concern of CHWC which strives continuously for excellence in the provision of quality health care services to maximize the academic throughput of students by improving their health and wellness through active encouragement and supporting healthy lifestyles.

The Primary Health Care (PHC) service is nurse driven. Primary health care consultations in 2016 amounted to is 9 920 for various student and staff health needs.

2.10.9.1 Health Promotion Service

Reproductive Health Campaigns

Sexual contact is the most common route for sexually transmitted infections including HIV. Clinicians often have the unique opportunity to discuss topics of an intimate nature in a professional setting. With this privilege comes the responsibility to be respectful and non-judgmental. The goal of advocating safer sexual practices is to provide not only information, but also counselling to help individuals or groups to make the most appropriate choices for risk reduction. Six campus wide campaigns were held this year, to be increased to eight in 2017.

Tobacco smoking campaign

Hookah pipe (hubbly- bubbly) and e- cigarette smoking is a growing trend among Wits students, and the youth in general, so is cigarette smoking among young females. A poster blitz campaign was done on 30 May 2016 whereby the posters with factual messages on the dangers of smoking, including hookah pipe, were placed at popular student sites on Campus. The campaign was low key due to the fact that the mid-year exams were in progress.

Cancer screening

Cancer screening aims to detect cancer before symptoms develop. The benefits of screening in terms of prevention, early detection and subsequent treatment are enormous. Staff and students were approached, information was shared and individuals were encouraged to undergo screening tests. The targeted group was trained to perform self-breast examination, 30 pap smears were done between August and October 2016. For males, 10 prostate-specific antigen blood tests were carried out.

Two presentations were done in two female residences. The residence programmes were interrupted by the student protest action.

2.10.9.2 Preventative Care

Vaccinations

CHWC supports the Health Sciences Faculty in rolling out vaccinations against common communicable diseases particularly prevalent in the hospital setting where teaching and training is undertaken. Vaccines provided to students include Hepatitis B, Measles, Mumps, Tetanus Toxoid, Chicken Pox, and Meningitis. 500 students were vaccinated this year and in 2017 this figure will be increased by 100.

Occupational Exposure to Hazardous Material

53 student consultations were done for occupational exposure to hazardous materials with a potential risk of infection or injury. The majority of incidents occurred among the MBBCh 5th year students. Post exposure prophylactic medication and monitoring were provided to prevent and or limit the extent infections and injuries.

HIV Counselling and Testing

The HEAIDS programme of Universities South Africa has played a vital role in supporting University's HIV Counselling and Testing initiative. Six campaigns were held, to be increased to eight in 2017, across all campuses. Treatment, care and support were offered to a small percentage of individuals whose tests were reactive to the HI Virus. A referral network has been established with the Wits Reproductive Health and HIV Institute and hospitals in the vicinity for antiretroviral treatment. The University has adopted a strong institutional response to mitigate the impact of HIV and AIDS on the Wits community through sensitive and proactive leadership. A university HIV/AIDS committee with a wide representation sits on a quarterly basis to receive and discuss reports on HIV and AIDS related programmes.

Preventative Reproductive Health Care

3 002 Consultations were provided for various female reproductive health services. The majority of cases required pharmacological interventions. The Gauteng Department of Health is supportive through the provision of pharmaceutical medication for this area of care.

Curative Health Care

5 200 Consultations were done in 2016, to be increased by 5% to 5 460 in 2017.

The emergency call-out response time has been reduced to 10 minutes, the average in 2015 was 12 minutes.

2.10.10 Counselling and Careers Development Unit (CCDU)

In alignment to the Wits 2022 Vision in particular “Academic Excellence and the Wits Experience” the CCDU professional therapy, career counselling practices and student development services were focused on the following priorities:

- Excellence in provision of supportive, counselling and psycho-educative programmes for the student community.
- Initiatives to support and enhance psycho-social wellness, retention and throughput.
- Facilitation of an optimal experience of University life for students.
- There was an escalation in the number of students requesting counselling with almost double the number of requests in February 2016 compared with the prior year. The pattern was similar in March, April and May. Shorter-term counselling strategies, additional groups and mental health advocacy have assisted in addressing capacity issues to an extent, however the need for capacitating reactive services continues.
- The part-time social worker for CCDU and Campus Housing and Residence Life has significantly contributed to assisting with the demand for counselling services and in particular with the provision of residence-related interventions. Limited additional hours from the sessional therapist were also helpful in assisting with the demand.
- There continued to be an increase in requests for counselling for a range of issues inclusive of self-harming behaviours, suicidal tendencies, stress, anxiety, depression, bereavement, family and relationship issues. AKESO psychiatric services continued to be very helpful in assisting with psychiatric intervention and hospitalisation for suicidal students.
- Group sessions on stress and anxiety, adjustment to University; healthy relationships, and Dialectical Behavioural Therapy (DBT) Skills training focused on distress tolerance, interpersonal effectiveness and emotion regulation, mindfulness, bereavement, and coping with stress and anxiety were well received by various cohorts of students.
- Workshops and presentations were delivered on relationships and sexuality, exam anxiety, adjustment to University life to first years, and a presentation on Ethics for Psychologists to drama therapy masters students.
- Collaborative programmes/projects with academic and support service stakeholders included a range of offerings for students, such as:
- A programme focused on the preparation of first year Education students for the “teaching experience” facilitated by the School of Educations included psycho-social input by CCDU. Staff of the unit facilitated workshops for these students on adjustment, Emotional Intelligence, and preparation for teaching. A full day workshop on critical diversity literacy and engagement was also facilitated for a cohort of these first years by CCDU staff.
- Medical School 6th year training in basic counselling/supportive skills, as part of the 6th year curriculum has been well received by the respective monthly cohorts of students and will resume in the new year for the 2017 cohort.
- Mentoring training was facilitated with Golden Key students, international students, some residence students, the ZCC students and Fine Arts students. Mentoring training for peer mentors

for the first year “At Risk” programme, was completed with the objective being to capacitate the peer mentors to mentor first year students in the Faculties of Science and Humanities.

- Mental Health advocacy focus was on CCDU services, advocacy on wellness and resilience and on reaching students via social media and poster blitzes. CCDU intern psychologists community and advocacy projects included: Anti-suicide and Depression awareness, kindness campaign, substance abuse and addiction. The “Grounded Strength” campaign in collaboration with Voice of Wits, focused on topics such as resilience, suicide, depression, time management and procrastination. The CCDU #Resilience Newsletters were made available on line.
- The Silent Protest took place on 17 August 2016 and was a collaborative project between Drama for Life, CCDU, the Development and Leadership Unit, the Gender Equity Office and Voice of Wits.
- CCDU provided life skills training for the learners in the Targeting Talent Programme in July. This was the 10th year the Unit has been involved in supporting and training of the learners. CCDU also offered support for students being funded by Rural Education Access Programme and Moshal Foundation.
- Peer training in HIV advocacy and related issues was facilitated with the new peer cohort in early March. A student dialogue with trained CCDU peer educators/advocates from the HIV/AIDS programmes was opened to students from the University of Johannesburg who were also involved in the peer educator programme. This was focused on sexuality, healthy/unhealthy practices, transactional sex and blesser/blessee- a concept raised at the 2016 International AIDS conference. The dialogue was an opportunity for the exchange of ideas between the universities and was well received. The dialogue was facilitated by CHOMA, an organization focused on Prevention of HIV toward an HIV free generation.
- The Safety First and HIV prevention programme for service staff was held at the beginning of July and focused on Occupational Health and Safety, sexual harassment, male circumcision, reproductive health and HIV education.
- There was a substantial increase in requests for life coaching from a range of students to focus specifically on areas on motivation, goal setting and time management. Additional slots were offered prior to the mid-year exams and during the latter part of the year to provide for the demand.
- Career Development Services psychometric assessments were offered for prospective students in Grades 11 and 12 and career counselling for a range of Wits students.
- The “Journey to Employability” programme as part of the Graduate Recruitment Programme (GRP) offered a range of workshops such as Resilience in the Workplace, Managing Diversity in the Workplace, The Humanities Graduate and the Job Search.
- A successful and well received IT and Engineering Career Fair was very well attended by students with 29 recruiting companies on 12 April 2016. A well-attended and vibrant three-day Career Fair was hosted for CLM students from 10 May 2016, with close to 60 companies. A successful Careers Fair hosting recruiting companies for final year students was held at Old Mutual on 28 July 2016. This opportunity was created for thousands of final year students in all Faculties, to visit recruiters from about 75 companies regarding employment prospects for 2017.
- GRP interns received ongoing training and supervision for the GRP and Journey to Employability projects and offered valuable assistance with the career fairs co-ordination and planning.
- The Graduate Recruitment breakfast on 4 March 2016 was a successful interactive morning with participating recruiting companies.

- The training workshops on “Students in Distress” for staff were engaging, interactive and well received by the participants. During the “Fees Must Fall” protests, the extent of requests by traumatized students for trauma debriefing/counselling/interventions in October and November were unprecedented.
- Several groups were held for trauma debriefing as well as individual debriefing and counselling for the trauma experienced by so many students.
- Disability Rights Unit and Drama for Life therapists assisted during October with the need for additional capacity for support and counselling.
- The services offered by the South African Depression and Anxiety Group were greatly appreciated as an additional important referral resource for telephonic counselling for students in crisis.

2.10.11 Student Governance Office

After the SRC Administration Review was finalised, the Student Governance Office (SGO) was separated from Student Development and Leadership Unit from November 2015. The remit of the Student Governance office is to provide development, administrative and support services to the Student Representative Council, Postgraduate Association (PGA), Student Forum, Clubs, Societies and Organisations, School and Faculty Councils and all student leaders at the University through the design and execution of policies, programmes and interventions to promote holistic student development.

The SGO facilitated free and fair elections for the SRC, PGA, and School and Faculty Councils between February and September 2016. Induction and capacity building programmes for newly elected leaders were conducted in collaboration with Development and Leadership Unit. The process for the SRC General Elections for 2016/17 commenced on 22 July 2016 and concluded on 30 August 2016. All 15 seats were won by candidates from the Progressive Youth Alliance (PYA). The constituting meeting for the 2016/17 SRC took place on 15 September 2016. Mr Kefentse Mkhari who is a second-year BSc student was elected as President. The five-member executive team comprises two women and three men who commenced the term of office on 1 November 2016.

Furthermore, a successful referendum with a generally high voter turn-out was conducted at the Wits Junction residence to determine if the Lions Rugby team should continue to reside or leave the residence.

The review and alignment of policies and constitutions was also undertaken during 2016.

2.10.12 The Student Representative Council (SRC)

The SRC hosted a successful orientation week with a beer garden from Monday to Thursday, culminating in a Freshers’ party on the Friday night. Clubs, Societies and Organizations’ held an exhibition in a marquee for the entire week to promote and recruit membership.

To bridge the gap between the Parktown and main campus clusters, the SRC hosted a vibrant Afternoon Drive party at the Education Campus in April 2016. The SRC prides itself on the achievement of renaming of Senate House to Solomon Mahlangu House, this change was endorsed by the University Naming Committee.

The University suffered a blow when seven students who had attended a church service at Mokopane, in Limpopo died in a fatal car accident. The SRC supported the bereaved families and students unwaveringly and went to the scene of the accident to be with all affected parties. A memorial service in conjunction with the University Management was conducted in memory and honor of the deceased.

2.10.13 Campus Housing and Residence Life (CHRL)

All student support functions have to work closely together to ensure that students' needs are met. There is a need for stronger partnerships and a more focused use of the professional services which offices like CHWC, SDLU and CCDU provide.

Residence-based academic support programmes are successfully run and students are keen to participate in the programme. The pass rates of residence students are higher than those of non-residence students.

In terms of IT access in residences, there is a mini computer lab in each residence, and all residents have access either to Wi-Fi or a network point in his/her bedroom.

2.11 STUDENT REPRESENTATION ON COMMITTEES

Committee	SRC Member	Statutory Body
Academic Planning and Development Committee	Ruby-Anne Birin	Postgraduate Association
Academic Planning and Development Committee	Zamayirha Peters	Student Representative Council
Council	Mxolisi Ngulube	Postgraduate Association
Council	Kefentse Mkhari	Student Representative Council
Executive Committee of Convocation	Kefentse Mkhari	Student Representative Council
Executive Committee of Council	Kefentse Mkhari	Student Representative Council
Financial Aid and Scholarships Committee	Zenanda Ndiweni	Postgraduate Association
Financial Aid and Scholarships Committee	Thando Mntambo	Student Representative Council
Financial Aid and Scholarships Committee	Tebogo Mothivi	Student Representative Council
FINCO	Thando Mntambo	Student Representative Council
Graduate Studies Committee	Ummu Bakare	Postgraduate Association
Graduate Studies Committee	Chris Mpehle	Postgraduate Association
HIV/AIDS Forum	Thandi Milton	Postgraduate Association
Naming Committee	Tlotlo Letlape	Postgraduate Association
Naming Committee	Thato Mokoena	Student Representative Council
Security Advisory Committee	Ntokozo Luthuli	Student Representative Council
Security Advisory Committee	David Manabile	Student Representative Council
Senate	Kefentse Mkhari	Student Representative Council
Senate	Noluthando Zuma	Student Representative Council
Senate	David Manabile	Student Representative Council
Senate	Kaamil Alli	Student Representative Council
Senate	Thando Mntambo	Student Representative Council
Senate	Zamayirha Peters	Student Representative Council
Senate	Thato Mokoena	Student Representative Council
Senate	Wame Sere	Student Representative Council
Senate	Chane Moodley	Postgraduate Association
Senate	Mxolisi Ngulube	Postgraduate Association
Senate Academic Freedom Committee	Sihle Gili	Student Representative Council

Senate Committee on the Progrund Medal	Tebogo Mothivhi	Student Representative Council
Senate ICT Reference Committee	Amukelani Tivane	Postgraduate Association
Senate ICT Reference Committee	Kaamil Alli	Student Representative Council
Senate International Policy Committee	Wame Sere	Student Representative Council
Senate Library Committee	Moroka Ntolwane	Postgraduate Association
Senate Library Committee	Sipho Nyebele	Postgraduate Association
Senate Library Committee	Cebolenkosi Khumalo	Student Representative Council
Senate Library Committee	Ntokozo Luthuli	Student Representative Council
Sexual Harrassment Committee	Noluthando Zuma	Student Representative Council
SPARC	Kefentse Mkhari	Student Representative Council
Student Services Advisory Committee	Kefentse Mkhari	Student Representative Council
Student Services Advisory Committee	Ntokozo Luthuli	Student Representative Council
Student Services Advisory Committee	Nontobeko Nkosi	Student Representative Council
Student Services Advisory Committee	Ummu Bakare	Postgraduate Association
Student Services Advisory Committee	Lerato Mothabeng	Postgraduate Association
Teaching and Learning Committee	Mendu Mivuyo	Postgraduate Association
Teaching and Learning Committee	Moroka Ntolwane	Postgraduate Association
Teaching and Learning Committee	Zamayirha Peters	Student Representative Council
Teaching and Learning Committee	Thato Mokoena	Student Representative Council
Textbooks	Cebolenkosi Khumalo	Student Representative Council
The University Research Committee	Mtokozi Moyo	Postgraduate Association
University Forum	Noluthando Zuma	Student Representative Council
University Forum	David Manabile	Student Representative Council
University Forum	Tebogo Mothivi	Student Representative Council
University Forum	Sipho Nyebele	Postgraduate Association
University Space Allocation	Nontobeko Nkosi	Student Representative Council
Vice-Chancellor's Academic Committee Awards Committee	Lindokuhle Ntumba	Student Representative Council
VOW Board	Sihle Gili	Student Representative Council
International Policy Committee	Sobahle Ntshangase	Postgraduate Association
Board Of Residence	Zenanda Ndiweni	Postgraduate Association
University Wellness Forum	Asanda Madi	Postgraduate Association

Table 2.11 Student Representation on Committees

2.12 WORKING WITH INDUSTRY

Wits Commercial Enterprise (Pty) Ltd (Wits Enterprise) is a company that is wholly owned by the University. It provides a range of services that provide channels for the University to disseminate knowledge to society. These channels are technology transfer, professional development short courses and contract research and consulting.

2.12.1 Research

In 2016 Wits Enterprise's private industry-funded research portfolio, managed on behalf of the University, comprised 41 research and development consulting projects valued at R12.3 million.

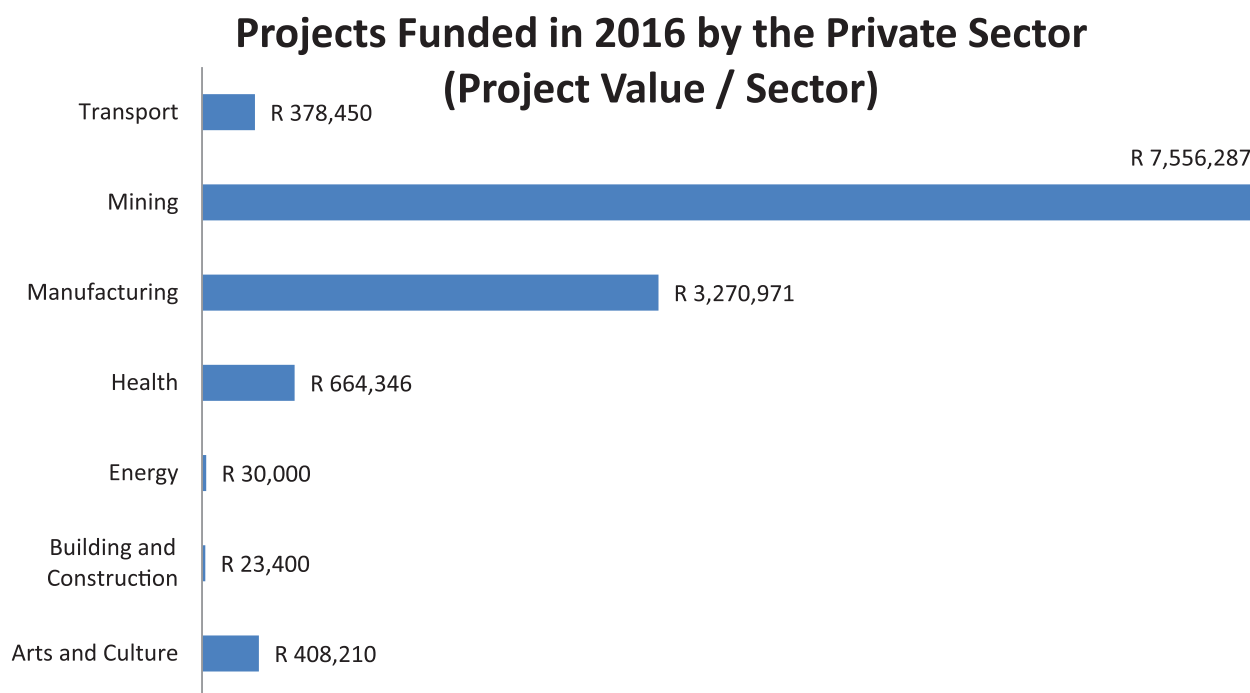


Figure 2.12.1 Projects funded in 2016 by the private sector

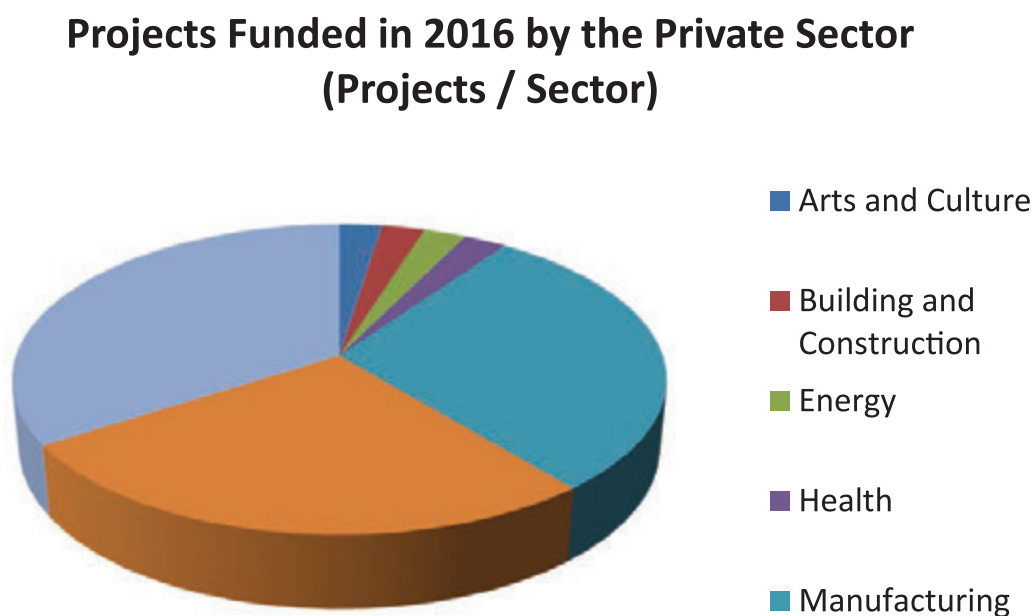


Figure 2.12.2 Projects funded in 2016 by the private sector

2.12.2 Short Courses

The Short Course business unit offers a diverse range of University short courses to the surrounding locality, nationally and in other African countries.

2016 Short Courses By Sector

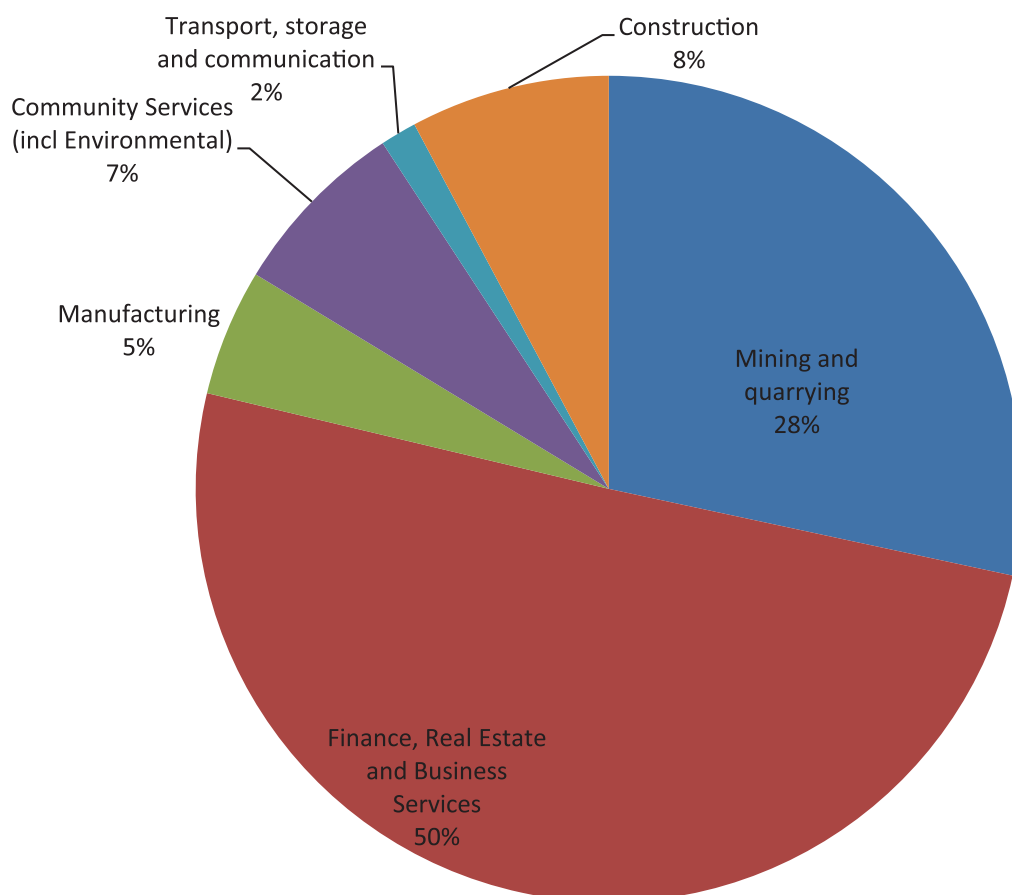


Figure 2.12.2. Short courses by sector

The majority of short courses offered were in the Finance, Real Estate and Business Services (50%), followed by Mining Sector (28%), Construction (8%) and Manufacturing (5%). The other sectors make up the balance of 9%.

2.13 SIGNIFICANT CHANGES THAT HAVE TAKEN PLACE WITH REGARD TO TECHNOLOGY

In support of the academic programme, as part of Wits Vision 2022, the University embarked on a process to improve ICT service delivery. The major initiatives undertaken in 2016 for this purpose were improvements to existing online student services and two major projects to address the ICT network (Capital Project) and printing services.

2.13.1 Online Student Services

The following improvements were initiated:

- Improvements were made to the online registration features to allow more students to register remotely.
- Integration with NSFAS to support the launch of their online application process in August 2016.
- Provisions were made to accommodate an online application process for GAP funded students.
- Improvements made to the Wits Mobile Application (WitsM) for launch in 2017.

2.13.2 Network and Security Infrastructure Replacement Project (code named Quantum)

The current network infrastructure is aging and cannot fully support high bandwidth access from all networked devices. The Wi-Fi coverage and capacity does not support the current requirements. The project scope includes the following:

- Provision for the current and future requirements of users through a high-speed backbone to interconnect buildings and campuses with ubiquitous access that includes improved Wi-Fi capacity and coverage across campuses and residences.
- Security to protect the University community's data and intellectual property.
- Provision of seamless connectivity to end user devices.
- Facilitation of the management and tracking of network and security performance metrics that will allow future strategic planning and decision-making.

A tender process for this project was completed in December 2015. The required Ministerial approval was received prior to securing the necessary funding for this Council approved project. The planning and implementation of Quantum commenced in 2016 with a target completion date of end of 2018.

2.13.3 Managed Print Services

The University previously had a multi-vendor, multi-device, multiple service level agreement solutions for printing services with varying costs.

A managed print service solution was initiated in 2015. The project roll out started in February 2016 in a phased approach and targeted for completion in 2017.

The project was aimed at achieving the following benefits:

- Manage and reduce print costs.
- Improve operational management of printing by standardising to one service provider with a common platform that would provide a managed print service (MPS) solution using multi-function printing devices (MFPD's) by means of a pay-as-you-use (cost per page) model.
- Provide more devices for better accessibility to students and staff at a standardised cost.

- Improved printing services include:
 1. Follow me printing
 2. Secure printing
 3. Mobile printing
 4. Colour printing
 5. Scan to email

2.14 STATEMENT ON CORPORATE GOVERNANCE

Reporting Structure of Council and Senate Committees

Governance / Committee Structures

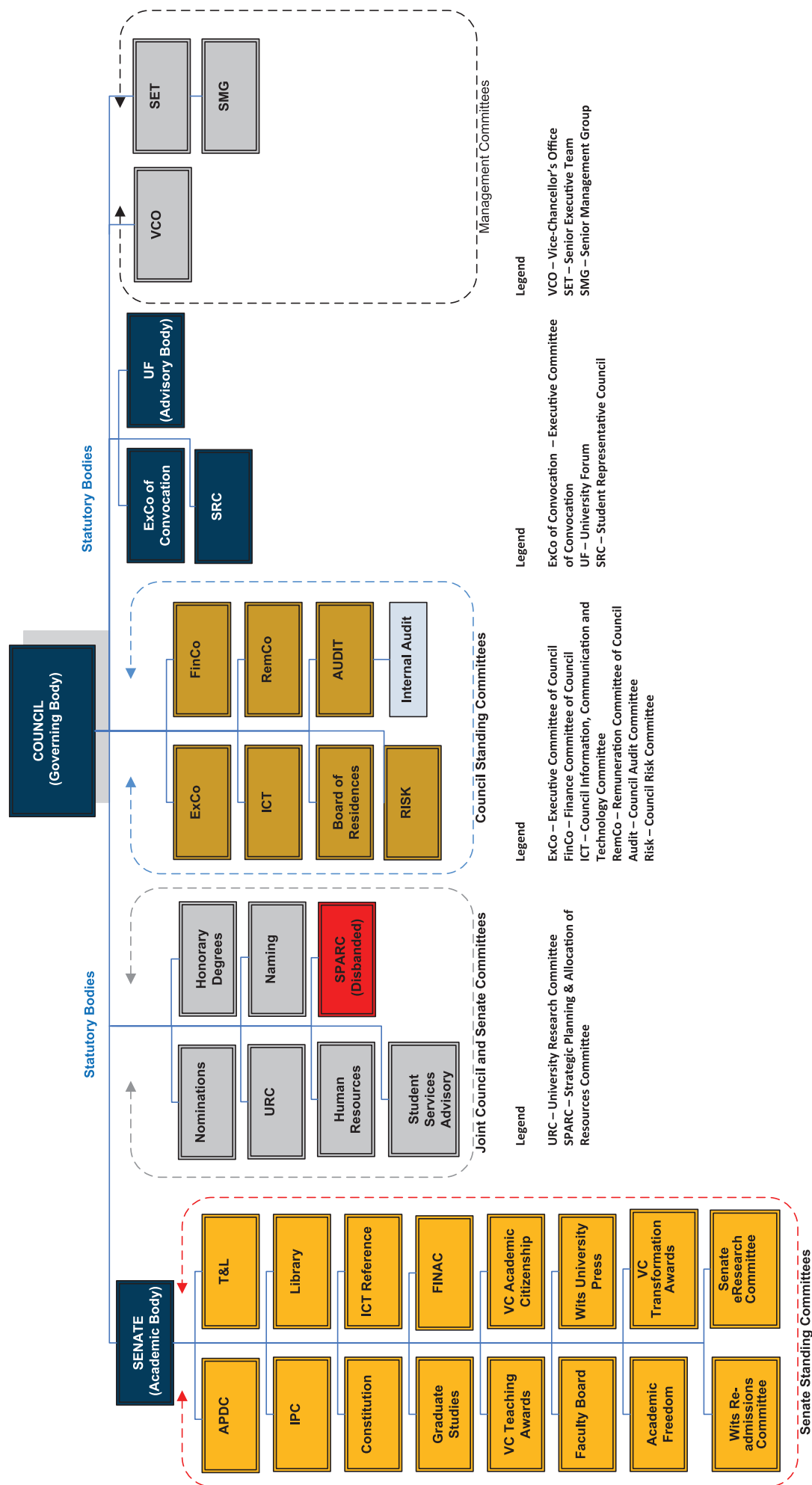


Figure 2.14 Reporting structure of Council and Senate Committees

2.14.1 University Governance

The governance of the University is regulated by the Higher Education Act, (No. 101 of 1997), as amended, the Institutional Statute of 2002, as amended, and is a bicameral system of the lay-dominated Council on the one hand and the academic sector (Senate and faculty boards) on the other. Added to these structures is the statutory advisory committee or University Forum that includes management, academic staff, professional and administrative staff and students, which must be consulted with regard to major policy decisions.

Management of policy in the University is the responsibility of the Vice-Chancellor and Principal and the Senior Executive Team (SET). The affairs of the University's alumni are governed through the Executive Committee of Convocation.

The application of pertinent legislative requirements is as follows:

1. Management of the University (as in Governance) is in the hands of the Council (s27 HEA).
2. Academic and research functions are performed by Senate (s28 HEA)
3. The Vice-Chancellor and Principal and SET (s30 HEA read with s26(2)(g))
4. Relationship between the structures:
 - α. Council and Vice-Chancellor and Principal;
 - β. Council and Vice-Chancellor and Principal (s34 HEA 20(2)(h)Stat);
 - χ. Vice-Chancellor and Principal is accountable to Council (7)(4)Stat);
 - δ. Senate and Vice-Chancellor and Principal -Vice-Chancellor and Principal is chairperson of Senate (s26(4)(a) HEA);
 - ε. Council and Senate -Senate is accountable to Council (s28 HEA);
 - φ. University Forum and Council – University Forum must advise Council on certain issues (s31 (1)(a) HEA) and University Forum must perform such functions as determined by Council (s31(1) (b)HEA);
 - γ. SET and Vice-Chancellor and Principal, Council and Senate - not provided for in Act or Statute; and
 - η. Vice-Chancellor and Principal and Executive of Convocation - the Chief Executive Officer participates in the deliberations of the Committee.

One of the recommendations in the Council on Higher Education's (CHE) policy report, entitled "Promoting Good Governance in South African Higher Education", is that attention should be given to ways in which the principles of governance, as set out in both policy and legislation, are translated into day-to-day practice within individual institutions. Also recommended is that a Code of Governance should be developed within institutions, which would typically include the following:

1. "A statement of institutional values and principles, related to standards of behaviour and association" (this could be framed as an institutional Code of Ethics or Code of Conduct);
2. A general statement of the roles and responsibilities, rights, duties and obligations of different governance bodies and/or actors and stakeholder groups;
3. A broad outline of the flow of co-operative decision-making within the institution, including clear indications of mandatory and optional consultation situations, opportunities for participation and comment, and rules of consensus;
4. A statement of institutional view on the public trust role of structures of governance (this might include statements on such issues as conflict of interest, personal liability, implications of refusal from decisions, guidelines on whistle-blowing, expectations of time commitment, reward and recognition for participation in the governance process);

5. A general statement of the terms of reference of key (non-statutory) committees in the institution;
6. A specification of the roles of different governance bodies and/or actors in specific situations (e.g. institutional planning, risk management, organisational redesign and restructuring);
7. Indication of grievance procedures as well as procedures for staff and student suspension and dismissal;
8. Outline of procedures for review of effective governance functioning.

The areas outlined above have been addressed by the University and are elaborated in rules, standing orders and other University documentation.

2.14.2 The Council

The University of the Witwatersrand's Council comprises academic and non-academic persons appointed in terms of the Statute of the University of the Witwatersrand, the majority of whom are non- executive. Sixty percent of the members of the Council are persons who are not employed by, or students of, the University of the Witwatersrand. The role of chairperson of the Council is separated from the role of the University of the Witwatersrand's Chief Executive Officer, the Vice- Chancellor and Principal. Matters especially reserved to the Council for decision-making are set out in the Statute of the University of the Witwatersrand, by custom and under the Higher Education Act, (No. 101 of 1997), as amended.

The Council is responsible for the ongoing strategic direction of the University of the Witwatersrand, approval of major developments and the receipt of regular reports from Executive Officers on the day-to-day operations of its business. The Council ordinarily meets four times a year and has several sub-committees, including an Executive Committee, a Finance Committee, an Audit Committee, a Remuneration Committee, a Risk Committee, an Information, Communications and Technology Committee, and a Board of Residences Committee. All of these committees are formally constituted with terms of reference and comprise mainly lay members of Council. Council and Senate have a set of joint committees, including, a Nominations Committee, an Honorary Degrees Committee, a University Research Committee, a Naming Committee, a Human Resources Committee and a Student Services Advisory Committee. Council met four times during 2016.

Council Committees

The Executive Committee of Council

The Executive Committee of Council's (ExCo) role is defined as - In acting for the Council when it is not in session, ExCo assists the Vice-Chancellor's Office to guide the institution in matters of governance, subject to the Higher Education Act, (No. 101 of 1997), the Institutional Statute and statutory limits. Although ExCo is scheduled to meet six times per year and also when the need arises, ExCo convened for four ordinary meetings during 2016, two extra-ordinary meetings and a one-day strategic planning workshop.

Finance Committee of the Council

The Finance Committee (FinCo) is responsible directly to Council for all matters pertaining to the financial affairs of the University, apart from audit matters. Although:

1. the approval of the annual estimates of revenue and expenditure;
2. the adoption of the annual accounts of revenue and expenditure and the balance sheet; and
3. the determination of the fees to be paid by students

are powers/functions which may be exercised by the Council only, Council expects FinCo to address such matters in detail and to make appropriate recommendations for approval.

FinCo receives regular reports from the University administration and considers occasional matters from a number of administrative committees and standing committees of the Council. FinCo met four times during 2016.

Audit Committee

The Audit Committee is a non-executive body responsible directly to Council for all matters pertaining to the audit of the University's financial affairs and any matters connected therewith. Both the internal and external auditors have unrestricted access to the Audit Committee, which ensures that the University of the Witwatersrand's independence is in no way impaired and that appropriate financial procedures and management are practiced. The Audit Committee met twice during 2016.

Remuneration Committee

The Remuneration Committee's (RemCo) specific terms of reference includes responsibility for the approval of remuneration strategy and policy for the University and to set parameters for the review of executive remuneration including the salary of the Vice-Chancellor and Principal. RemCo was established in 2000 and in the interests of corporate governance comprises five external members drawn from the membership of Council and one internal member drawn from the Senior Management Group (SMG), and is currently chaired by the Chairperson of the Council. As serving on the Council is a non-remunerated responsibility there is no conflict of interest with the Chairperson of Council chairing RemCo. Although RemCo is scheduled to meet four times per year and also when the need arises, RemCo convened for three ordinary meetings during 2016.

Council Risk Committee

The Council Risk Committee considers material issues of risk, asset protection, security, legal and corporate governance. The Council Risk Committee met four times during 2016.

Council Information, Communications and Technology Committee

During the course of 2014, the Council constituted the Council Information, Communications and Technology Committee (Council ICT Committee). The Council ICT Committee is responsible for providing oversight of the strategic direction of information and communications technology within the University, ensuring the alignment of ICT and business strategy. Although the Council ICT Committee is scheduled to meet four times per year and also when the need arises, the Council ICT Committee convened for three ordinary meetings during 2016.

Board of Residences

The Board of Residences is entrusted with the governance of the University's residence programmes and reports to Council when necessary.

Council and Senate Joint Committees

Nominations Committee

The Nominations Committee, comprising persons with considerable experience in the work of a wide range of University committees, recommends to Council the remits, constitutions and membership of all standing committees of the Council and the non-Senate membership of joint Council/Senate committees. The Committee also makes recommendations to the Senate regarding the constitution and membership of Senate committees and the Senate membership of joint Council/Senate Committees.

The Committee further recommends to Council/Senate the appointment of members of the Council/Senate to serve on other University bodies and the appointment of members of the University (in accordance with relevant agreements/ legislation) to serve on particular bodies external to the University. The Nominations Committee meets once annually.

Honorary Degrees Committee

The Honorary Degrees Committee considers nominations for honorary degrees or gold medals and makes such recommendations to Senate and Council for approval. The Honorary Degrees Committee meets four times per year.

University Research Committee

The University Research Committee (URC) takes responsibility for implementing the research policy of the University and, with its various sub-committees, is responsible for the support and monitoring of all University approved research and related activities. The URC meets three times per year and its Executive Committee also meets three times per year.

Naming Committee

The Naming Committee considers proposals supported by suitable motivations as well as any terms and conditions that are applicable such as the value of the naming right to the University and the period of the naming right. The Naming Committee submits recommendations to Council for final approval. The Naming Committee meets four times per year.

Student Services Advisory Committee

The Student Services Advisory Committee (SSAC) provides advice on student assessment, research into student services and how such research findings should be communicated to students, organisations and staff with a view to an improved understanding of the student population at Wits; appropriate regulatory policies, which are required to meet the needs of students which includes residence rules and regulations, alcohol abuse, sexual harassment, human rights, safety and security and HIV/AIDS; promoting of policy development and the review of policies with regard to student services matters and to communicate this to the Senior Executive Team, SRC, Senate, Council, in accordance with the mission, vision and objectives of the University.

2.14.3 Conflict Management

The University has a mediation panel consisting of staff members who have been trained in conflict resolution skills. The Director of Transformation and Employment Equity normally chairs the panel. Mediation is offered, where appropriate, as a means of resolving disputes between staff and/or students. Where the nature of the dispute is particularly complex, use is made of professional mediators from the South African Association of Mediators (AMSSA).

2.14.4 Conflict of Interest of Council Members, Committee Members and Functionaries

In terms of the Higher Education Act, (No. 101 of 1997), as amended, members of Council have to annually declare any interests held in a company, association, closed corporation or trust.

A member of Council who has a direct financial, personal or other interest in any matter to be discussed at a meeting and which entails or may entail a conflict of interest must, before or during the meeting, declare the interest.

The Council introduced a register in which the annual declaration of interests of each member of the Council, Council committees and all functionaries of the Council, in terms of section 27(7E)(b) of the Act are recorded. A Council member or a member of a committee of Council must before any meeting inform the chairperson of that meeting of an actual or a perceived conflict of interest and recuse themselves should any conflict of interest arise during that meeting.

Council members agree to operate within and support a framework of acceptable principles, values and behaviours as outlined in the Council Code of Conduct, Responsibilities and Protocols.



Signature of the Chairperson of Council

SECTION THREE

REPORT OF THE SENATE TO THE COUNCIL ON TEACHING AND RESEARCH

3.1 MEETINGS OF THE SENATE

Four ordinary meetings of the Senate were held during the year.

Meeting	Date
Ordinary meeting	16 March
Ordinary meeting	2 June
Ordinary meeting	17 August
Ordinary meeting	3 November

Table 3.1.1 Meetings of the Senate

A special meeting of the Senate as well a workshop to discuss proposed amendments to the Institutional Statute were held during the year.

Meeting	Date
Special meeting	6 October

Table 3.1.2 Special meetings of the Senate, including a workshop

3.2 THE SENATE

The membership of the University Senate in terms of the Statute of the University is as follows:

Vice-Chancellor (Chairperson)
Vice-Principal
Deputy Vice-Chancellors and Executive Directors
Two members of the Council elected by the Council to serve on the Senate
Professors (other than honorary professors), and every academic employee who, not being a professor, holds office as the head or acting heads of school
Elected lecturer members, constituting ten percent of the professorial and heads of school membership of the Senate
The Deans of faculties who are not members of the Senate in some other capacity
Any other persons as the Council, on the recommendation of the Senate, may determine
Twelve support services employees of whom six are elected by such employees and of whom six are by virtue of their office members of the Senate: <ul style="list-style-type: none">• The Director: Computer and Network Services;• The Director: Centre for Learning, Teaching and Development;• The Senior Director of Human Resources;• The Dean of Students;• The University Librarian; and• The University Registrar.
Ten students of the University, eight of whom are appointed by the Students Representative Council and two of whom are appointed by the Postgraduate Students Association of the University

Table 3.2 Membership of the Senate

3.3 CHANGES TO THE ACADEMIC STRUCTURE

(This information is captured in Section Two, Item 4 of this Report.)

3.4 SIGNIFICANT ACADEMIC DEVELOPMENTS

(This information is captured in this Report under Operational Information, Section Two, Item 4 of this Report.)

3.5 LIMITATIONS ON ACCESS TO CERTAIN COURSES

(This information is captured in this Report under Operational Information, Section Two, Item 4 of this Report.)

3.6 SIGNIFICANT DEVELOPMENTS AND ACHIEVEMENTS IN INSTRUCTION AND RESEARCH

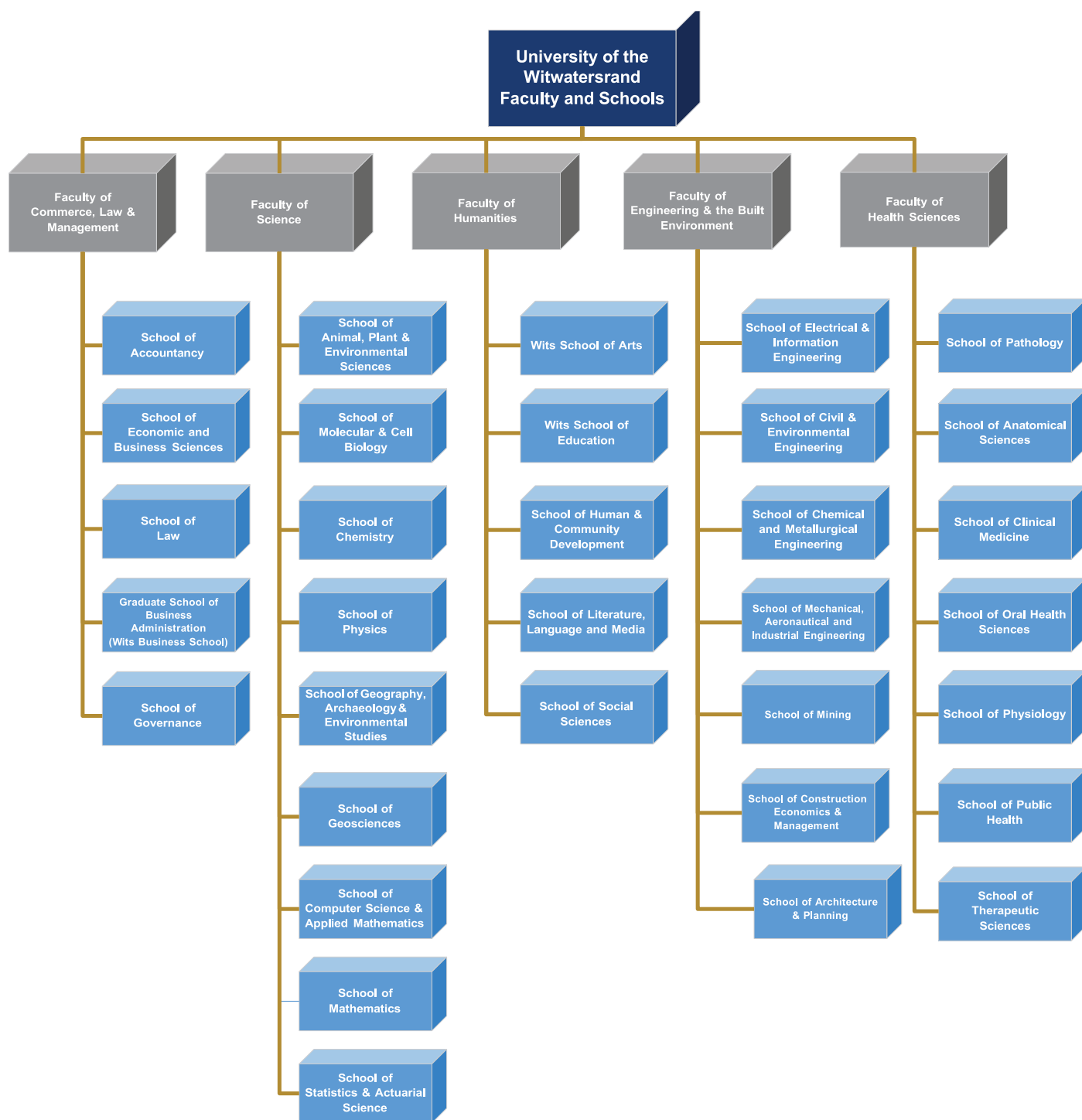


Figure 3.6 School and Faculty Configuration

A report on significant developments and achievements in instruction and research from each Faculty follows.

3.6.1 Faculty of Engineering and the Built Environment (FEBE)

The Faculty has a dual role: to produce graduate professionals in Engineering and the Built Environment disciplines, and to undertake research. The production of graduates is funded largely by first and second stream income whereas the research agenda is funded largely by third stream income – an indication of the relevance of the work undertaken to industry.

The Faculty is home to seven Schools, two (*Architecture and Planning and Construction Economics and Management*) are in the Built Environment; and the other five in the core Engineering disciplines (*Chemical and Metallurgical Engineering, Civil and Environmental Engineering, Electrical and Information Engineering, Mechanical, Industrial and Aeronautical Engineering and Mining Engineering*).

It is also home to a number of Centres, and two Institutes. This report will focus on research achievements, highlight some Centre activities, and then introduce the two Institutes. The report concludes with some highlights relating to undergraduate teaching.

The Faculty of Engineering and the Built Environment (FEBE) is a proud host of strong academic and technical experts and houses many externally funded centres, and two 21st Century Institutes. Within the Faculty, research work includes conventional research and applied research as well as creative work, property and construction work.

3.6.1.1 Research

3.6.1.1.1 Research degrees

The Faculty aims at producing graduates who are capable of becoming leaders in their chosen fields. Honours degrees are offered only in the Built Environment Schools, but all the seven schools of FEBE offer three higher degrees as follows: (1) a masters degree (MSc) by coursework and research, (2) a masters degree (MSc) by dissertation, and (3) a PhD by thesis. The proportions of the research component of the MSc by coursework and research varies from school to school, program to program, and may range from as low as 11% to as much as 75%.

The enrolment of postgraduate students (excluding honours and postgraduate diplomas) was 1 602 in the year 2016. The number of students who qualified in 2016 in the three higher degrees is as follows: 171 masters degrees (MSc) by coursework and research (against 209 in 2015), 70 master's degrees (MSc) by dissertation (against 42 in 2015), and 25 PhD by thesis (against 30 in 2015).

3.6.1.1.2 Accredited publication units

Though the collection of publication units for 2016 has not yet been finalised, it is clear that the 'FeesMustFall' demonstrations drastically affected the research productivity of the Faculty. As at 28 March 2017 the publications units captured are standing at 174 (against 162 in 2015), although it is anticipated that this will exceed the 2015 value. It should also be noted that this represents a sustained increase in outputs over a number of years from 122 units in 2012 to 162 units in 2015.

Despite, 'FeesMustFall' setbacks in 2016, the Schools and Centres in the Faculty have continued to engage in relevant and innovative research. Furthermore, the Faculty prides itself on its close working relationship with industry as seen in some of the Schools' achievements below; a partnership that allows the Faculty to remain at the cutting edge of engineering and built environment trends and developments worldwide.

3.6.1.1.3 NRF

Currently, the Faculty is a host of 37 NRF rated researchers (i.e., 1 A-rated, 6 B-rated, 22 C-rated and 8 Y-rated). This is a substantial increase over the past years, and speaks to a strong focus on ensuring that research excellence is recognised.

In addition, FEBE has four DST/NRF SARCHI research chairs. Three of these Chairs are hosted in the School of Chemical and Metallurgical Engineering, vis-à-vis: (1) clean coal technology (Prof Rosemary Falcon), (2) sustainable process engineering (Prof Thokozani Majozi), and (3) Hydrometallurgy and Sustainable Development (Prof Sehliselo Ndlovu). The fourth SARCHI research Chair in Spatial Analysis and City Planning (Prof Philip Harrison) is hosted in the School of Architecture and Planning.

3.6.1.1.4 Awards and Achievements

A selected number of awards and achievements from various Schools and/or Centres are outlined below:

Prof Thokozani Majozi of the School of Chemical and Metallurgical Engineering was inducted into the Academy of Sciences of South Africa (AAS) for having made outstanding contributions to the advancement of sciences in Africa. He was also given the 2016 National Science and Technology Forum (NSTF) Award for engineering capacity development over the last 5 to 10 years.

Dr David Ming and his colleagues published a book titled: "Attainable Region Theory: An Introduction to Choosing an Optimal Reactor". The book teaches how to effectively interpret, select and optimize reactors for complex reactive systems, using Attainable Region theory. Dr. David Ming also became Board Director of Engineers Without Borders in South Africa

The School signed an agreement with DRD Gold to collaborate on gold extraction research. The agreement is worth R1.2 million a year for the next 5 years. The research activities range from gas phase extraction, ionic liquid leaching to the recovery of gold from refractory ores.

Dr Michelle Low was nominated as a finalist in the Institute of Chemical Engineers' (IChemE) Young Engineer of the year category. The awards function took place in Manchester on 4 November 2016.

Dr Shehzaad Kauchali was elected as Chairperson of the South African Underground Coal Gasification Association. The association was created as part of a global initiative to be custodians of knowledge and research around implementation of sustainable underground coal gasification projects in the Southern African environment.

Prof Rauf Eric was invited as a keynote speaker at the 10th International Conference on Molten Slags, Fluxes and Salts held in Seattle-USA from 22 to 25 May 2016. He also presented two other papers at the same conference.

The School established a Green Tempers Group under Mr. Damililoa MacGregor, a postgraduate student, to institute and monitor environmental initiatives such as water and energy savings in the school building.

Under the leadership of Prof Ionel Botef, who recently set up Africa's first Supersonic Spray Technology laboratory at Wits, his team in the School of Mechanical, Industrial and Aeronautical Engineering devised a micro heat sink for computers that could operate above 3GHz by using a process called cold spray technology. The porous copper micro heat sink that is 50 times smaller than those currently used could cool computers much more effectively.

The initial contacts between Prof Claudia Polese and Airbus Germany at the end of 2011, coordinated by the South Africa National Aerospace Centre (NAC), resulted in the inception of the first South African Laser Shock Peening Initiative. The South African LSP research work-cell is the first of such research laboratory in Africa and probably in the entire Southern Hemisphere. As a result of an excellent performance by the Wits LSP Group, South Africa won the bid to host the 6th International

Conference in Laser Peening and Related Phenomena, the leading conference for this area of research, from 6 to 11 November 2016. This conference is typically hosted every 2 years, with a rotating pattern among the different continents, i.e., America, Asia, Europe, and this was the first event hosted on the African continent.

The Flow Research Unit has continued to excel in research above expectations. Some of its achievements in 2016 include the following:

1. Members of the unit attended four international symposia, one in Gatlinburg in the USA, one in Glasgow in Scotland, one in Malaga in Spain and one in Osaka in Japan. A total of eight papers were presented. The Unit Director, Prof Beric Skews, was invited to give a keynote address at the USA symposium, and two best paper certificates were awarded at the meeting in Spain. A conference paper was also presented at a local meeting. At the meeting in Glasgow the Unit was selected to organise the 23rd International Shock Interaction Symposium in South Africa in 2018.
2. Six papers were published in accredited journals, including a major theoretical paper on acceleration, and a further four were submitted, which are still in review. The Director was awarded an Honorary DSc (Eng) by the University. Four MSc (Eng) degrees were awarded during the year and one new doctoral and four new masters' degree students started their research.
3. Collaboration has been initiated with the University of Swansea on the Bloodhound supersonic car project, which is to attempt to break the land speed record in South Africa next year. This work relates to the effect of acceleration on the shock wave profiles and shock wave induced dust pickup. Arrangements have been made with Nagoya University to undertake acceleration tests in their ballistic range to supply validation data for the Unit's numerical simulations.

The School of Mining Engineering has fruitful collaborative links with the local mining industry, and much of the work done by members of staff finds application in the mining industry. In response to the needs of industry (e.g., Sibanye Gold, Gold Fields, etc.), the School has prioritized its research into three thematic areas which fall under the following research groups:

1. High Pressure-Temperature Rock Group: Mining companies want to research the behaviour of rock under very high temperatures and pressures as this is where mining is headed in the long term. Sibanye has agreed to partner with the School and assist where it can.
2. New Mining Technology Group: This will look into new mining technologies, technology transfer, mechanisation and automation. New mining technology is important and is an area in which the School must build capacity; the School already has some machines that are productive.
3. Mining Layout and Design Group: This is an extension of the two areas reported on above in which new technology is to be deployed in high temperature-pressure environments. Mine planning, optimisation and valuation are critical components as they will determine the financial viability of the design

3.6.1.2 Centres and Institutes

FEBE is home to numerous Centre and Institutes. In this review, two Centres will be highlighted: The Johannesburg Centre for Software Engineering (JCSE) and the Transnet Centre for Systems Engineering (TCSE). The Faculty is also particularly proud of the two new 21st Century Institutes that have begun to flourish during the year under review. These are the Wits Mining Institute (WMI), and the Wits City Institute (WCI), which will also be reported on.

3.6.1.2.1 Joburg Center for Software Engineering (JCSE)

Wits University's JCSE was established in May 2005 as a joint venture between Wits and the City of Johannesburg.

This Centre is of special relevance, as the Tshimologong Precinct in Braamfontein, which includes the IBM Watson laboratory, has emerged from it.

In establishing the JCSE the aim of the founders was to support the growth and success of South Africa's ICT sector via a number of goals. These are:

- Grow skills and capacity: initiating innovative programmes aimed at supplementing and enhancing the University's "main stream" academic programmes by providing skills development opportunities to working ICT professionals, unemployed school leavers, graduates and university drop-outs;
- Transformation: bringing more women, black people and young people into the ICT Sector;
- Best Practice: promoting international best practice in software engineering within an African context;
- Applied research: studying the local ICT sector's characteristics, challenges and opportunities;
- Innovation and entrepreneurship: encourage the growth of new enterprises within the sector.

Over the past 12 years the JCSE has pioneered a number of innovative strategic programmes that have achieved all of the goals listed above. The hallmark of the JCSE approach has been developing an integrated and holistic approach in support of the South African ICT sector.

Over the past 3 years the JCSE has been the organization spear-heading the creation of the Tshimologong Digital Innovation Precinct in Braamfontein. The Precinct will promote skills development, entrepreneurship and urban rejuvenation in inner-city Johannesburg.

In recognition of the contribution made by the JCSE to the local ICT sector over the past 12 years its Director, Professor Barry Dwolatzky, was named SA's ICT Personality of the Year in 2013 and received the "Distinguished Service to the ICT Sector" Award in 2016.

The JCSE is broadly engaged with a number of distinct communities. These include school learners, students, unemployed school leavers, graduates (both employed and unemployed), ICT professionals, government and industry stakeholders. Working with this broad range of communities of interest and developing programmes that grow and support them is the cornerstone of the JCSE's strategy.

Under the banner of the JCSE's "Skills Academy" a pipeline of skills development initiatives has been designed and implemented. All of the components of this pipeline work outside of the University's main-stream academic programmes. Key elements of this pipeline are:

- ImpaCT: A holiday bootcamp for learners from township schools that aims to provide information and role-models for children who may not have previously considered careers in ICT;
- Coding Academy: A four-month programme that delivers intensive foundational training in C# and Java to novices;
- Internship: Project-based training for some of those who have completed the "coding academy" programme (see above);
- Coach Lab: A leadership development programme for postgraduate students in preparation for them entering the ICT sector;
- Continuing Professional Development (CPD): a range of training initiatives aimed at improving the skills of working ICT professionals; and
- CIO Programme: a multi-disciplinary programme that prepares senior ICT professionals for the role of Chief Information Officer.

3.6.1.2.2 Wits Transnet Centre for Systems Engineering (TCSE)

2016 marked the fourth year of the TCSE. The TCSE operates under the founding principles of Focus Areas and Competencies, supported, enhanced and cultivated through appropriate research, training and education; founded around the generic discipline of Systems and the application thereof.

The focus areas for 2016 were: intelligent port terminal systems for optimising port terminal efficiencies, information sharing through digitisation, train control systems, railway operations optimisation, railway knowledge management, heavy haul systems, freight logistics and energy management and alternative energy sources.

The development of the Human Factors and Safety competency, important disciplines to effective systems, within the TCSE gained significant momentum in 2016 through key research, projects and well received national and international conference presentations.

Closer engagements with the main sponsor led to various formal and action learning activities; with the primary focus on developing and transferring knowledge and skills on systems within the organisation. The development of an MSc in Systems Engineering was finalised during 2016 to be rolled out in 2017 under the School of Mechanical, Industrial and Aeronautical Engineering (MIA). Various short courses and seminars were also presented. Furthermore, the Wits TCSE was involved in raising awareness on systems to students across schools in FEBE at honours level of professional programmes.

Action learning took the form of master classes/tutorials, collaborative workshops and facilitated sessions in a number of the operating divisions of the main sponsor. These sessions aided especially Transnet personnel in understanding systems principles and adaptation of systems approaches/methodologies and applicable tools for Transnet application with noticeable results. The initiatives are bolstered through continued research by the team into the specific focus areas. TCSE members actively presented at conferences and also chaired sessions and led groups such as the SA INCOSE Chapter's Systems Engineering and Training Working Group (SETEWG) that guides and influences local System Engineering training initiatives.

The TCSE further introduced the Systems approach to researchers and PhD candidates in other areas such as the Southern African Systems Analysis Centre (SASAC) where most attendees were non-engineers. SASAC is a member of the International Institute for Applied Systems Analysis (IIASA) sponsored by the Department of Science and Technology (DST) and the National Research Fund (NRF) and is coordinated in collaboration with various universities (e.g. Wits, Stellenbosch, UWC and Limpopo).

The TCSE developed processes and tools to support competencies development and the transfer of systems concepts, requirements management and concept generation.

Further growth of the activities of the TCSE is inevitable as the benefits of a Systems approach to many areas are being appreciated.

3.6.1.2.3 The Wits Mining Institute (WMI)

Although the WMI was formally launched in 2012, it effectively remained dormant until 2015, when the Faculty began to develop the mandate and begin implementation of the research agenda for the Digital Mining Laboratory. Then, in June 2016, Professor Cawood was appointed as first Director of the WMI.

The Mission of the WMI is: Promoting Innovation and Sustainability in the Extractive Sectors through Skills and Technology.

The Vision: The WMI is a platform of long-established expertise in mining-related fields of study dedicated to inform the emergence of a 21st Century model of mining that is both sustainable and competitive. The future role of mining in the social economy depends heavily on our capacity for

innovation in every associated dimension, including extractive technologies, the full range of up-, side- and down-stream economic linkages, the distribution of socio-economic benefits, health and safety, the environmental externalities, post-mining economic sustainability, and the enabling environment for the industry's future. The WMI has already been created as a multidisciplinary research institute that resides within the Faculty of Engineering and the Built Environment.

The WMI has two core focus areas presently, namely 21st century mining technology development and 21st century skills for the mining cluster. Technology development happens within the Digital Mining Laboratory and its research group. Digital technologies require a multi-disciplinary team and all faculties at Wits are contributing to enabler technologies for 21st century mining. Both skills and technology are important to make mining operations safer and more efficient. In addition, these contribute to job security because workers equipped with a 21st century mining skills set can be accommodated in the job market of the greater cluster. Such job mobility is not possible for those workers equipped with traditional (outdated) mining skills. Although it is unavoidable that some old-order jobs will be replaced by technology, workers with the right skills have more job security. A responsible skills transition is a major thrust of the WMI, which unit works on developing a 21st century skills set at artisan, technician and professional levels.

The digital mine laboratory at Wits is an exciting project where the Chamber of Mines building on West Campus was converted into a "mine", complete with surface (using the flat roof of the building), vertical shaft (using a stairwell in the fourth quadrant of the building) and mock mine with control room in the basement. The mock has a life-size tunnel, stope, lamp room and other features. The mock mine is equipped with the digital systems that will enable the research for the mine of the future and is part of Wits Mining Institute - one of six 21st Century Institutes hosted by the University of the Witwatersrand. Today it is a one-of-a-kind laboratory with a significant research agenda to transfer surface digital technologies into the underground environment – the enabler for a mine that can (automatically) observe, evaluate and take action. The ultimate objective is to use technology to put distance between mine workers and the typical risks they are exposed to on a daily basis. Although there are some mines in South Africa who installed similar systems, such installations are mostly vendor-driven-and-supported, resulting in large dependency on international OEMs. Existing DigiMine research projects, some of which are world-firsts, include:

- Extension of surface technologies underground;
- Communication systems;
- Positioning, mapping and navigation;
- Action recognition and detection of abnormalities;
- Remote, visual, inspections;
- Visual, environmental and rock monitoring;
- Getting distance between people and risk.

The WMI strategy is aligned with the objectives of the NDP. The way forward is to encourage partnerships to ensure a sustainable business model for a WMI that is well-governed, resourced for success, has a secure pipeline of earned research income and has leadership. The WMI has access to all other capacities within the University and intends to add capacity where it does not exist. Projects are in partnership and integrated with research capacity within Wits and extend externally to include the Department of Higher Education and Training (DHET), Department of Science and Technology, the South African mining sector and two international universities – one in Pakistan and the other in China.

3.6.1.2.4 The Wits City Institute (WCI)

Generously funded by the Andrew W Mellon Foundation, the Chair in Critical Architecture and Urbanism, hosted by the WCI at the University of the Witwatersrand develops the University's contribution to the growing dialogue and collaboration at the intersection of the humanities, architecture and urbanism.

The Andrew W Mellon Chair drives a multidisciplinary research programme on the city, both in local and in broader comparative terms and provides leadership for academics within and affiliated to the WCI. The Chair focuses on the history and practice of architecture, critical spatial practice and urbanism in the city.

2016 was a productive year for the WCI and the academic programme proceeded well, with students graduating despite a few unavoidable postponements of events to 2017 owing to student protests. A highlight of 2016 was the appointment to a transformation post allocated to the WCI of a full-time South African female academic, through the University's Transformation Fund. She took up her position in May 2016.

The WCI's public programming - including monthly seminars, public exhibitions and student fellowships further fostered its place as a space for public debate around the city of Johannesburg in 2016. Visiting fellows from Kenya, USA, Turkey, the UK, Canada and Australia helped foster international dialogue and engagement with the architectural and planning disciplines, students, academics and the public alike. It is particularly notable that, in 2016, the WCI established a new "Pan African Research College on Sustainable Cities", in collaboration with institutions across the African continent, it hosted the Africa meeting of an international consortium to consider "Africa's New Suburbs", and the WCI, in partnership with the Shukumisa Campaign and Constitution Hill held a pre- election roundtable discussion on how local government can address gendered forms of urban violence.

The publication of "The Politics of Urban Life: Social activism and the city of Johannesburg", an edited book in an accessible format by Professors Noëleen Murray (Wits City Institute) and Peter Vale (Johannesburg Institute for Advanced Study) after a workshop entitled 'Performative urbanisms and the city of Johannesburg', held in Johannesburg, South Africa, from 8 to 10 September 2015, was a milestone for 2016. This publication brings together, for the first time voices of social activists in the City of Johannesburg around questions of urban life, and thereby facilitates dialogue between activist and NGO groups with local authorities and government.

3.6.1.3 Teaching and Learning

The Faculty is striving to ensure that teaching and learning remains core to its function. In this regard, six staff members obtained their Postgraduate Diploma in Higher Education (PGDip(HE)) during the year in review. We consider this a remarkably effective intervention by the Wits School of Education.

Another area that has received significant focus during the past year has been the activities of the Academic Development Unit (ADU). The overarching goals of the ADU's "Student Success Programme" project are:

1. to prevent students from being at academic risk, and
2. if they are at academic risk, to use early warning detection techniques to identify the students and provide effective interventions.

In the first semester, several different approaches and programs were used for early identification of "at risk" students as well as different interventions were provided as shown in table 3.6.1.3.

Early identification	
Approaches/Programs	Program description and brief details
O-week Diagnostic tests	Over 1 100 first year students participated in diagnostic tests during O-week. Based on the results, students likely to have academic challenges were quickly identified and advised on where to get assistance in the first block.
Eco-Soc Clicker questionnaires	Short (5 to 7 minute) clicker questionnaires were used to identify over 300 students in first and second year struggling with access basics amenities such as food. The clicker questionnaire was run in all the “At risk” courses. The students were referred to places where they could get assistance.
Clicker tut sessions	Clickers were used in some of the “At risk” courses to identify areas and knowledge gaps of students struggling early in the semester and provide assistance.
June examination marks	These results were used to track the progress of the students, particularly the students already identified to be at academic risk.
APS scores from the BSI	The APS scores were also used to identify first years that could be at risk.
Interventions	
Approaches/Programs	Program description and brief details
Autumn, winter and Spring Schools	The Autumn and Spring school camps were held during the 1st and 2nd semester breaks, as well as a winter school camp during the mid-year break. These programs targeted students likely to struggle in the courses.
Support tutorials	Tutors were identified and trained to facilitate concept tutorials. Regular feedback sessions between the tutors, Lecturers and the ADU were held to track the progress and ensure the effectiveness of tutorials.
Language support tutorials	Language support tutorials were set-up for students likely to struggle with English as a medium of instruction.
Re-admitted students on conditions support (ROCS)	A programme was established to support and look after readmitted students through-out the Faculty. Student progress was tracked and where necessary responsive.
Lecturer training workshop	Lecturers were trained to assist and advise “At risk” students, particularly with regards to financial challenges.
FEBE-Wits Plus project	To improve overall throughput, part-time programmes were developed, in partnership with Wits Plis, for “At risk” courses and students who could most benefit from these were identified.

Table 3.6.1.3 Approaches/programs - Early identification and Intervention

Over the past two years the faculty has been able to contribute to improved pass rate in most of “At risk” courses (as illustrated in Figure. 3.6.1.3 below) amidst difficult challenges such as limited funding, student social-economic barriers, increasing number of students (massification) and “FeesMustFall” protests. The successes are largely due to feedback from the course lecturers and Schools, well organised and effective tutorials, as well as team work from the Academic Development Unit.

Although attempts have been made to alleviate the financial limitations, the main challenges in 2016 was still the larger number of students and limited financial resources.

The Student Success Programme fits into a broader initiative within the Faculty, known as the “Access and Success Programme,” in which innovative processes are being put in place to ensure wider access to the programmes within the Faculty, and to ensure better success for students already in the programmes.

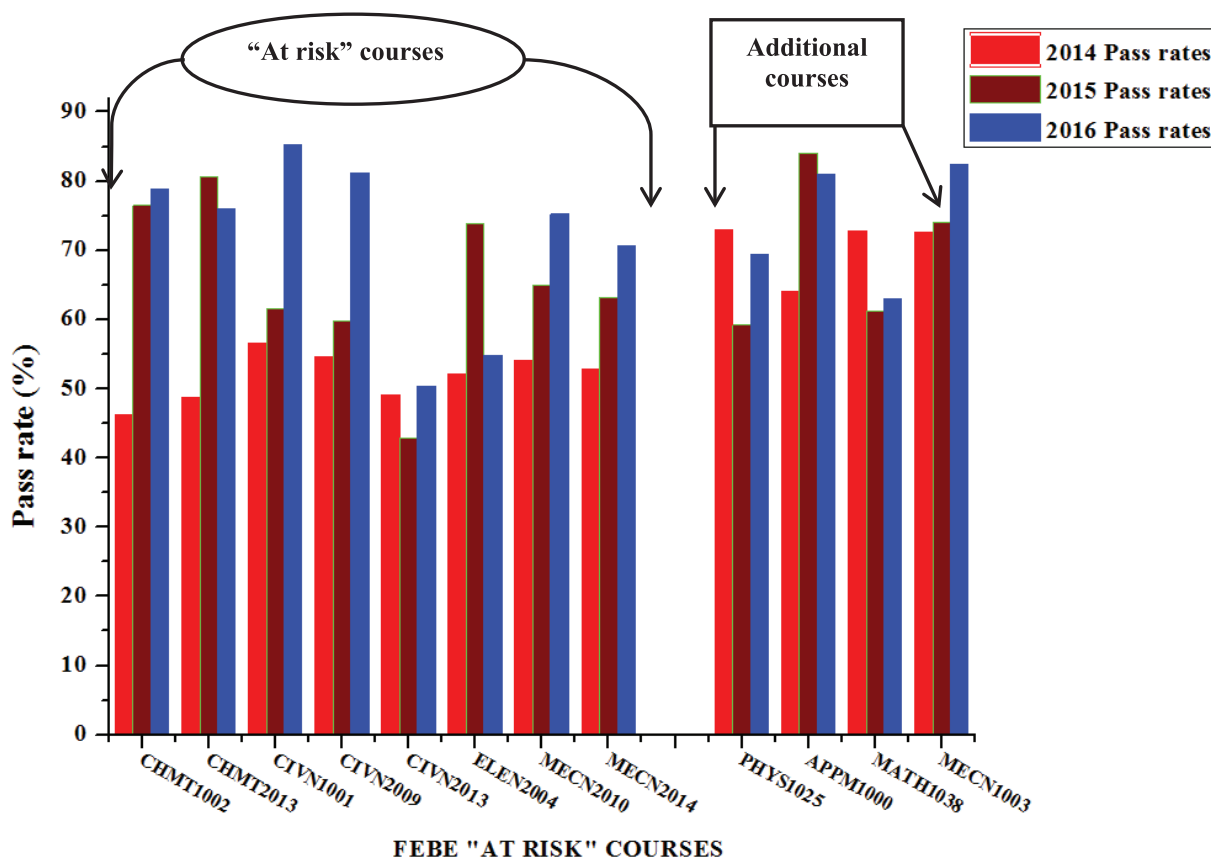


Figure 3.6.1.3 Comparison of pass rates from 2014 to 2016 of “At risk” courses supported by the FEBE Student Success Program through various interventions

3.6.2 Faculty of Commerce, Law and Management

The Faculty of Commerce, Law and Management (CLM) offers an exciting and challenging set of study and research programmes that grapple with the economic and social challenges of our country, and the wider global South. Its location in the heart of the most powerful economic hub on the African continent and connection to some of the most powerful and influential social agents in the country, provides students in the Faculty with unique academic opportunities. On the one hand, they have access to studying the technical skills that are driving finance, insurance and banking markets and, on the other hand, are exposed to the context of the social, political and legal implications of these developments and the associated human rights challenges. In other words, the Faculty offers a unique opportunity to study and understand the complex developments in the economy and the social and economic consequences of these patterns of development and growth.

The Faculty consists of five Schools:

- The School of Accountancy;
- The School of Economic and Business Sciences;
- The School of Law;
- The Graduate School of Business Administration (Wits Business School); and
- The Wits School of Governance.

3.6.2.1 Teaching and Learning

CLM offers three undergraduate programmes in Commerce:

1. a three-year Bachelor of Commerce (BCom) with some specialisations: BCom (Information Systems), BCom (Law) and BCom (PPE)
2. a three-year Bachelor of Accounting Science (BAccSc), and
3. a three-year Bachelor of Economic Science (BEconSc).

Two undergraduate programmes are offered in Law

1. a three-year LLB programme for students who hold BA or BCom degrees but who have not completed any law subjects, and
2. a two-year LLB programme for students who hold BA or BCom degrees who have law as a major subject.

In addition, the Faculty offers its undergraduate BCom degree on a part-time study basis through the Wits Plus centre for part-time studies.

The Faculty consistently produces excellent results in the final Board examination of the South African Institute of Chartered Accountants (SAICA). Our law graduates are sought after by the top legal firms and our economics and business sciences graduates are leaders in corporate management, policymaking, governance and regulatory institutions in South Africa.

At the postgraduate level, the Faculty offers exciting opportunities for MBA and related qualifications in the Wits Business School - the most research-productive business school in South Africa - and a public management and development degree offered by the Wits School of Governance - the leading South African centre for public service postgraduate training. In addition to doctoral degrees, masters degrees are offered in Commerce, Accountancy, Taxation, Economics, Business Economics, Development Theory and Policy, Law and Management.

The Faculty offers a number of short courses through the various schools, with the intention to further grow and develop this area. Table 3.6.2.1 shows the data for the Faculty's postgraduate and undergraduate degrees.

The Faculty has a large number of courses that focus on educating future professionals, in the fields of law, accountancy, and to a lesser degree related fields such as actuarial science and finance. Schools are also involved in the provision of service courses such as Accounting and Economics, and teach students across several faculties. There has been a noticeable increase in Science students electing to take CLM courses as one of their majors; for example, many Computer Science majors electing to take Information Systems. This brings both challenges and welcome diversity to these classes.

The faculty has focused a good deal of effort in improving all aspects of quality assurance, especially with regard to assessment and assessment processes. From a teaching and learning perspective, the focus has been on identifying courses that present as "potentially at risk" in terms of student pass rates.

Many of the large first year courses, particularly those that require mathematical ability, are viewed as difficult by students, and appear to be problematic in terms of student success. The faculty's student support unit, the Road to Success Programme (RSP), is focused on both identifying problems and providing support in overcoming these. The RSP has two research associates which has enabled the unit to embark on extensive data analysis relating to all CLM students and this is used to identify both courses and students that are classified as being at risk. Interventions at course and individual student levels are being developed on an ongoing basis to address these challenges.

The RSP offers one-on-one consultations and support; these sessions are logged and tracked to ensure appropriate ongoing monitoring of students with challenges. Over 300 sessions were logged in 2016. Academic literacy courses were offered to targeted groups of students entering Wits, and other academic support provided via structured tutorials and online toolkits. RSP tutors are carefully selected and trained in order to be able to deliver support needed by students.

Calendar Instance Year	UG / PG	Program Type Description	Program Title	Qualified
2016	Postgraduate	Doctoral Degree	Doctor of Philosophy	36
		Honours Degree	Bachelor of Commerce with Honours	186
			Bachelor of Accounting Science with Honours	21
			Bachelor of Economic Science with Honours	19
		Masters Degree (Research and Coursework)	Master of Management	171
			Master of Business Administration	138
			Master of Management in Finance and Investment	1
			Master of Commerce	48
			Master of Economic Science	10
			Master of Laws by coursework and research report	44
		Masters Degree (Research)	Master of Management	3
			Master of Commerce	13
		Postgraduate Diploma	Postgraduate Diploma in Management	399
			Postgraduate Diploma in Business Administration	140
			Higher Diploma in Accountancy	157
			Post Graduate Diploma in Law	26
		TOTAL POSTGRADUATE		
	Undergraduate	General Academic 1st Bachelors Degree	Bachelor of Commerce	416
			Bachelor of Economic Science	11
			Bachelor of Accounting Science	278
		Professional 1st Bachelors Degree	Bachelor of Laws	463
	TOTAL UNDERGRADUATE			
GRAND TOTAL				2 580

Table 3.6.2.1 CLM faculty's postgraduate and undergraduate degrees data

All students readmitted to CLM after being excluded on academic grounds are readmitted with conditions. These students are closely monitored and supported by the RSP and held to their re-admission conditions.

The RSP established a formal research focus from May 2016, to extend the data analytic work being done beyond simply identifying and responding to current problems, to establishing more long term research based engagement. One RSP coordinator attended the international conference, DREAM 2016 Annual Institute on Student Success and facilitated a workshop there with two other Wits At Risk Coordinators. The RSP team has had an abstract accepted for a special edition of the Journal of Student Affairs in Africa (JSAA) and International Association of Student Affairs and Services (IASAS), titled "Voices from Across the Globe".

The Faculty hopes to increase interest and publication in the SOTL (Scholarship of Teaching and Learning) research space, both within RSP and more broadly. Some research publications and book chapters authored in CLM are already focused in this area. Several academic staff members are currently undertaking formal qualifications in Teaching and Learning. Two members of staff, one from the School of Economic and Business Sciences (SEBS) and from School of Law (SoL) completed the newly established 2 year PGDipHE; with several other staff members from SEBS and RSP having completed the first half of the programme in 2016.

3.6.2.2 Research

Researchers in the Faculty are at the cutting edge of global research in, amongst other areas, banking and finance, social entrepreneurship, the labour market, macroeconomics, human rights law, commercial law, constitutional law, information systems, governance, public finance and health economics.

Although each of the five Schools has a particular research and publications history, like the rest of the University, the Faculty aims to be research driven and to operate at the leading edge of our academic disciplines. The Faculty is well-positioned, and with its combination of expertise in the areas of finance, economics and the legal and regulatory environment it has unique potential to contribute to the economic and social challenges facing South Africa and, more broadly, the developing world.

Much effort has been focused on building research capacity and productivity at School level, and all Schools have established research committees and plans, supported by workload models that are bearing fruit in terms of increasing publications. The Faculty continues its upward trajectory in publication outputs, and over the past three years has grown its share of total University publication units to well over 10%. Its research remains internationally visible with the majority of its publications appearing in accredited international journals. The School of Economic and Business Sciences has once again increased its publication count and recorded over 57 units for 2016. The School of Law retains its 101-150 ranking in the QS Subject Ranking for Law.

Over 2016, the Faculty grew its number of NRF-rated researchers to 42, which is a reflection of its success in the attraction and retention of high quality staff. Moreover, a number of new distinguished professors and chairs have been attracted. These new Chairs complement the existing Chairs in the Faculty, as well as the numerous high profile figures in the public and private sectors that have joined the Faculty. In 2016, the Faculty welcomed a new Chair in Economic Development of the City of Johannesburg (housed in the School of Economic and Business Sciences) as well as established a new Chair in Digital Business and a Chair in African Philanthropy (in the Wits Business School).

The Faculty is also home to a number of research entities that are helping to grow its reputation and collaborative networks in areas of economics, finance, law and public administration. A formal review of all these entities was completed, and recommendations of the review panel for strengthening performance of these entities were released in May 2016. Projects addressed in 2016 included the National Minimum Wage Research Initiative. Other exciting 2016 events included the joint hosting

of a symposium in honour of retired Constitutional Court Deputy Chief Justice Dikgang Moseneke and the hosting of the first international conference in South Africa on court annexed mediation. The Wits School of Governance released through Wits Press an edited book on Fees Must Fall: “Student Revolt, Decolonisation and Governance in South Africa”. In partnership with the Thabo Mbeki Foundation, the African Centre for Conflict Management (ACCM) was also established in 2016. Two large inter-faculty research projects were initiated in 2016. The Life in the City project administered by the School of Governance was launched to invest substantial resources into high-quality PhD and post-doctoral students from across various disciplines, to develop a deeper understanding of the challenges facing the City of Johannesburg. The Wits Inequality Project was also initiated from within the Faculty as a multi-year, interdisciplinary research project on inequality. The Faculty boasted two Friedel Sellschop award winners in 2016 recognising its exceptional young researchers.

Table 3.6.2.2 shows the CLM Faculty’s research output for the period 2016.

Faculty	2016 units				
	Books	Chapters	Conf. Proceeding	Articles	Total Units
School of Law	0.00	8.95	0.00	53.50	62.45
School of Economic and Business Sciences	0.00	2.45	8.75	52.92	64.12
Graduate School of Business Administration	5.00	2.00	1.67	26.03	34.70
Wits School of Governance	0.00	8.85	2.50	10.93	22.28
School of Accountancy	10.00	1.25	7.08	7.92	26.25
Faculty Total	15.00	23.50	20.00	151.30	209.80

Table 3.6.2.2 CLM faculty’s postgraduate and undergraduate degrees data

3.6.2.3 School of Law

The Oliver Schreiner School of Law was established in 1922. It has built a reputation as a premier centre for legal education and is renowned for excellence in teaching and research, for the many achievements of its academic staff, and for the quality of its students. Graduates of the School of Law have made their mark in law, commerce, human rights and scholarship all over the world. The Wits School of Law is an institution dedicated to excellence in scholarship, research and the education of future generations of legal practitioners and judges.

In 2015 the School of Law placed the 4-year LLB degree into abeyance and now offers a 2-year and 3-year second undergraduate LLB degree. With law courses in a prior bachelors degree, such as the BA (Law) or BCom (Law), students are able to complete the LLB in a minimum period of 2 years. The School’s LLM programme continues to be a flagship degree attracting newly graduated lawyers and experienced practitioners alike, while the PhD programme draws scholars from across Africa. The School is particularly proud of its innovative Writing Centre which offers support in research and writing for all its undergraduate and postgraduate students, as well as the Law Clinic which serves as a model for law clinics across the country. The Centre for Applied Legal Studies (CALS) continues its long tradition of cutting edge human rights research, advocacy and litigation.

The School’s academic staff publish in a variety of top local and international journals with the annual output increasing by more than 25% over the past three years. In addition, 14 of the staff are NRF rated researchers, with 6 of these being B-Rated or internationally acclaimed researchers. Staff with PhDs increased from 20 in 2015 to 25 in 2016. The School of Law has also grown from strength to strength in terms of transformation with 50% of permanent academic staff representing historically disadvantaged groups and just over half are women, even at the professoriate level.

3.6.2.4 Wits School of Governance

Between 1993 and 2013, the School was known as the Graduate School of Public and Development Management (P&DM). During 2014 the School was involved in an extensive process to re-evaluate and reposition itself in the current South African and African context. One of the outcomes of this process was a decision to change the name of the school to the Wits School of Governance.

The name change allows the School to reflect current thinking whilst retaining its commitment to building capable, developmental public administrations by providing a space to explore how the world works, analysing regional and global trends, and reviewing practice as a basis for innovation and enabling social change.

In 2015 the School exceeded the target for student numbers, with a total of 837 students. During the year, the School ran six postgraduate diplomas and masters degrees in the fields of Public and Development Management, Governance and Public Leadership, Social Security, Public Policy, Monitoring and Evaluation for the Public and Development Sector, and Security Studies. Additionally, the School offered the Masters by Dissertation and PHD programmes.

As part of the School's strategy to improve on degree delivery, four knowledge areas were established in the fields of Policy and Governance, Social and Economic Development, Service Delivery and Operations, and Research Methodology. These knowledge areas were designed to spread the burden of course delivery, administration, teaching and supervision evenly among academics, as well as encourage deeper academic and intellectual engagement within the relevant field/s. Senior academics were appointed to lead these areas, and each area is composed of academics with expertise in that knowledge space.

WSG hosted many exciting events throughout 2015. The key event of the year was the National Development Plan (NDP) debate series. These debates are run in association with the Oliver & Adelaide Tambo Foundation, United Nations Development Programme and the Department of Planning, Monitoring and Evaluation, and bring together stakeholders from the public and private sector, civil society and academia to explore various aspects of the NDP and how to move forward ensuring effective, efficient and sustainable implementation. The first three debates of the nine debate series were held in 2015, including "Implementing the NDP", "Exploring Labour Market and Social Protection as Part of an Inclusive Growth Strategy", and "International Relations and Economic Diplomacy leading to Inclusive Regional Growth?". Other events held by WSG included the Governance Round Table, Cyber Security Colloquium, Ebola Emergency Preparedness Plan Round Tables, All Africa Futures Forum, SA Mining and Education Conference, Criminal Justice Lecture Series, Ben Turok Book Launch, and Breakfast for Justice.

The School also hosted government Ministers and esteemed individuals for discussion on business related matters, or as speakers at the various events. WSG was proud to host prominent individuals such as Public Protector-Thuli Madonsela; Minister of Home Affairs-Malusi Gigaba; Deputy Minister of Home Affairs-Fatima Chohan; Minister of International Relations and Cooperation-Maite Nkoana Mashabane; and Minister of State Security-Siyabonga Cwele.

3.6.2.5 School of Economics and Business Sciences

The School of Economic and Business Sciences (SEBS) is well-respected in academic circles and focuses on teaching, research, mentoring, social responsibility and academic citizenship. As a multidisciplinary School, SEBS offers teaching in the fields of economics, finance, human resources, information systems, insurance and risk management, management and marketing.

In recent years, considerable attention was given to the School's research output. SEBS reaped considerable benefit from this strategy in 2016, as was the case in 2014. The number of research units, including journal articles, conference proceedings and book chapters, increased to 64 in 2016. It is pleasing to report that 39 academics at all levels of seniority contributed to this achievement.

This supports the initiative to continue increasing the number of NRF rated academics in SEBS, which currently stands at 13, up from 7 in 2014.

As a large School in the University, academics and students in SEBS benefit from the loyal support of its administrative and support staff.

SEBS is very proud of the fact that its graduates are accepted to masters and PhD courses abroad. SEBS students compete well with international students and are often top performers at international universities. At the same time students also perform well locally in competitions such as the annual Budget Speech Competition.

In addition to its teaching, research and administrative activities, SEBS is home to the following research programmes: the African Microeconomic Research Umbrella (AMERU); the Institutions and Political Economy Group (IPEG), the Corporate Strategy and Industrial Development (CSID) Research Programme, the MacroFinancial Analysis Group, the interdisciplinary Strategic Foresight Research Group, and the Knowledge and Information Economics/Human Resources Research Agency (KIEHRA). SEBS also houses Findata@Wits, a comprehensive financial database used for research on financial markets.

3.6.2.6 Wits Business School

Wits Business School embarked on a new strategy (Phoenix) to restore WBS to its former stature as Africa's most admired graduate school of business. The strategy is built around five pillars of excellence, namely academic, research, leadership, character and operational excellence. In 2016, efforts continued to build on this strategy to turn around the school and boost student and delegate numbers.

The MBA programme continued to show growth in 2016. Enrolments were up from their 2015 levels and stood at 33 full time students. There were 136 part-time students, growth of 36%. The curriculum for the new professional MBA (NQF level 9) with a four-year entrance qualification was approved by the Council on Higher Education and came into effect in 2016.

The PDM programme remains one of the strongest at WBS, which is extremely popular with younger business students and their employers. WBS enrolled 86 PDMs and the course was consolidated into a full time programme. The placing of all the full-time students in two-month internships as part of the course makes this programme highly sought after.

The new PDBA programme saw 188 students come on board, and a new block release PDBA programme introduced due to the demand for such an offering.

The Masters in Management programmes at WBS were well maintained in 2016. The fields offered include Finance and Investment, Entrepreneurship and New Venture Creation, Strategic Marketing, and Business Executive Coaching. These specialist programmes continue to make inroads into the business school market and are a key differentiator for WBS.

Two new Chairs were introduced to the School in 2016. The Chair in Digital Business, with support from a R40 million sponsorship from Telkom, and a Chair in African Philanthropy. Both are work in progress and both are a first for the African continent.

WBS had 76 registered PhDs (+13%) and 3 research Masters in 2016. The School introduced 5 weeks of support training to support PhD candidates and promote throughput. Graduates in 2016 included 22 PhDs (+120%) and 2 Masters in Management (Research).

In 2016, WBS academic staff produced 33 accredited journal articles (+37%), 2 academic research book chapters, 1 academic research book and 5 papers at recognised peer-reviewed conferences. Efforts to extend and improve the research culture and interactions continued to bear fruit. The quality of research publications, as measured by impact factor, continued to improve. Over 80% of permanent academic staff hold doctorates and 6 are NRF rated scholars. WBS researchers

are collaborating with top researchers in their fields worldwide and comprise a group of largely established researchers with high research potential.

The Case Centre drafted 15 cases in 2016, and launched a Case Centre Newsletter to generate interest and revenue.

WBS Executive Education delivers non-degree short-courses to delegates and companies. During 2016 the delivery of customised courses for corporate entities increased thereby indicating the need for customised course content and delivery within the post-graduate education sector. Several international / multi-national corporate entities were welcomed on board as new clients for customised and in-house offerings in 2016 with contracts being signed for continued business into 2017.

The International Executive Development Programme successfully concluded another course - in partnership with - the London Business School (LBS) - which also included a study tour to Dubai/Abu Dhabi and Shanghai, to learn from leading companies and CEOs. 2016 also celebrates a decade that the LBS and WBS have been in partnership on this senior executive course.

Wits Business School via the Executive Education unit was chosen to host the South African leg for the 2016 Young Global Leaders (YGL) international tour. The YGL tour is part of the World Economic Forum and this year WBS hosted 30 young international leaders that participated in various local immersions that included formal lectures as well as social events which focused on social economic and political landscapes within Africa.

The Centre for Entrepreneurship (CFE) in 2016 partnered on pro-bono socio-economic growth events that included organisations like eKasi Entrepreneurs, Commonwealth Business Women's Network and Centre for Learning, Evaluation and Results (CLEAR). Facilitated events covered relevant topics and interactive discussions that engaged participants on the challenges and opportunities of the township economy, including policy, support and development of sustainable solutions and information and inspiration for women entrepreneurs.

The main focus of WBS is to ensure that all students and delegates experience top quality service. Focus has also been on optimising the infrastructure to ensure that future growth can be accommodated. The application processes were successfully streamlined to ensure a larger number of student applications.

WBS continued with the Deans Across Frontiers (EDAF) mentorship programme offered by the European Foundation for Management Development towards the achievement of the EQUIS accreditation award in 2017, with two successful meetings with the mentor concluded in 2016. WBS also retained its AMBA (Association of MBAs) accreditation status, with the maximum 5 year allocation granted.

The WBS held 52 successful events by means of public lectures, panel discussions and networking breakfasts on critical business issues facing the country and continent, and attracted thousands of feet through the door as a result. Significantly, WBS was positioned as a centre for critical discourse, debate and dialogue on business issues.

3.6.2.7 School of Accountancy

WITS School of Accountancy CTA graduates once again achieved outstanding results in the Initial Test of Competence (ITC) professional examination set by the South African Institute of Chartered Accountants (SAICA). The ITC is a culmination of at least four years of studying and forms one of the two final academic hurdles to be crossed in order to qualify as a Chartered Accountant (SA). The results of the examination written in January 2017 were released on 31 March 2017.

Wits CTA graduates have a long tradition of dominating the prestigious Top 10 positions, 3 of the Wits CTA graduates passed the ITC Examination with honours and are featured in the Top 10.

The following Wits candidates featured in the top 10:

- Justin Logie – 5th Position (with honours).
- Dusan Ecim – 6th Position (with honours).
- Kayleigh Greenslade – 7th Position (with honours).

Table 3.6.2.7 summarises the results of the January 2017 ITC examination.

Wits achieved an outstanding 89% pass rate for first time entrants into the ITC which has surpassed the national average of 81%. The University has tied for second place in the collective first time pass rates this session, with the African candidates first time pass rate collectively being the third highest country-wide. The results are especially pleasing given the challenges faced by the higher education system during 2015 and 2016.

The School of Accountancy has a Level 1 accreditation status which is the highest level of accreditation awarded by SAICA.

	WITS	National Average
1st attempt pass rate	89%	81%
African candidates 1st attempt	84%	74%

Table 3.6.2.7 The results of the January 2017 ITC examination

3.6.3 Faculty of Humanities

In 2016 the Faculty of Humanities sustained its significantly steep increases in research output, postgraduate registration and throughput, internationalisation and meaningful public engagement. These four growth areas, underpinned by the Faculty's complex intellectual architecture, represented fundamental leverage points for further advancing our widely-recognised leadership in Humanities research and research-led pedagogy on the African continent and beyond, during the year under review.

The Faculty is comprised of the academic Schools of Social Sciences, Education, Language, Literature and Media Studies, Human and Community Development, and Arts. Committed to interdisciplinary innovation it is also home to the Wits Institute for Social and Economic Research (WiSER), the Society, Work and Development (SWOP) Institute, and several units and programs working on the cutting edge of Humanities education and scholarship. In addition, the Faculty has substantial partnerships with a variety of leading external institutes and organizations, among them the prestigious Public Affairs Research Institute (PARI) based in Johannesburg.

The Faculty invests heavily in fostering an enabling, inclusive and engaged intellectual climate for all of its staff and students. Such investment is essential to fueling the excellence that has and continues to mark the Faculty of Humanities' research, pedagogy, international impact and public engagement at the University of the Witwatersrand.

3.6.3.1 School of Social Sciences (SoSS)

In 2016 the School of Social Sciences built upon its long-standing record of producing high-quality research, providing education and training for the next generation of knowledge producers, and engaging with the public beyond the University on a range of important issues. The School remains one of the most productive centres of social science research in the country and on the continent. In 2016, staff, students, and associates of the school authored or co-authored 129 peer-reviewed journal articles, 26 accredited book chapters, and 3 accredited books. The School also increased its number of NRF rated researchers to 22.

The School's post-graduate training helps to produce the next generation of researchers. In 2016 the School graduated 141 Honours students, 86 Masters students, and 17 PhDs. The School recognizes that post-graduate students are not only researchers of the future, but are active and productive scholars in their own right. In light of this, the School has made efforts to support postgraduate students to publish from their research. In 2016, Professor Joel Quirk from the Political Studies Department continued a program called 'From Abstract to Publication', which has run for three years and has provided close supervision and support to postgraduate students who attempt to develop ideas from abstracts, through to conference papers, and ultimately to publications. Six students who participated in the program had work published or accepted for publication in 2016.

The School continues to contribute to a thriving public intellectual life at the University. In 2016 it was host to a wide range of academic events. Among these, the Demography and Population Studies programme hosted an international conference in June on *Family and Demography in African and Post-2015 Development Goals*. The Global Labour University (GLU) programme at Wits also celebrated its 10th anniversary with an international conference in October. The GLU is an example of the public outreach of the School of Social Sciences and is a global partnership across five countries that provides post-graduate education and skills development to members of the labor movement. In ten years at Wits, the GLU programme has graduated more than 60 post-graduate students, and Wits' GLU alumni have produced more than 100 articles.

Xenowatch, another public engagement within the School, was launched by the African Centre for Migration and Society (ACMS) in August of 2016. *Xenowatch* is a website and database that collects and documents incidences of xenophobia across South Africa. ACMS aims to make data on xenophobia available to both public authorities and civil society. It will also facilitate better analysis and understanding of the patterns of xenophobia in the country.

3.6.3.2 Wits School of Education (WSoE)

The Wits School of Education has continued to pursue its vision of being a recognised research-led professional school. As such the School takes seriously its dual mandate of training high-quality teachers for schools in South Africa, underpinned by research. In 2016 the School counted 20 NRF rated researchers amongst its staff.

In 2016 Professor Hamsa Venkatakrishnan's SA Numeracy Chair project was elevated to Tier 1 status (associated with increased funding to R 3 million/year) and renewed until 2020. Professor Jill Adler was elected President of the International Commission on Mathematics Education (ICMI) and will serve a four-year term of office from 2017 to 2020. She is the first African President of this Association.

The Researching Education and Labour (REAL) Centre was awarded two prestigious grants. The first was awarded by the Swiss National Science Foundation and the Swiss Development Cooperation Agency, in association with colleagues at the University of Zurich. The funded project is entitled "The contribution of vocational skills development to inclusive industrial growth and transformation: An analysis of critical factors in 6 countries". The total grant for the project is US\$2.6 million, with the REAL portion being US\$347 000 or R4.5 million. The second is the NRF/ESRC/Newton Project into Higher Education and the public good in four African countries, with the funding allocated to REAL amounting to R1.5 million. The Centre for Deaf Studies was awarded the extremely competitive Carl and Emily Fuchs Golden Anniversary celebration award for expansion of its HI HOPES Early Intervention Programme in the Mpumalanga Province, which is worth R2.25 million for 2016 to 2019. Professor Brahm Fleisch was awarded several significant research grants including R1million for the Early Grade Reading Study from the Anglo-American Chairman's Fund. He also secured R1.69 million from the Zenex Foundation and R2.34 million from UNICEF. USAID has awarded Prof Fleisch US\$1.6 million for a three-year project on Early Grade Reading, which commenced in 2016. Professor Felix Maringe was invited to be the Africa Coordinator for the global study on education and teacher development with a grant worth R600 000. Professor Leketi Makalela won a grant to

host a Fulbright Scholar, Professor Maria Coady, from the University of Florida. He also managed research grants on Multilingual Literacy development, with a budget of R4 million. His research on Translanguaging and Multilingual Literacies was featured in the university research news for 2016. A number of staff members received DHET grants and are coordinating projects across the country. These include Dr Dixon and Mr Mathews in Primary School Literacy and Numeracy, Dr van As in Early Childhood Development (ECD), Professor Storbeck in Deaf Education, Professor Walton in Inclusive Education, and Ms Madileng in Technical and Vocational Education and Training.

Publication continued to be a priority in the School in 2016. Professor Karin Brodie published a co-edited book together with Professor Hilda Borko from Stanford University, entitled *Professional Learning Communities in South African Schools and Teacher Education* programs. It is the first book to gather research on professional learning communities in South Africa and most of the authors are emerging researchers at the school. Professor Elizabeth Walton authored a book on *The Language of Inclusive Education*. Professor Felix Maringe and Dr Emmanuel Ojo co-edited a book on transformation in higher education published by SENSE and involving six other members of staff in the School.

3.6.3.3 School of Language, Literature and Media Studies (SLLM)

In 2016 SLLM sustained its increasing publication yields. The School produced several notable monographs alongside the 51 indexed research articles authored or co-authored by researchers in or associated with it. Media Studies produced three monographs in 2016: *Consumption, Media and the Global South: Aspiration Contested* (Palgrave MacMillan and UKZN Press) by Mehita Iqani; *The End of Whiteness: Satanism and Family Murder in Late Apartheid South Africa* by Nicky Falkof (Jacana); and *The Politics of Technology in Africa: Communication, Development and Nation-Building in Ethiopia* by Iginio Gagliardone (Cambridge University Press). Judith Inggs (Translation & Interpreting) published *Transition and Transgression: English Young Adult Fiction in Post-Apartheid South Africa* (Springer), and Peter and Anette Horn (German) published *Der Schrei ist das einzig Ewige: Die Romane Thomas Bernhards* (Athena).

A number of edited collections were also produced during the reporting year. Mehita Iqani (Media Studies) co-edited *Consumption, Media and Culture in South Africa: Perspectives on Freedom and the Public*. London. Michiko Kaneko (SASL) co-edited *Introducing Sign Language Literature: Folklore & Creativity*. Basingstoke, Palgrave Macmillan.

LINK published three issues of the DHET-accredited journal, *The African Journal of Information and Communication (AJIC)* in 2016: Thematic Issue 17: Economic regulation, regulatory performance and universal access in the electronic communications sector, edited by Dr Luci Abrahams with guest editor Prof Simon Roberts of the Centre for Competition Regulation and Economic Development (CCRED) at UJ; Thematic Issue 18: Informatics and digital transformation, edited by Dr Luci Abrahams, with guidance from Prof Jason Cohen (Information Systems at SEBS, Wits); and Thematic Issue 19: Knowledge governance for development, guest edited by LINK Visiting Researcher Dr Chris Armstrong and Dr Tobias Schonwetter of the UCT IP Law Unit.

Notable funding secured in 2016 included Iginio Gagliardone's (Media Studies) research grant from UNESCO to explore World Trend in Freedom of Expression and Media Development, in collaboration with Oxford University and Annenberg (UPENN). The School also extended its international network through SASL hosting Professor Anne Baker (University of Amsterdam) for the year.

3.6.3.4 School of Human and Community Development (SHCD)

The key research objectives for the SHCD for 2016 were to consolidate and further develop the research thrusts that have been established within the School, to streamline and improve the efficiency of its publication reporting and capturing processes, and to increase its international research footprint and further develop national, continental and international networks.

Despite the difficult conditions prevailing in 2016, the School produced at a level similar to, although slightly lower than, those of recent years. With the assistance of funding from the DST-NRF Centre for Excellence (CoE) in Human Development, the Wits Violence Studies Group held a successful Reference Group Meeting, facilitated by international experts Prof. Sherry Hamby (The University of the South) and Prof. Geoffrey Raymond (University of California, Santa Barbara), aimed at strategically positioning this research thrust for future growth and pursuit of grant funding opportunities.

Prof. Sumaya Laher is the current President of PsySSA, and Dr. Sherianne Kramer is the Chair of the PsySSA Division for Research Methodology. Prof. Claire Penn was appointed to the advisory board of Aphasia services in linguistically diverse neurorehabilitation caseloads at St John's University in New York, and was invited to attend a roundtable on aphasia in indigenous communities at Edith Cowan University in Perth, Australia. Prof. Brett Bowman and Prof. Kevin Whitehead were invited to guest edit a special issue of the American Psychological Association journal, *Psychology of Violence* with the theme "Situational Factors and Mechanisms in Enactments of Violence".

Dr. Kramer was awarded an NRF Thuthuka Grant, as well as a European Research Council (ERC) Grant to undertake collaborative work at the Institute for Social Science, University of Amsterdam (UvA). Prof Garth Stevens was awarded the PsySSA National Award for Significant Contribution to Psychological Science, was appointed as a Visiting Research Scholar within the PhD Programme in Psychology at the City University of New York (CUNY), and delivered invited lectures at CUNY's Graduate Center and at the Johannesburg Institute for Advanced Study.

Harriet Etheredge, who completed her PhD study examining ethics and communication in organ transplantation, was cited in the Mail and Guardian as one of the top 200 young South Africans in 2016. Andile Mthombeni, a Masters student in the School, was appointed to the Department of Higher Education and Training Technical Task Team to address Sexual and Gender-Based Violence in Higher Education Institutions.

3.6.3.5 Wits School of Arts (WSoA)

The Wits School of Arts enjoyed a very varied year of academic and creative output in 2016, much of which attracted national and international attention. *Lifescapes: Six Object Biographies*, the third edition of the object biographies series, was edited by Stacey Voster, Jusine Wintjes and Joni Brenner from the Division of Art History. It showcased detailed work by a number of Wits' current art history students. The first edition of the *Ellipsis* creative Arts online journal, edited by Zen Marie and others from the School, was launched with contributions from creative practitioners across the School's varied disciplines. The ground-breaking format of the journal, and its novel peer review process, serve to catalyse discussion concerning the form of the academic journal in an artistic context.

The School successfully applied for a Mellon grant focusing on the development on creative research in South Africa and Profs Joyti Mistry and David Andrew conceptualized the ArtSearch Primer and Symposium, which brought together local and international creative practitioners to discuss the aims, rationales and practical implementation of creative research.

The fourth-year BMus Music Criticism course won the Faculty of Humanities Teaching and Learning Team Teaching Award (prize awarded jointly to Dr Grant Olwage, Dr Marie Jorritsma, Dr Donato Somma and Dr Lindelwa Dalamba) and Dr Carlo Mombelli's music achieved acknowledgement by being listed as one of the BBC Late Junction albums of 2016. Andre Petersen continued his long-standing association with the Norwegian Academy of Music and the Norwegian Jazz forum and took a number of Wits music students to perform at this prestigious international platform.

In addition to composing two feature film scores in 2016, and publishing a number of articles, Dr Chris Letcher achieved national recognition with his nomination for the South African Film and Television Award for Best Achievement in Original Music/ Score - Feature Film for the film Sink (dir. Brett Michael Innes). At the recent awards ceremony (March 2017) Dr Letcher won this award, which is one of the highest achievements possible in the South African film industry.

Sarah Roberts took up the position of professional theatre and drama department's liaison for the Shakespeare Society of Southern Africa and both Prince Lamla and Kgafela Magogodi had their plays performed in Johannesburg (at the Market Theatre and Wits Theatre respectively).

The third edition of the Fak'ugesi African Digital Innovation Festival curated by Tegan Bristow was a landmark production in 2016. The festival has a strong development and transformational angle aimed at cultivating young creative digital artists and professionals in the field. The festival took place at venues around Johannesburg with a focus on the Tshimologong Digital Innovation Hub in Braamfontein, a partnership between Wits and the JCSE. The festival included a number of international artist residencies by artists from around the African continent and also showcased numerous practitioners from Johannesburg and Wits.

3.6.3.6 Society, Work and Development Institute (SWOP)

SWOP published two new Working Papers in the course of 2016. Its other research projects are producing new knowledge of various kinds. Notable is its Nature and Society research into the coal-mining sector. The first stage of this research was conducted in 2016, and examined the implementation of water and environmental regulation in relation to coal-mining in Mpumalanga. Early analysis indicates that regulation that appears as strong on paper is undermined in practice by the weakness of environmental and water departments vis-a-vis the DME, and particularly the inadequately resourced inspectorates. As a result, State regulation fails and coal-mining has a destructive impact on water resources and land in some of the most fertile and productive agricultural areas of the country, with serious impacts on food security.

The BRICS research project – 'Rising powers, people rising' – was launched last year at an international workshop and focuses on popular mobilisation and movements, and interactions between these and authorities in the five BRICS countries. This investigation is framed by questions regarding processes of neoliberalisation in the five countries, and the way this is mediated by local institutions and forces. In particular, the research seeks to understand new forms of precarity, including the financialisation of everyday life, in the five countries, and the extent to which popular politics and movements contest this. This is a five-year research project with an international research team with members in each country. SWOP's publication output in 2016 was the highest ever, with two books and numerous journal articles and chapters, garnering 32 research points from the Department of Higher Education and Training.

3.6.3.7 Wits Institute for Social and Economic Research (WiSER)

In 2016 WiSER operated at full capacity, increasing its complement of researchers, students, fellows in residence, associates and visitors to thirty-six people. One of the Institute's stand-out achievements in 2016 was that it reached its highest level yet of publication output with over 30 DHET units awarded for work of very high academic quality. The research productivity is expected to continue at this high rate into 2017. Professor Achille Mbembe was awarded an A1 rating by the NRF, and Professor Keith Breckenridge a B1. WiSER is especially proud that five of its PhD students submitted their PhDs at the end of 2016. Faeza Ballim, Emery Kalema, Christi Kruger, Natasha Vally and Ruth Sacks have all completed outstanding theses, and each of them will be taking up post-doctoral or lectureship positions around South Africa in 2017. WiSER also continued its tradition of convening major intellectual events with local and international partners in various formats throughout the year. Some of the key and major conferences that the Institute hosted in 2016 included those on *Toxicity, Detritus and Waste*, *Science and Technology Studies in Africa*, *The Climate of Race*, *Knowledge Futures and the Twenty-First Century University*, *Decolonization and Beyond: Three Lectures of Sylvia Wynter*, and a *Public Positions on History and Politics* Lecture Series. Over 80 public panels, research seminars, book discussions and lunchtime presentations took place through the year – an especially impressive achievement in light of the fact that WiSER suspended public activities from late September onwards owing to the student protests on campus and the University's closure.

3.6.4 Faculty of Health Sciences

3.6.4.1 School of Pathology | Division of Human Genetics

Achievements and Awards

- Dr Fiona Baine was appointed as the Young Researchers Forum (YRF) Representative on the committee of the Southern African Society for Human Genetics 2015-2017.
- Dr Nadia Carstens was featured as one of the Mail & Guardian's 200 Young South Africans: <http://200ysa.mg.co.za/nadia-carstens/>
- Professor Christopher G Mathew was awarded an A-rating by the National Research Foundation for his extensive contributions to cancer genetics research. He was also ranked in the top 1% of scientists in his field globally.
- Ms Thandiswa Ngcungcu was:
 1. Awarded 2nd place for oral presentation at the 7th Cross Faculty Graduate Symposium, University of the Witwatersrand.
 2. Nominated for the Young Investigator Award at the European Society of Human Genetics 2016 Conference.
- Professor Michele Ramsay Appointed to the Biobank Subcommittee of the SA Medical Research Council Ethics Committee: 2016-2019. Role: assisting the SAMRC to further the cause of health and medical research in the country.
- Professor Himla Soodyall was:
 1. Reappointed to the Council of the Academy of Science of South Africa (ASSAf) for 2016 to 2020.
 2. Reappointed as General Secretary of the Academy of Science of South Africa (ASSAf) for 2016 to 2020.
 3. Appointed to the sub-committee of the InterAcademy Partnership, "Harnessing Science, Engineering, and Health to address challenges in Africa" for 2016 to 2019.

Conferences, Seminars and Workshops

- Professor Himla Soodyall presented a workshop entitled, "ELSI issues in Human Genetics and Genomics" on the 15 September 2016. The workshop was held on behalf of ASSAf and took place at the Sydney Brenner Institute for Molecular Biosciences.
- Ms Thandiswa Ngcungcu and Dr Nadia Carstens were invited guest speakers and panelists at the 2nd Novartis Partner Summit (23 November 2016). The Partner Summit was initiated with the purpose of encouraging dialogue between key role players in South African healthcare. Delegates included Novartis associates and partners in the pharmaceutical industry, healthcare professionals and government officials.

Noteworthy Publications

- Franke M, Ibrahim DM, Andrey G, Schwarzer W, Heinrich V, Schöpflin R, Kraft K, Kempfer R, Jerković I, Chan WL, Spielmann M, Timmermann B, Wittler L, Kurth I, Cambiaso P, Zuffardi O, Houge G, Lambie L, Brancati F, Pombo A, Vingron M, Spitz F, Mundlos S (2016). Formation of new chromatin domains determines pathogenicity of genomic duplications. *Nature*; 538(7624):265-269.

- Kenyan Bacteraemia Study Group; Wellcome Trust Case Control Consortium 2 (WTCCC2), Rautanen, A., Pirinen, M., Mills, T.C., Rockett, K.A., Strange, A., Ndungu, A.W., Naranbhai, V., Gilchrist, J.J., Bellenguez, C., Freeman, C., Band, G., Bumpstead, S.J., Edkins, S., Giannoulatou, E., Gray, E., Dronov, S., Hunt S.E., Langford, C., Pearson, R.D., Su, Z., Vukcevic, D., Macharia, A.W., Uyoga, S., Ndila, C., Mturi, N., Njuguna, P., Mohammed, S., Berkley, J.A., Mwangi, I., Mwarumba, S., Kitsao, B.S., Lowe, B.S., Morpeth, S.C., Khandwalla, I.; Kilifi Bacteraemia Surveillance Group, Blackwell, JM, Bramon E, Brown MA, Casas JP, Corvin A, Duncanson A, Jankowski J, Markus HS, Mathew, C.G., et al. (2016). Polymorphism in a lincRNA Associates with a Doubled Risk of Pneumococcal Bacteremia in Kenyan Children. *American Journal of Human Genetics*. 98(6):1092-100.
- Mentzer, A., Nayee, S., Omar, Y., Hullah, E., Taylor, K., Goel, R., Bye, H., Shembesh, T., Elliott, T., Campbell, H., Patel, P., Nolan, A., Mansfield, J., Escudier, M., Challacombe, S., Mathew, C.G., Sanderson, J. and Prescott, N.J. (2016). Candidate gene analysis in Orofacial Granulomatosis identifies rare variants in NOD2 and other potential genetic associations. *Inflammatory Bowel Diseases*, 22(7): 1552–1558.
- Polley, S., Prescott, N., Nimmo, E., Veal, C., Vind, I., Munkholm, P., Fode, P., Mansfield, J., Anderson, P.S., Satsangi, J., Mathew, C. G. and Hollox, E.J. (2016). Copy number variation of scavenger-receptor cysteine-rich domains within DMBT1 and Crohn's disease. *European Journal of Human Genetics*. 1-7.
- Schlebusch C, Prins F, Lombard M, Jakobsson M, Soodyall H (2016). The disappearing San on southeastern Africa and their genetic affinities. *Human Genetics*; 135(12):1365-1373.
- Sengupta D, Choudhury A, Basu A, Ramsay M. 2016. Population stratification and underrepresentation of Indian subcontinent genetic diversity in the 1000 Genomes Project dataset. *Genome Biol Evol*. 2016 Oct 23. pii: evw244.

3.6.4.2 School of Therapeutic Sciences

Achievements and Awards

- Professor Viness Pillay, Director of the Wits Advanced Drug Delivery Platform Research Unit, was honoured with the Gold Scientific Achievement Award by the South African Medical Research Council. The Gold Scientific Achievement Award is awarded to outstanding South African scientists who have contributed to raising the profile of Science in South Africa.
- Adjunct Professor Pat de Witt, Head of the department of Occupational Therapy, received the South African Medical Association Gauteng Branch Award. It is awarded to an allied health professional who has made an exceptional contribution to the profession or society in general.
- Professor Judy Bruce was jointly awarded the Vice-Chancellor's Academic Citizenship Individual Award for demonstrating outstanding academic citizenship beyond the call of duty. Specifically for cooperative involvement in the community of the Faculty, the University, the wider national community, and the international community of scholars, in delivering a service, performing tasks, and making contributions to the functioning, wellbeing, and upliftment of communities.
- Dr Sue Armstrong from the Department of Nursing Education was awarded the 2015 Phillip Tobias Award for Distinguished Teaching. The award was presented at the Faculty Prize-Giving ceremony held on 6 April 2016.
- Dr Estelle Watson (CESSM) received the Biokinetics Association of South Africa (BASA) Research Excellence Award. It is the premium award for outstanding researchers in the field of Biokinetics.

- Both Professor Judy Bruce (Therapeutic Sciences) and Dr Shelley Schmollgruber (Nursing) were awarded the Faculty Service Excellence Award at the Faculty Honours Celebration held on Thursday, 1 December 2016.
- Professor Viness Pillay, Associate Professor Yahya Choonara and the WADDP team received the 2016 Faculty of Health Sciences Research Award in recognition of outstanding research achievement and contribution.
- Mrs Lizelle Crous (Nursing) was awarded the 2016 Nursing Education Excellence Award (less than 5 years) for introducing blended learning, writing a pilot module to influence other educators of its value and facilitating capacity to incorporate blended learning as teaching strategy at a nursing education department at a university.
- Professor Viness Pillay (WADDP) was inducted as a Fellow of the Academy of Translational Medicine Professionals (ATMP) in Vienna, Austria. The ATMP is endorsed by the European Society for Translational Medicine (EUSTM) and the Global Translational Medicine Consortium (GTMC). Viness has been recognized for his pioneering determination to advance translational medicine in the area of pharmaceutical product development using drug delivery technology principles. Fellow status to the ATMP is highly competitive and is operated under the European Society for Translational Medicine (EUSTM).
- Miss Sadiyya Ahmed-Hassen (Pharmacology) was awarded the Faculty of Health Sciences prestigious postgraduate degree award for 2016 for her Masters by research work entitled: *“A cost analysis of the conventional culture method versus polymerase chain reaction testing for methicillin-resistant Staphylococcus Aureus at a South African public hospital”* supervised by Dr Jacqui Miot and Mrs Shirra Moch.

New NRF Ratings

- Associate Professor Lisa du Toit (Pharmacy) obtained an NRF Y1-rating.
- Associate Professor Benita Olivier (Physiotherapy) obtained an NRF Y2-Rating.

Conferences, Seminars and Workshops

- Marlene Knight, Robyn L. van Zyl, Ian Sanne, Jean Bassett and Annelies van Rie were awarded the Best 2015 Clinical Pharmacology Publication prize for their article entitled “Impact of combination antiretroviral therapy initiation on adherence to anti-tuberculosis treatment in the South African Journal of HIV Medicine; 2015; 16(1); Art. #346, 6 pages. The award was presented at the All Africa Pharmacology and Pharmacy and TOXSA annual congress which took place between 5 and 7 October 2016 at Muldersdrift, South Africa.
- Associate Professor Hellen Myezwa and her team published an article entitled: *Committing to disability inclusion to end AIDS by 2030*. Lancet HIV (online), Volume 3, No. 12, e556–e557, published: December 2016. The Lancet has an Impact Factor of 44.002 and is currently ranked second out of ISI journals in the Medicine, General and Internal subject category.
- The Department of Pharmacology hosted the *SASBCP-TOXSA congress* which was held between 5 and 7 October 2016 at Muldersdrift, South Africa. The Pharmacology students performed exceptionally well, scooping several awards at the Congress:
 1. 1st Prize Pharmacy Practice Division.
 2. Angeliki Messina was awarded the Academy of Pharmaceutical Sciences of the Pharmaceutical Society of South African Young Scientist award in the pharmaceutical practice category. The prestigious award, sponsored by Boehringer Ingelheim, is awarded to young researchers.
 3. 1st Prize for best TOXSA (toxicology) poster.

4. Natasha C. Jansen van Vuuren, Robyn L. van Zyl “*The ovicidal, larvicidal and toxicological effect of 8-hydroxyquinoline derivatives*”.
5. 2nd Prize for experimental Pharmacology poster.
6. Nadia Gangat, Jean Dam, Charles de Koning and Leonie Harmse “*Imidazo[1,2-a]pyridines and novel nucleosides cause apoptosis of colorectal cancer cell lines*”.
7. 3rd Prize for experimental Pharmacology poster.
8. Zeenat Ismail, Charles de Koning, Jean Dam, Leonie Harmse “*Imidazo[1,2-a]pyridines induce apoptosis in K562 and HL-60 Leukaemic Cells*”.

Collaborations: African Footprint

Collaborating Institution	Department of collaborating Institution	Field of Study	Research Area
Division of Foundation Studies	Witwatersrand School of Education	Improving access to medical information in Package Inserts	
Sanlam Health Medical Aid Administrators	CAMAF Medical Aid	Novel ways of funding healthcare projects in privately funded healthcare models	
Tshwane University of Technology	Department of Chemistry	Medicinal Chemistry and Pharmacology	Investigating Southern African plants for antimalarial compounds
University of KwaZulu-Natal	Department of Chemistry	Medicinal Chemistry and Pharmacology	Investigating novel antimalarial compounds
North West University	Department of Pharmaceutical Chemistry	Medicinal Chemistry and Pharmacology	Investigating novel synthetic and natural sources for antimalarial compounds
University of the Free State	Department of Chemistry	Medicinal Chemistry and Pharmacology	Investigating novel Phyomedicines for antimalarial compounds
Swimming South Africa	Centre for Exercise Science & Sports Medicine	Learn to swim Sports and exercise science Sports medicine	Learn to swim Sports and exercise science Sports medicine
The University of Johannesburg and the South African Institute for Drug Free Sport		Anti-Doping research	Doping practices among university students and high school learners
City of Johannesburg		Health promotion and rehabilitation in Johannesburg	Health promotion and exercise rehabilitation
Professor Mireille van Poppel, Dr Pavel Dietz, Professor Sylvia Titze [Institute of Sport Science, University Collaborations of Graz, Austria] Professor Mireille van Poppel [VU University, Amsterdam] Dr Soren Brage, Tom White [MRC Epidemiology Unit, Cambridge University] Dr Rachel Jones [Early development unit, University of Wollongong, Australia] Professor Vicky Lambert, Dr Catherine Draper [University of Cape Town]		Research area for the above is physical activity during vulnerable life stages	Research area for the above is physical activity during vulnerable life stages

Professor Hanlie Moss [North West University] Dr Mark Stoutenberg [Department of Public Health Sciences, University of Miami]		Research area for above is physical activity promotion in the public health sector	Research area for above is physical activity promotion in the public health sector
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Table 3.6.4.2.1 Collaborations: African Footprint

Collaborations: International Footprint

Collaborating Institution	Department of collaborating Institution	Field of Study	Research Area
Jamia Millia Islamia, India	Department of Chemistry	Medicinal Chemistry and Pharmacology	Investigating Novel antimalarial compounds
Indian Institute of Technology Guwahati, Assam, India	Department of Chemistry	Medicinal Chemistry and Pharmacology	Investigating Novel antimalarial compounds
The Fédération Internationale de Football Association (FIFA)		Football medicine Emergency medicine in football	Football medicine Emergency medicine
International Sports Medicine Federation (FIMS)		Sports medicine Sports and exercise cardiology	Sports medicine Sports and exercise cardiology
Northampton University	Occupational Therapy	Occupational Therapy practice and Education	Creative ability

Table 3.6.4.2.2 Collaborations: International Footprint

Undergraduate Innovations WebQuest

Institutionalizing e-learning in the School required a novel way to orientate first year students to the School's e-learning platform, Moodle. An interactive WebQuest was designed for use as a teaching tool to introduce students to Moodle and to other electronic resources in the University such as MyWits student email, Turnitin and the Library portal. A follow-up student survey showed that WebQuest is an effective way for the students to work at their own pace through the key features of online learning. While some students found it to be a fun and novel way to learn, others found it time consuming. Overall, the survey found that the students reportedly benefited more from this type of learning encounter than they would have if it was a traditional, face-to-face orientation session.

Inter-Professional Learning (IPL)

The School's strategic goal for Inter-Professional Education is rooted in the moderate success of its Multidisciplinary Team Discussions (MTDs) spanning more than 10 years. The School is committed to the development of IPL within and between the professional degree programmes within the School and Faculty. To this end, and building on its MDTs, a delegation of six academics (one from each degree programme, including the Assistant Dean of Teaching and Learning) visited Vanderbilt University in 2015 to explore their IPL programme. Lessons learnt have strengthened current MDTs and have been elevated to faculty level for a consolidated faculty-wide approach to inter-professional learning. An IPL programme for the faculty has subsequently been approved by the deanery for implementation in 2017.

Infrastructure Development

The School of Therapeutic Sciences and the School of Education have collaborated in developing the e-Zone, a technology enhanced adaptive learning environment unlike any other in the University. Fundraising and brainstorming innovative opportunities around the e-Zone have been a large focus of the e-Learning team's energy this year. Seeing the vision materialize has been very rewarding. Construction in the Khanya Block (West) on the Wits Education Campus is nearing completion and the official opening is planned for May 2017.

3.6.4.3 School of Public Health

Research Awards, Recognition and Grants

- Dr Soter Ameh (PhD student) from the School of Public Health won the second prize for the oral presentation at the 7th Cross-Faculty Postgraduate Symposium. He was also awarded a scholarship to attend the 21st International AIDS conference - IDS 2016 held in Durban from 18 to 22 July 2016.
- Professor Derk Brouwer was awarded an A2 NRF rating from the National Research Foundation SA.
- Associate Professor Tobias Chirwa received an NIH D43 Fogarty grant in collaboration with University of Maryland Baltimore (UMB) and College of Medicine, Malawi on a project entitled "Interdisciplinary malaria research training in Malawi". Wits' role would be to train 2 Malawian students for a PhD in Biostatistics, while UMB will provide PhD level training in Molecular Epidemiology and Vector Biology. Professor Chirwa is also a co-investigator on an NIH R01 grant on "The South African Breast Cancer and HIV Outcomes (SABCHO) Study". The role would be to provide data management and analysis of this multi-site study.
- South African Medical Research Council (SAMRC) honoured Associate Professor Cheryl Cohen with the Silver Scientific Achievement Award in recognition of her research in October 2016.
- Associate Professor Mark Collinson, champion for the National Research Infrastructure initiative, other colleagues in the MRC/Wits Rural Public Health and Health Transitions Research Unit (Agincourt), and the two other HDSS obtained a grant of R99 million over a three-year period from the Department of Science and Technology (DST). The aim of the grant is to strengthen national research infrastructure. It is envisaged that the grant would address the critical need for an improved, science-based information system, and related research platform, to direct development-oriented decision-making, investments and interventions.
- Dr Mark Collinson, Dr Latifat Ibisomi, Dr Carren Ginsburg, Professors Stephen Tollman, Kathleen Kahn and Michael White were awarded US\$2 476,602 for the period 2016 to 2021 to support work on 'Migration, Urbanization and Health in a Transitional Setting' by the Eunice Kennedy Shriver National Institute of Child Health and Human Development, USA (a collaboration with Brown University).
- In May 2016, Mrs Shakira Choonara was one of the 200 fully-funded youth scholarship recipients who attended the 4th Global Women Deliver Conference which was held in Copenhagen. A record number of over 5 000 applicants from 138 countries applied to attend this meeting. The conference is the largest global conference on health rights and the well-being of girls and women, with attendees such as Mrs Melinda Gates, Dr Margaret Chan and actress Ms Jessica Biel. Shakira a PhD Fellow from the Centre for Health Policy, School Public Health attended the European Development Days (EDD) 2016. Each year, the forum brings together development experts from around the world to share ideas and find solutions to the world's most pressing issues. Subsequent to being selected as the EDD Future Leader for Health in 2015, she has also been selected as one of the Editors of the EDD Young Leaders or Development Blog. The blog focuses on providing youth perspectives around the Agenda 2030.

- At the 2016 National Women in Science Awards, Dr Nicole de Wet was recognized as first runner-up in the distinguished young women researchers: Humanities and Social Sciences category.
- Professor Sharon Fonn, co-Director of the Consortium for Advanced Research Training in Africa (CARTA+) received a grant from the Wellcome Trust to consolidate and extend the achievements that have already been made in CARTA. To date CARTA has recruited a total of 140 PhD fellows, 24 of whom have graduated. Of these graduates, some are either postdoctoral fellows or have received re-entry grants to allow them to do research when they return to their jobs at universities who are members of CARTA in Africa. This new Wellcome Trust grant through CARTA+ will secure the future for CARTA PhD graduates through re-entry grants, postdoc awards and professional writing retreats to support fellows to write competitive grants.
- Mrs Goitsewang Keretsetse was awarded a grant of US\$2 000 by the Developing World Outreach Initiative (DWOI). The grant was complemented by the donation of sampling equipment by Scientific Kit Corporation (SKC), USA to be used for measuring personal exposures to hazardous chemical substances.
- Dr Xavier Gómez-Olivé was awarded a David E Bell Postdoctoral Research Fellowship at the Harvard Centre for Population and Development Studies, Harvard School of Public Health, Boston, USA.
- Professors Kathleen Kahn and Audrey Pettifor were awarded US\$3,435,707 for the period 2016 to 20-21 to support work on 'Multilevel Mechanisms of HIV Acquisition in Young South African Women' by the National Institute of Child Health and Human Development, USA. This study will elucidate causes of HIV risk and protection for young women as they transition from adolescence into adulthood; and identify optimal combinations of interventions to reduce new HIV infections among young women in sub-Saharan Africa.
- Dr Latifat Ibisomi and Professor Jonathan Levin are members of the *SRHR-HIV Knows No Borders Consortium*, led by International Organisation for Migration (IOM). The consortium was awarded a substantial grant of EUR 11.1 million by the Royal Dutch Embassy for a four-year project dealing with sexual and reproductive health in migration-affected areas of southern Africa.
- Mr Felix Limbani won the Best Student Oral presentation prize for his work titled "Findings from a process evaluation of an intervention using lay health workers to support primary care hypertension management in Agincourt, Bushbuckridge" in the theme Education, Policy and Systems at the Faculty of Health Sciences Biennial Research Day and Postgraduate Expo on 1 September 2016.
- Mr Lawrence Long (PhD student) won Best Oral presentation prize for his study: "Initiating ART at a Patient's First Clinic Visit: The RapIT Randomized Trial" in the theme Infectious Diseases at the Faculty of Health Sciences Biennial Research Day and Postgraduate Expo on 1 September 2016.
- Professor Lenore Manderson was awarded an NRF A rating. She was elected as a new member of the Academy of Science of South Africa (ASSAf) in October 2016. Professor Manderson was awarded the Career Achievement Award of the Society of Medical Anthropology, American Anthropological Association. The award honours an individual who has advanced the field of medical anthropology through career-long contributions to theory or method, and who has been successful in communicating the relevance of medical anthropology to the broader public.
- Mrs Mercy Manyema (PhD student) was awarded the Best Student Poster prize for her study titled "The association between violence and mental health in adolescent girls: rural-urban differences" in the theme Diseases of Lifestyle at the Faculty of Health Sciences Biennial Research Day and Postgraduate Expo on 1 September 2016.

- Dr Gwinyai Masukume (Alumnus) was awarded the Most Prestigious Masters by research and course work (50% research) for his research project entitled “Birth outcomes and associated risk factors of anaemia in early pregnancy in a nulliparous cohort”. Dr Masukume was supervised by Professor Gill Nelson
- Dr Eustasius Musenge received NRF C3 rating. Dr Musenge also published an invited commentary in the *Lancet HIV* entitled “Optimal cost effective and focused HIV incidence reducing model”
- Associate Professor Gill Nelson and Professor Brad Racette from Washington University were the successful recipients of a 5-year research grant from the US National Institutes of Health (US\$150 000 per annum) to study the neurocognitive effects of manganese exposure in residents living in the vicinity of a smelter in Gauteng.
- Associate Professor Nicola Christofides and *Sonke Gender Justice*, a local non-governmental organisation, were awarded one of 11 innovation grants from the UK Department for International Development (DfID) (from over 700 applications) for a research programme to prevent violence against women and children globally. Associate Professor Nicola Christofides is the Principal Investigator of this R11 million project.
- Ms Sara Nieuwoudt and Associate Professor Nicola Christofides were awarded US\$1.09 million over the next five years for the Health Communication for Life Project - a capacity strengthening initiative in Malawi. The lead on the project is FHI360 and will be partnering with five non-governmental organisations in Malawi, the University of Malawi and the Ministry of Health.
- Dr Gideon Nimako obtained a grant of R80, 000 from Water Research Commission at the CSIR to conduct research on its water management information system.
- Editor-in-Chief of African Population Studies, Professor Clifford Odimegwu led publication of a special issue *Demographic Dividend in Africa: Prospects, Opportunities and Challenges* (<http://aps.journals.ac.za>) comprising 55 articles from over 800 papers presented at the 2015 African Population Conference, Pretoria, 2015 (<http://uaps2015.princeton.edu>)
- Professor Laetitia Rispel was elected as the Vice President/President-Elect of the World Federation of Public Health Associations (WFPHA). Professor Rispel will serve as the Federation’s President for a two-year term from May 2018 to May 2020. This is an important milestone for the Federation, as Professor Rispel is the first African woman to hold this position. She will be the Federation’s third female President over its 50 years of existence.
- Professor Laetitia Rispel was instrumental in liaising with Wits alumnus, the late Professor Aubrey Sheiham and his wife Dr Helena Sheiham, who donated R8.8 million to the University to support the Vice-Chancellor’s focus on addressing inequality. The Sheiham Family donation will initially be used to support a programme in the WSPH to research the social determinants of health and health inequalities. The funds will be used to enhance the skills and capacity of Wits staff to teach, research and develop policies on social determinants of health and health inequality, and to support doctoral students focusing on the study and analysis of health inequity.
- A successful “Mentoring the Mentors” workshop to train mid-level and senior-level researchers from across Africa was held at the Wits School of Public Health in March 2016. The workshop was sponsored by the Fogarty Global Health Programme and organized by the Wits School of Public Health under the leadership of Professor Laetitia Rispel.
- Professor Stephen Tollman, Professor Kathleen Kahn and Professor Lisa Berkman are co-applicants with PI Michele Ramsay on a supplementary award from the National Institutes of Health, USA. This award for US\$992,886 will extend work on Adult Health and Ageing underway in the MRC/Wits-Agincourt Unit.

- The Centre for Health Policy (CHP) – Associate Professor Jane Goudge and collaborating partner Warwick University were awarded a research grant of R14 million from the UK Medical Research Council to undertake a study on developing a Community Health Worker (CHW) service model to evaluate current CHW programmes in the Sedibeng Health District and then, using a before-and- after design, to develop, implement and evaluate an evidence-informed service model in two pilot sites. The findings of the study will provide practical lessons for implementing a context sensitive CHW programme at scale in South Africa and similar settings in other LMICs.
- Professor Karen Hofman
 1. Promotion to Research Professor September 2016.
 2. Public Health Association of South Africa: Recipient of Annual PHILA award. This award honours excellence and commitment to public health. This award is given in recognition of a specific and significant contribution to public health research, advocacy, education or service in South Africa during the past five (5) years.
 3. Member, Academy of Sciences of South Africa (ASSAf): Standing Committee on Health.
 4. Member, Ministerial NHI Task Team Workstream 2 - Benefits Package.
 5. Grant from BMGF and DFID awarded to PRICELESS SA to proceed with the International Decision Support Initiative (IDSI) partners at Imperial College UK and HITAP in Thailand, project, and develop priority-setting in public health in SA and to create a Sub-Saharan Africa Hub. US\$1,525,010.33 (2016 to 2018).
- Research to Policy Impact: PRICELESS.
 1. Strategic planning meeting with South Africa MoH (IDSI 3), providing comprehensive guidelines for the Department in quality standards for child and maternal health GBP28,625.
 2. Sugar Sweetened Beverages (SSB) tax announcement in the February budget speech by Finance Minister Pravin Gordhan, based on PRICELESS research.
 3. Fiscal report: PRICELESS established high level expert panel on fiscal policies for health (lead by prior Chief Justice Kate O'Reagan and Professor Leila Patel) including SSB tax, report to be released end of 2016; Invited to present to Davis Tax commission.
- 2016 to 2021 US\$2,476,602 Eunice Kennedy Shriver National Institute of Child Health and Human Development, NIH. Migration, Urbanization and Health in a Transitional Setting. Grant No. R01HD083374 (PI M White with M Collinson, C Ginsburg, S McGarvey, M Lurie, A Foster).
- 2016 to 2021 GBP 488,560 The Wellcome Trust, UK. UK Multi-User Equipment Grant: Mass Spectrometry Unit as a biomedical resource. Grant No 202940/Z/16/Z (PI J George with G Sherman, M Suchard, S Norris, J Pettifor, N Crowther, M Ramsay, P Moore).
- 2015 to 2017 (co PIs Bocquier and Collinson) South Africa/Wallonia-Brussel Federation Science and Technology Research Collaboration. Grant 95284. Conduct the 'Multi-centre analysis of the Dynamics in Migration and Health' project which aims to train scientists from nine Health and Demographic Surveillance System centres to conduct single-centre and multi-centre studies on the determinants of internal migration and how migration contributes to change in disease patterns in low and middle-income countries.

Office of Teaching and Learning

Achievements and Awards

- Associate Professor Trish McInerney was appointed as part of the national organising committee for the major international conference Global Evidence Summit which brings together five international evidence based collaborations: Cochrane, Campbell Collaboration, Guidelines International Network (G-I-N), the Joanna Briggs Institute and International Society for Evidence-based Health Care. She will also serve as co-chair of the abstracts committee.
- Adjunct Professor Lionel Green-Thompson served in the 2016 to 2017 term as the Honorary Branch President of the South Gauteng branch of the South African Medical Association.

Conferences, Seminars and Workshops

- Khupe, C. (2016). Do students really need to be taught how to learn? Experiences of a supplemental teacher. 4th SAERA Conference 2016: Reimagining Education: Poetics, Practices and Pedagogies. 23-26 October 2016, Cape Town.
- Khupe, C. (2016). Early, multiple-source needs identification for and multi-pronged interventions for academic inclusion. Presented at SANRC FYE Conference, Southern Sun, O.R. Tambo International Airport, 25-27 May 2016.
- Khupe, C. (2015). Opportunities for transformation and emancipation through community-centred research. Paper Presented At The 2015 Annual Meeting Of The American Educational Research Association, 16-20 April 2015, Chicago, Illinois.

Publications

- Khupe, C., Keane, M., & Cameron, A. (2016). Opportunities for emancipation and transformation through community-centred indigenous knowledge systems (IKS) research. *Indilinga African Journal of Indigenous Knowledge Systems*, 15(1), 16-27.
- Keane, M., Khupe, C. & Muza, B. (2016). It Matters Who You Are: Indigenous Knowledge Research and Researchers. *Education As Change*, 20(1), 1-28.
- Khupe, C. (2016). Language, participation and indigenous knowledge systems research in Mqatshe, South Africa. In P. Ngulube (Ed.), *Handbook of research on theoretical perspectives on indigenous knowledge systems in developing countries*. IGI Global, pp. 100-126.

3.6.4.4 School of Clinical Medicine

Achievements and Awards

The School of Clinical Medicine continues to be the highest contributor to the publication output in the Faculty. The School's academic staff, clinical practitioners and postgraduate students publish widely in peer-reviewed national and international journals.

- The School has 20 NRF-Rated researchers in a wide spectrum of research categories and interests.
- Adjunct Professor M Lukhele and Professor MT Ramokgopa were nominated by the Minister of Health to be board members of HPCSA Medical and Dental Board.
- Professor H Saloojee was elected as the President of the South African Paediatric Association.
- The Division of Emergency Medicine is now internationally recognised in the field of Emergency Ultrasonography and Football Emergency Medicine.

- Adjunct Professor U Subramaney was appointed on the advisory board and as supervisor of the Tirisano Project Scholars on the UCLA-SA Research Training Program for Chronic Mental Disorders.
- Professor R Ally was appointed as the President of the South African Gastroenterology Society and President Elect of AMAGE.
- Dr J Yogeswaran received the Paediatric Anaesthesia Community of South Africa Award for the best poster.
- Professor P Manga and Professor P Cooper were honored with the Emeritus Professor title.
- Professors S Biddulph and J Fleming have both been honoured with the prestigious international award of “Pioneer of Hand Surgery” at the International Federation of Societies for Surgery of the Hand (IFSSH) held in Buenos Aires in October 2016.
- Dr J Gardner, Senior Lecturer & MSc Med (Bioethics & Health Law) and Academic Co-coordinator at the Steve Biko Centre for Bioethics was appointed to the National Health Research Ethics Council for three years.
- Professor F Raal was awarded gold awards at the 2016 South African Medical Research Council (SAMRC) Scientific Merit Awards.
- The SAMRC awarded a silver award to Professor S Velaphi.
- Associate Professor D Ballot obtained recognition of the PRINCE (Project for Improvement in Neonatal Care) as a research programme within the Faculty of Health Sciences.
- Dr G Nethathe, a Senior Clinical Lecturer and PhD student was recently awarded a Discovery Foundation grant and a National Research Foundation Thuthuka grant.
- The Empilweni Services and Research Unit (ESRU) at the Rahima Moosa Mother and Child Hospital under Professor Coovadia’s leadership opened the doors to their newly built R14 million three story research and training facility.
- Emeritus Professor S Naicker was been appointed as the Chair of the Ministerial Advisory Committee on Organ Transplantation.
- Dr F Conradie was appointed as the President of the Southern African HIV Clinicians Society.
- Professor M Smith has been appointed as the President of the Pan African Association of Surgeons (2014 to 2016), President of the European African Hepato-Pancreato-Biliary Association (2015 to 2017) and President Elect International Hepato-Pancreato-Biliary Association (2016 to 2018)

Conferences, Seminars and Workshops: Speakers And Presentation Of Papers

- Adjunct Professor M Lukhele was a keynote speaker at the South African Spinal Cord Association’s Conference in April 2016, delivering the Ailey Key Memorial Lecture.
- The Department of Surgery hosted the 25th Biennial Surgical Symposium in 2016.
- The Annual Steve Biko Bioethics Lecture was given by Justice Dikgang Moseneke, under the title of “Is Ethics Pivotal to Transformation?”
- Dr A Chrysostomou attended the ISGE Annual Congress in 2016 Croatia and Germany.
- Dr E Bera was an invited speaker at SASOG conference in Sun City in May 2016.
- Dr L Chauke was an invited speaker at SASOG conference in May 2016.
- Dr S Maswimi presented at Bethune Round Table for Global surgery in Canada in 2016.

Collaborations - African Footprint

- The School of Clinical Medicine has numerous Centres of Excellence across the various facilities that it is involved in namely: Charlotte Maxeke Johannesburg Academic Hospital, Chris Hani Baragwanath Academic Hospital, Rahima Moosa Mother and Child Hospital, Helen Joseph Hospital, Tara, Sterkfontein Hospital and many local and district clinics. Our academic staff and students are actively practicing as clinicians, furthering academic research and are training on various academic levels. The School has a very large and diverse group of Supernumerary Registrars and Fellows from Sub Saharan African countries. Many of the academic staff serve as external examiners for other African universities and training entities at both postgraduate and undergraduate level, including Ghana, Malawi, Namibia, Mauritius and Libya.
- The Department of Surgery Skills provides training in SSA from HPB, Endoscopy training and burns. With almost 70 Registrars on its teaching platform, the Department contributes significantly to service provision.
- Developmental Pathways for Health Research launched the African Centre for Obesity Prevention.
- Professor H Rees and her staff in the Wits Reproductive Health and HIV Research Institute (WRHI) launched the African Local Initiative for Vaccinology Expertise consortium which is supported by the NRF.
- The Department of Obstetrics and Gynaecology was involved with The African Surgical Outcome Study and the South African Surgery Outcome Study.
- DPHRU was successful in the bid with the International Society of Developmental Origins of Health and Disease to launch the DOHaD Africa Chapter and Professor S Norris will be the inaugural President. The DOHaD African Council has representation from North, West, East Central and South Africa and aims to grow a large membership base in the coming period with a strong emphasis on capacity development.

Collaborations - International Footprint

- Nuclear Medicine (Professor Vangu) is currently collaborating with the Aurum Institute in an project titled: "F18 FDG PET for the Evaluation of Lung Inflammation in Tuberculosis/HIV: Part of "Lung Impairment After TB- IRIS (LIFT-IRIS) Study: A longitudinal Evaluation of Immune Restoration and Lung Function in HIV/TB".
- The Hepatitis Virus Research Unit (HVDRU) established China-South Africa collaboration for joint research workshops and knowledge interchange.
- The Wits Obstetrics and Gynaecology Clinical Research Division have an international collaborative research project with the WHO.

3.6.4.5 School of Oral Health Sciences

Achievements and Awards

The first cohort of Bachelor of Oral Health Science (BOHSc) in the field of Oral Hygiene students graduated and two students (Mrs E. Martincich and Miss J. Miller) passed all the four final year courses with distinction and received the Dean's merit award in recognition of excellence in academic endeavours for students who obtained an Average Mark of 75%.

- Dr Oluwale Olaleye, who is a Lecturer in the Department of Oral Biological Sciences, obtained his PhD.
- Dr Julitha Molepo and Prof Mrudula Patel received MRC SIR grants for 2016 to 2018, a total of R600 000 and R428 000 respectively.

- Dr Sharon Moeno received the Wits Health Sciences Research Office Faculty Minor Equipment award of R281, 355 to purchase equipment for research.
- Professor Dale Howes was elected President of the International Society for Maxillofacial Rehabilitation (2016 to 2018) and board member of the International College of Prosthodontics, invited fellow and vice regent of the International College of Dentists. He was also awarded the Premier Award of the South African Dental Association.
- I.Y. Sendulskogo received the Commemorative Medal of the Russian Partnership of Head and Neck Oncology Specialists for outstanding achievements in medicine.
- Dr Lushen Naidoo was awarded the fellowship of the International College of Dentists.
- Dr Vyonne Hoods-Moonsamy has been elected as President of the South African Academy of Prosthodontics.
- Dr Matshediso Mothopi-Peri is an Executive committee member of the South African Dental Technicians Council and Chairperson of CPD committee.
- Professor Ugo Ripamonti (Bone Research Laboratory): The publication of a CRC Press book on the unique osteoinductive activities of the transforming growth factor- β proteins in non-human and human primates.
- A B1 rating was bestowed upon Professor Ugo Ripamonti by the NRF.
- Dr Rhodie Garrana (Registrar in Oral Medicine and Periodontology): Participated at the International Team for Implantology Conference where presented a paper on his research project titled: Leakage of microbial endotoxin through the implant-abutment interface in oral implants – an in vitro study; for which he won the First Prize - ITI Young Pro speaker 2016.
- Drs Yolanda Kolisa and Maphefo Thekiso have been reappointed as the executive members of the IADR-SA Division. Dr Kolisa is the secretary whilst Dr Thekiso is the representative of Wits in the committee.
- Dr Mpho Molete is the current chair of the Dental Special Group of Public Health association of South Africa (PHASA).
- Professor Jeff Yengopal was awarded the Tony Volpe award for US\$10, 000 to attend Senior Dental Leadership Program in UK, Kings College London March 2016. Professor Yengopal was also appointed Chair of the South African Association for Community Dentistry.

Awards and Recognition: Students

- Mr T Ngabaza, a postgraduate student supervised in the department, won IADR Unilever Hatton Divisional Award at IADR Conference to represent South African dental Postgraduate students at International Association for Dental Research conference in San Francisco, USA.
- Mr T Ngabaza also won a Best Postgraduate Poster award at the Faculty of Health Sciences Research Day.

3.6.5 Faculty of Science

The rapid increase in student headcount over the last ten years, which has not been accompanied by a commensurate increase in the size of the physical plant, nor in the size of the academic staff complement, has resulted in a significant increase in class sizes. This has placed a strain on infrastructure and due consideration of possible violation of OHS&E regulations. The strain on the University's budget, given that government funding has not kept pace with higher education inflation rates and the resistance of students to fee increases, has impacted on the maintenance of infrastructure, the ability to continue delivering a high quality programme, and OHS&E compliance. The financial constraint on support services is impacting their ability to respond to requirements and expectations and this undoubtedly has had an impact on the quality of teaching and research

in the Faculty. Nevertheless, and in no small measure thanks to the dedication of the academic and support services staff, the Faculty is confident that it continues to deliver teaching and research comparable to that of leading international higher education institutions.

The Faculty of Science views its staff as one of its most valuable assets. A comprehensive programme has recently been developed and introduced to guide staff through the requirements for integration into the academy so as to meet the requirements for probation, confirmation and promotion.

3.6.5.1 Teaching & Learning

There has been intensive discussion and engagement surrounding the structuring of the curricula across the Faculty. Each School has engaged with assessing current courses and restructuring them to ensure that (a) the courses take into account the context of our students and the notions surrounding “Africanisation” by considering the fact that, while being committed to being an internationally-competitive institution our context is uniquely South-African, and (b) the impact of the current “decolonization” debate. The Faculty is unashamedly and unapologetically committed to producing graduates that are comparable in their abilities and skills with graduates from anywhere and capable of undertaking postgraduate work at any university in the world. At the same time, the Faculty is sensitive to the needs and expectations of its students and that many are the product of a secondary education system that is not delivering what is expected, and its graduates deserve.

The consequences regarding the delivery of content has been engaged on and is being structured for the purposes of implementation. Many staff have attended workshops and investigated the ways in which we can support and enhance our teaching using IT resources, in distance, part-time, and blended learning modes. This has led to the introduction of new teaching techniques, tools and ideas. A few examples will suffice. (a) The use of clickers as a means of engaging with the class with immediate feedback to students has been very successful. (b) Flipped classroom approach – where the lectures are not focused on the delivery of content but rather on conceptualization and application of the material students are expected to have engaged with, either on their own or in study groups, before the lecture. (c) The use of online tools to reinforce important ideas and provide additional context for the material. (d) Online chat rooms which provide students with more access to tutors and lecturers.

New research is being done within the context of Teaching & Learning, including (a) research surrounding the use of a device which can detect and measure the level of interest and attention of the students in class. This information is live and can be provided to the lecturers while they are teaching; (b) the impact of students’ circumstances on their performance in first year and the degree to which they can be supported with regard to these; and (c) the key indicators from the secondary education system which can assist with tracking the performance of a student and hence put measures in place to support them where needed.

The Schools of Mathematical Sciences led a successful bid to the DST to host the National Curriculum in eScience. Delivery of the curriculum is to start from 2018.

The DST-NRF Centre of Excellence-Mathematical and Statistical Sciences hosts weekly seminars that are delivered by senior researchers from any of the 12 CoE-MaSS affiliated universities from South Africa, or their research collaborators from abroad. These seminars take place in person at the host institution and are simultaneously broadcast via a videoconferencing platform, Vidyo. All seminars/ meetings are recorded and are backed up on a network server. The data is then accessible to interested individuals.

3.6.5.2 Research Highlights

Despite heavy workloads associated with delivering courses not only to science students, but also service to students from Health Sciences, Engineering and the Built Environment, and Commerce, the academics in the Faculty of Science continued to be exceptionally productive with some 730

research papers published in leading international, peer-reviewed journals (up from 630 in 2015). This will attract over 350 research output subsidy units from the DHET.

In 2016, a team from the School of Geosciences led by Dr Katie Smart published a paper in the prestigious journal *Nature Geoscience* regarding the implications of crustal isotopic signatures in rare, 3-billion year old diamonds from the Witwatersrand goldfields. The publication received international attention in leading science news agencies and invited talks to the prestigious Goldschmidt conference, as well as notable national television and print coverage.

The rise of big data and advances in information technology has serious implications for the ability to deliver sufficient bandwidth to meet the growing demand. Researchers at Wits led by Professor Andrew Forbes (Physics) and the CSIR are looking at alternative sources that will be able to take over where traditional optical communications systems are likely to fail in future. In a major paper published in *Scientific Reports*, the team from South Africa and Tunisia demonstrated over 100 patterns of light used in an optical communication link, potentially increasing the bandwidth of communication systems by 100 times. In another notable paper published in *Science Advances*, Forbes and his colleagues provide the first demonstration of quantum interference in high dimensions.

In work undertaken in 2016 and published in a paper in January 2017 in *Nature Communications*, Professor Lew Ashwal and his team (Geosciences) reported the discovery of 2500-3000 million year old zircons within 9 million year old volcanic rocks from Mauritius. These results confirm the presence of a fragment of ancient continental crust beneath the young Indian Ocean volcano, a place where such old materials are unexpected to occur. The researchers explain that the Indian Ocean may be littered with small pieces of continent, stranded during the break-up of the Gondwana supercontinent that started about 200 million years ago. This research sparked a frenzy of media attention in the worldwide press.

Two new hominin fossils were found in a previously un-investigated chamber of the Sterkfontein Caves. The two new specimens are part of a set of four specimens, which seem to be from early hominins that can be associated with early stone tool-bearing sediments that entered the cave more than two million years ago. They have been reported by Dr Dominic Stratford (School of Geography, Archaeology and Environment Studies) and his collaborators in the *Journal of Human Evolution*.

The School of Geosciences launched the Wits Isotope Geoscience Laboratory (WIGL), a state-of-the-art, ultra-clean, metal-free laboratory designed to separate elements of interest under exceptional clean conditions ahead of isotope mass spectrometry. The WIGL was designed as a multi-user facility for interdisciplinary research and will be able to process a range of sample materials including rocks, fossils, archaeological artefacts, water samples and biological material. The WIGL is an important facility for the scientific research community in Africa as a whole, and in South Africa in particular, as there are no other facilities like this on the continent and as such open up a broad range of important scientific research directions for many geoscientists in southern Africa and across the continent.

Ground breaking research by Wits researchers led by Professor Paul Manger (Anatomy) and Professor Bruce Rubidge (Evolutionary Studies Institute) published in *Scientific Reports* had shed light on the origin of hair in the mammal-like reptiles of the Karoo some 300 to -180 million years ago.

A paper by Dr Caren Billing (Chemistry) and her PhD student Vanessa Vieira in *The Journal of Chemical Thermodynamics* was featured on the home page of the web site *Advances in Engineering*.

Professor Kathy Kuman (Geography, Archaeology and Environmental Studies) and Professor Ron Clarke, and their students, published a paper in *Quarterly International* announcing the first site of the Hoabinhian culture in China.

Professor Graham Alexander (Animal, Plant and Environmental Sciences) published a study in *Proc. Roy. Soc. B* in which they show that puff adders are able to camouflage their scent, making it difficult for predators to locate them.

A paper on the first discovery of a giant radio galaxy made with the KAT-7 radio telescope in the Karoo, was published in the *Monthly Notices of the Royal Astronomical Society* by Professor Sergio Colafrancesco (Physics) and his colleagues. Colafrancesco and his collaborators, in yet another discovery emanating from detailed analysis of data from the High Energy Stereoscopic System (H.E.S.S.) observatory in Namibia announced in *Nature* that they found the most powerful source of cosmic radiation at the centre of our Galaxy, a super-massive black hole.

Professor Sally Archibald (Animal, Plant and Environmental Sciences) and her students and collaborators published a paper in *Science* in which they wound back the clock by 1000 years to reconstruct wildlife populations across Africa to help us better understand how they have shaped the world we live in.

3.6.5.3 Notable achievements by staff

Dr Musa Manzi (Geosciences) won the American Geophysical Union 2016 Africa Award for Research Excellence in Earth and Space Science. Professor Nosipho Moloto (Chemistry) received the National Research Foundation *Research Excellence Award for Female Early Career Emerging Researchers*. The NRF award for Excellence in Science Engagement, which honours individuals in the research community at South African higher education institutions and science councils for their outstanding contributions to public engagement with science over a sustained period, went to Professor Lee Berger of the Evolutionary Studies Institute. Professor Lyn Wadley of the same Institute was the runner up in the DST Women in Science awards. Professor Ray Durheim (Geosciences) was awarded the Dr Rudolf Krahman Medal. This is the highest award presented by the South African Geophysical Association. Dr Paul Franklyn from the School of Chemistry was awarded the Zeiss prize for the best presentation using microscopy to address an industry related problem at the Microscopy Society of Southern Africa Conference. Dr Kulsum Kondiah (School of Molecular and Cell Biology) won the Researcher of the Year Award for cutting edge research and development in biotechnology at the Biotech Fundi and Innovation Awards. Professor Fazal Mahomed, Director of the CoE in the Mathematics and Statistical Sciences was elected as a Fellow of the African Academy of Sciences.

In 2016 Professor Kim Hein (Geosciences) was invited to join an international team of specialist scientists from Canada and the Geological Survey of Burkina Faso, to undertake 1:200,000 scale geological mapping in Burkina Faso. The project falls under the *Projet d'Appui au Développement du Secteur Minier (PADSEM)* for the Ministère des Mines, des Carrières et de l'Énergie (MMCE) du Burkina Faso. As specialist, structural geologist, Prof Kim Hein assisted the Government of Burkina Faso in its mapping of the country, and gave specific training to key members of the geological survey to build capacity.

Mining-induced earthquakes in the deep gold mines of South Africa pose a risk to mines, mineworkers and the public, but also provide an unusual opportunity to study the physics of earthquakes. The source zone of a M5.5 earthquake that occurred near Orkney, South Africa on 5 August 2014 was well-defined by tens of thousands of aftershocks recorded by instruments deployed as part of a Japanese - South African research project. The upper edge of the M5.5 rupture is located hundreds of meters below the mining horizon. A proposal to drill into the M5.5 source zone, as well as several other active faults in other deep mines, was approved by the International Continental Scientific Drilling Programme (ICDP) in August 2016. In addition to the studies of earthquake phenomena, some of the holes will be used by geomicrobiologists to investigate deep microbiological activity fueled by hydrogen released by seismic rupture to address questions about early life on planet Earth.

3.6.5.4 Notable achievements by students

The Centre for High Performance Computing (CHPC) Student Cluster Competition gives undergraduate students at South African universities exposure to the high-performance computing industry. A team from Wits (Craig Bester, Sabeedah Ismail, Andries Bingani and Avi Bank) won the 2015 competition and in 2016 went to Dell headquarters, Dell R&D and TACC (Texas Advanced Computing Center) Texas, USA, and then on to Germany in June to represent South Africa at the International Supercomputing Conference. The team won the competition, beating teams from, amongst other countries, Germany, China, Singapore, Estonia, Spain and the USA .

Ofentse Makgae, a postgraduate student in Chemistry, was elected as a 2016 Rhodes Scholar. He is now studying towards a PhD in Chemistry at Oxford University. Bienvenu Ndagano, a Wits MSc student in Physics, was awarded best MSc student prize at the African Laser Centre Student Workshop in Stellenbosch. Tumelo Phaahlamohlaka (Chemistry) was awarded the Mary Veenstra Prize for the Best Materials Science Poster at the Microscopy Society of Southern Africa Conference.

All three of the Wits speakers (William Dlamini, Neo Phao, and Ofentse Makgae) at the SA Chemical Institute Gauteng Young Chemists event held at UNISA won prizes for their oral presentations. Lerato Machogo (Chemistry) was the runner up in the Poster Award for a presentation entitled “Effect of capping on the colloid synthesis of gold selenide nanomaterials” at the 42nd SA Chemical Institute conference held in Durban. At the South African Geophysical Association conference PhD student Stephanie Scheiber Enslin was awarded best student talk for her presentation titled “Flexure modelling of the Whitehill Formation: unlocking basin formation”. PhD student, Matt Terracin, received the award for best student poster for his presentation titled “Structural development of the Potchefstroom Fault, Witwatersrand Basin, South Africa”. Stephanie Naidoo of the School of Molecular and Cell Biology won the Postgraduate Award for the best commercially viable research project conducted by a post graduate student at the Biotech Fundi and Innovation Awards. Hedwig (Nelly) Black from the School of Animal, Plant and Environmental Sciences won the award for the ‘Best poster in all categories’ at the 42nd South African Association of Botanists meeting. Delbert Botes was awarded the SA Chemical Institute James Moir Medal and Mbongiseni William Dlamini was awarded the Post-Graduate Award by the same Institute. Naadhirah Munshi (Molecular & Cell Biology) won the best presentation award at the 7th Oppenheimer De Beers Group Research Conference.

3.7 FINANCIAL AID REPORT 2016

3.7.1 Current Awards & Disbursements

Table 3.7.1 depicts the awards and disbursements which were processed through the Financial Aid & Scholarships office as at 31 December 2016.

2016 Awards/Disbursements as at 31 December 2016						
Financial Aid Type Desc	Budgeted 2016	Funding Type	Offered Amount	Accepted Amount	Paid Amount	No. of Students
	R'000		R'000	R'000	R'000	
Internal Bursaries	NA	UG	39,313	39,313	38,832	1 256
		PG	11,607	11,543	11,538	297
Internal Bursaries (Faculty)	NA	UG	34,202	34,202	34,015	3 296
		PG	156,015	156,015	155,645	2 811
External Bursaries	NA	UG	206,490	206,490	206,169	3 089
		PG	41,522	41,522	41,522	808
Government Bursaries	NA	UG	85,578	85,578	84,047	1 318
		PG	6,043	6,043	5,985	141
Internal Scholarship & Council Funded Scholarship	82,365	UG	34,599	31,185	31,145	1 046
		PG	34,206	34,206	33,872	2 361
NSFAS	192,738	UG	187,991	185,374	179,982	3 021
		PG	4,747	4,735	2,615	105
NSFAS additional funds	42,897	UG (Kgodisho)	13,967	5,173	0	83
		PG FTE	28,930	23,105	1,565	432
NSFAS administered funds	118,809	UG	108,420	106,479	90,548	1 383
		PG	10,389	10,314	7,920	103
NSFAS historic debt including 2014 short fall	68,417	UG & PG	68,417	14,328	0	336
TOTAL			1,072,436	995,605	925,400	21 886

Table 3.7.1 Awards and Disbursements

The R 48 067 was the additional funding that FASO requested from NSFAS and R42 million was approved. An amount of R12 177 was also requested as additional funding for PG however the request was not approved.

3.8 CHANGES IN TUITION FEES CHARGED

Courses	Change %
All	0

Table 3.8. Changes in tuition fees charged

3.9 INSTRUCTION: LEVELS OF ACADEMIC PROGRESS IN DIFFERENT DISCIPLINES AND LEVELS OF STUDY

See Section Two, Item 7, Significant Student Data

3.10 STUDENT REGISTRATION AND COMPOSITION OF THE STUDENT BODY

See Section Two, Item 7, Section A, Size and Composition of Student Body

SECTION FOUR

REPORT OF INSTITUTIONAL FORUM TO THE COUNCIL

4.1 THE UNIVERSITY FORUM (UF)

At the University of the Witwatersrand, Johannesburg, the Institutional Forum, provided for in the Higher Education Act (1997), as amended, is called the University Forum (UF). The University Forum meets four times a year, with the option of calling special meetings when necessary.

4.1.1 The Composition of the UF

The UF has a Chairperson and two co-Deputy Chairs. The practice is that the Chairperson chairs all the meetings. When he/she is not available or has items to present to the UF, one of the two co-deputy Chairpersons chairs the meeting.

The term of office of the Chair and the two co-Deputy Chairs expired during the course of 2016.

Office-bearer	Outgoing Office-bearer	Incoming Office-bearer
Chair (Two-year term)	Ms Adele Underhay (1 June 2015 – 31 May 2016)	Mr M Tlala (1 June 2016 – 31 May 2017)
Co-Deputy Chair (Two-year term)	Mr M Tlala (1 June 2016 – 31 May 2017)	Adv Elizabeth Picarra (1 June 2016 – 31 December 2016)
Co-Deputy Chair (Two-year term)	Ms N Mkhatswa (1 October 2015 – 31 May 2017) 2016 – 30 September 2016) May 2015)	Mr M Brodie (1 June 2016- 31 December 2016) 2017)

Table 4.1.1 Institutional Forum

The membership of the UF comprises the following members:

- The Principal.
- The Vice-Principal.
- Four persons appointed by the Principal from persons holding office as deputy vice-chancellor, executive director and registrar.
- Two members of Council nominated by Council Four members of Senate nominated by Senate Deans of the faculties.
- Five academic employees.
- Seven support service employees.
- Five students, four of whom are nominated by the SRC and one of whom is nominated by the PGA.
- Not more than four other students who belong to a body or bodies of students of the University who may be nominated by the UF to make the UF more representative and inclusive of the broader student population.
- Three members of the historically excluded or marginalised groups One donor nominated by the Wits Foundation.
- One member of the Executive Committee of the Convocation nominated by it.

- One person nominated by an educational organisation which has been chosen by the UF Two representatives of organised labour associations.
- Two representatives of organised employers' associations.
- One member nominated by the Principal whose role in the University is to address transformation.

4.1.2 Meetings of the UF

In 2016, the UF met five times. Four ordinary meetings of the UF were held on 3 March, 5 May, 21 July and 6 October. One special meeting of the UF was held on 19 September 2016 to consider the recommendations from the selection committee on the appointment of the new Chief Financial Officer.

4.1.3 Matters of Significance considered by the UF during 2016

1. Annual reporting on transformation initiatives undertaken within faculties and annual reporting on transformation initiatives from the Transformation and Employment Equity Office.
2. The filling of vacancies on the UF.
3. Safe Zone@Wits Ally Training Programme
4. Gender Neutral Toilet placement
5. Sexual Orientation and Gender Identity Advocacy update
6. Report back on Second Higher Education Transformation Summit (15-17 October 2015)
7. Vice-Chancellor's report on Student Protests
8. Feedback by the Student Representative Council (SRC), including:
 - α. #FeesMustfall campaign
 - β. Continued shortage of funding;
 - χ. Ongoing issue of accommodation shortage
 - δ. Feeding schemes for destitute students
 - η. Historical debt and so called 'missing-middle'
9. Role and voice of the UF
10. University data for incoming students
11. Institutional culture
12. A revision of the University Statute with specific emphasis for the UF on its membership composition.
13. The lines and form of communication between the Council and the UF in view of the advisory role of the UF.
14. The status and functionality of faculty transformation committees.
15. The Workers Solidarity Committee at Wits.
16. The proposed amendments to the Student Code of Conduct.
17. Statement by UF chairperson at General Assembly on 7 October 2016, which was subsequently cancelled.
18. Attendance as an observer at Council meetings by UF chairperson.

SECTION FIVE

REPORT OF THE VICE-CHANCELLOR AND PRINCIPAL

5.1 SENIOR EXECUTIVE TEAM

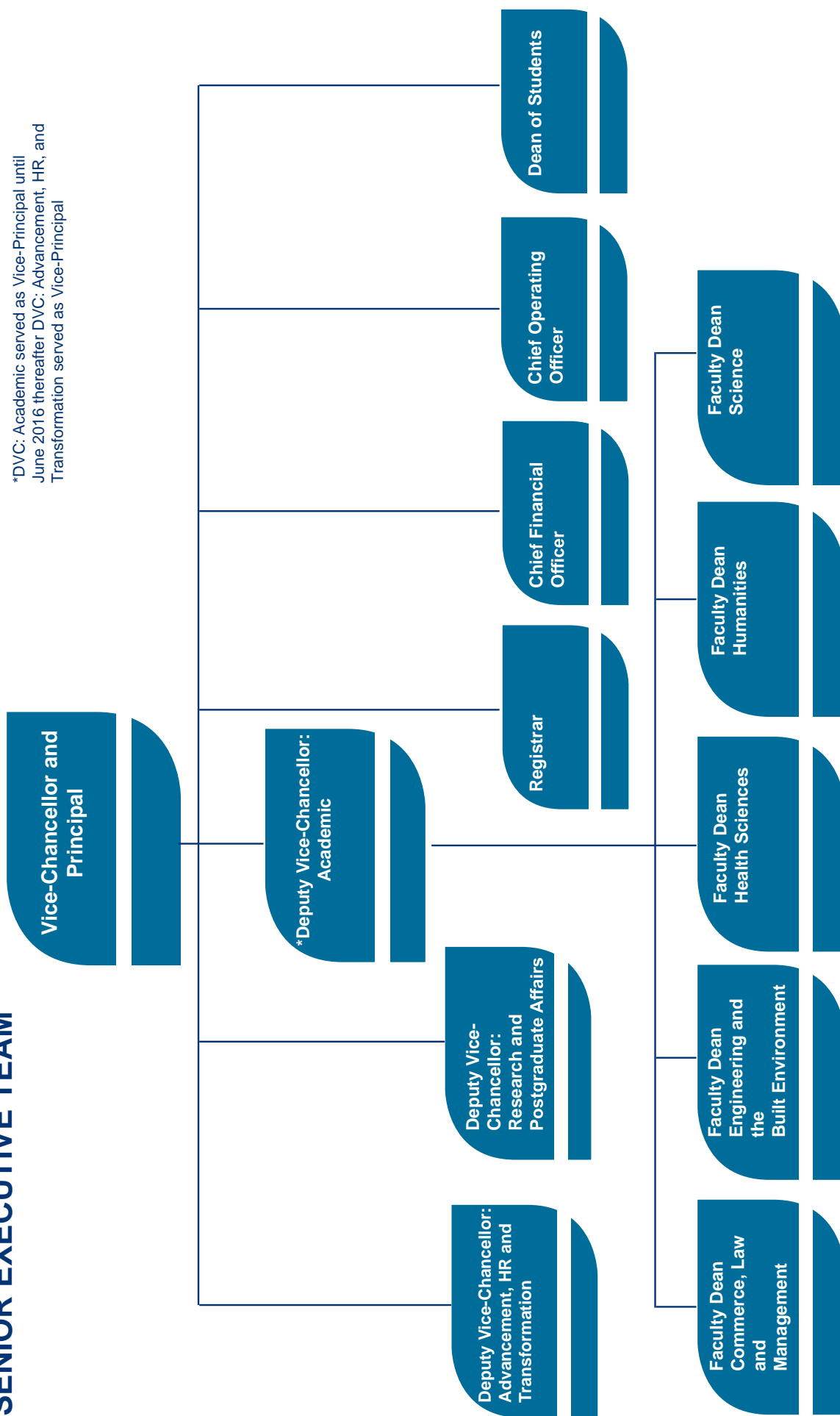


Figure 5.1 Senior Executive Team

5.2 ACHIEVEMENTS OF THE ADMINISTRATIVE STRUCTURES AND RESOURCES (PERSONNEL AND SYSTEMS)

5.2.1 Principal managerial/administrative achievements, structures and resources



Professor Adam Habib
Vice-Chancellor and Principal

Wits University is proudly grounded in the philosophical values of contemporary South Africa. These values, which are enshrined in our Constitution, require us to simultaneously address the historical disparities of our past and build a new national identity among all of our stakeholders. Our central mandate is to position Wits as an internationally leading, research-intensive university in Africa. These imperatives informed the operational plan that was developed and implemented by the Senior Executive Team (SET) for 2016.

SET, in conjunction with the University Council, also developed and implemented an institutional performance scorecard for 2016 which focused on seven strategic goals: (i) teaching effectiveness and enrolments; (ii) research output and research profile; (iii) technology and infrastructure; (iv) finance (stability); (v) transformation; (vi) transformation of student life; and (vii) operational efficiency and effectiveness. Performance indicators, targets and related measures were designed and aligned to these strategic goals. Some of the highlights from the performance scorecard are given below.

5.2.1.1 Teaching Effectiveness and Enrolments

Increases in postgraduate student enrolment continued apace in 2016. The number of postgraduate students enrolled was 12 662 against a target of 11 457 and a stretch target of 11 800. This number includes postgraduate diplomas at NQF level 8 or above. The online registration process also proceeded well in 2016. Almost 65% of students enrolled online without any assistance or career counselling. However, the University still provided these services for a week during the registration process. Enrolment of first time first years was 6 341 against a target of 6 226. This enrolment was above the target due to the changing student funding landscape, including an announcement by the DHET that it would cover the historical debt of NSFAS students for 2015, leading to more students being able to register. A total of 48.4% of undergraduate students were in the STEM environment against a target of 48.6%.

The Academic Development Units in all five Faculties are now well established and assisted students at risk throughout the academic year. The effect of the student academic support has been a healthy increase of 8% in first year pass rates for the last three years. Unfortunately, student protests affected this upward trend. Pass rates at first year for 2016 are the same as 2015 (68%). Graduation of both undergraduate and postgraduate students have also been affected by the 2016 protests. The provisional figures for the total number of graduating students in 2016 are 3 969 undergraduate degrees against a target of 4 192, and 3 247 postgraduate degrees against a target of 2 904. Learning analytics is becoming a key feature of predicting student success and a dashboard tool is being developed for use by course coordinators and lecturers to identify at risk students as early as possible.

The Centre for Learning and Teaching Development (CLTD) offered a number of workshops (30+) and seminars which were well attended by lecturers and students from across the Faculties. Key to the professional development of staff was the introduction of workshops focusing on blended

learning approaches, digital literacies, writing for peer reviewed journals as well as postgraduate supervision. The evaluation services for student and course feedback were significantly improved and a thorough study was done on historical data to establish the best question pool to be used for a revised evaluation questionnaire. An Evaluation of Teaching and Courses policy and guidelines have been developed and circulated to faculties for comment. Significant progress has been made in the development of a tool to measure teaching more effectively.

Several visits from professional bodies took place during 2016. The SA Institute for Chartered Accountants (SAICA) reaffirmed the accreditation of the Accountancy programmes at Wits. The CHE reviewed the LLB programmes which received the necessary accreditation. The CHE also paid an institutional visit to Wits to review the progress made on the Quality Enhancement Project (QEP), and the report was complimentary in all areas. Recommendations were made to share best practices at Wits with the rest of the university sector.

5.2.1.2 Research Output and Research Profile

The implementation of the University's research plan also continued apace in 2016 and this yielded significant results. At the time of writing all early indicators point to another outstanding year for research productivity at Wits with 1 590 research units collected and verified thus far, whereas at the same time in 2015 only 838 units had been verified. The performance target for 2016 is 1 590 units which is expected to exceed. Furthermore, using the Web of Science (previously called the ISI) scholarly publication and citation database, Wits affiliated authors have published 2 495 articles in 2016 which is well above the 1 935 published in 2015 (and 1 783 published in 2014).

Productivity is important, but arguably more so is the quality of the published research. Wits announced 21 major findings in 2016 that generated over R16 million worth of advertising equivalent value. The list is too long to detail here but the finds vary from the properties of twisted light, through origins of mammal hair to the realisation that South African's with HIV- related pain are surprisingly active. It is also pleasing to report that Wits authors have published 35 highly cited papers and five so called 'hot' papers, respectively in 2016. Highly cited papers have received enough citations to place them in the top 1% of their academic fields in the world, and the 'hot' papers are in the top 0.1% in the world. Finally, Wits has reached the 400 mark with respect to NRF rated scholars. Of these, 28 were rated as leading international scholars (A-ratings). The 2016 submission for new ratings to be awarded in 2017 included 43 applications for new ratings, nine of which are for new A-ratings.

Healthy progress is also being made in increasing the number of staff with PhDs. In 2016, this number increased from 800 to 868. This includes staff who were on staff development programmes, as well as newly appointed staff. An increase in the number of staff with PhDs increases the teaching expertise and supervisory capacity within the University, enabling Wits to enroll more postgraduate students and offer more diverse academic programmes.

5.2.1.3 Technology and Infrastructure

The implementation of the plan to overhaul the University's ICT systems continued with the commencement of the network rollout in 2016. Following Council and Ministerial support for the network, three funding sources were identified, loan agreements concluded, and a supplier contract was signed. A project manager was appointed in 2016 and will commence work in January 2017. The implementation of the project is due to be completed in February 2018. In addition, an energy task team has been established to investigate possible savings on electricity usage. To date, the team has undertaken energy projects that have resulted in savings to the value of R6.8 million. The team's activities will be continued and expanded in 2017.

In response to the calls to end outsourcing, the Wits Council approved the establishment of an Insourcing Task Team comprising workers, students, academic staff, management, and Council members. After months of robust debate, a policy was finalised, proposed to Council and agreed

in June 2016. A management implementation task team was appointed to renegotiate existing contracts, and set up the HR systems and induction and training programmes for the new Wits employees. Insourcing at the University is due to commence at the beginning of 2017. Other previously outsourced groups of workers will join the University as employees during the course of 2017. Services to be insourced are cleaning, catering, security, transport, waste, grounds and landscaping. This amounts to approximately 1 530 workers.

5.2.1.4 Finance (Stability)

The University has continued efforts to raise additional income and make difficult decisions on expenditure to ensure financial stability over the long term.

At the end of 2016, a break-even result was reported from operations for the Council controlled budget. The result was better than expected largely due to R64 million received from the Wits Foundation for the ICT network project that was delayed and will now start in 2017. Residences showed a surplus largely due to the postponement of long-term maintenance and infrastructure projects as a result of uncertainty around fee income. The 2016 result was largely driven by an austerity programme across the University that was introduced at budget planning for 2016. The Council approved budget for 2017 contains a total deficit of R56 million. This budget includes insourcing costs as well as implementation costs for the overhaul of the ICT network. A matter of concern is growing student debt with the balance of student debt more than doubling. The total student debt outstanding at 31 December 2016 amounted to R405 million compared to R192 million at 31 December 2015. There are a number of drivers that have contributed to this and the situation will be managed very closely.

The Development and Fundraising Office exceeded the annual target for the third year in a row, raising about R102 million in additional funding from new donors. Relationships with the offshore offices in the US and the UK were significantly strengthened. Donor income into the University exceeded the annual target for the third year in a row with R129 million in additional funding received from new donors and existing donors supporting new projects. Total donor income into Wits to support research, teaching and community outreach initiatives peaked at R279 million.

In addition, a new property investment vehicle which is organized around 300 hectares of land that is owned by the University has been established and is likely to generate significant annuity income in the years ahead. The property, Frankenwald, was mired in a legal entanglement which was resolved in 2016. Following the withdrawal of the legal objections to the development of the property, a call for Expressions of Interests went out and four submissions were received. Wits is now also engaging with the City and the Province for an outright sale. Decisions in this regard will be finalized in 2017 and any annuity income will be dedicated to student scholarships to enable access for talented students, including those from poor and marginalized communities.

5.2.1.5 Transformation

Transformation remains an imperative for the University and several strides were made in this area

Transformation remains an imperative for the University and several strides were made in this area in the last year. The University is making inroads in achieving equity and increasing the number of academics in its demographics. So far, 45% of Wits academics are Black, with 5% Coloured and 31% Black Associate Professors (18%) and Professors (13%). A budget of R45 million to diversify the academy was earmarked for making new appointments and allocating grants to enable African and Coloured staff to apply for promotion to the professoriate. By the end of 2016, 19 appointments were made to diversify the academy and 37 enabling grants were awarded to academics across the five faculties. The implementation of this strategy has been successful and its completion in the near future is highly anticipated.

The Institutional Naming Committee was expanded to include representatives from all stakeholders in the University, including students, in line with the University's revised Naming Policy. A call for

proposals was issued for the renaming of the University's places and spaces and several submissions were made. The Committee unanimously agreed to rename Central Block after Robert Sobukwe and Senate House after Solomon Mahlangu. These recommendations were since ratified by Council. A second call for proposals to rename buildings and spaces at Wits has since been made, with a focus on naming after symbolic events and/or evocative descriptions of a particular place, and naming after women who have played key roles in academia.

Curriculum reform is an ongoing process. Numerous new programmes were approved by the Academic Planning and Development Committee (APDC) and Senate in 2016. Four new programmes in Education were approved by the DHET and accredited by the CHE. These will be implemented in 2017 and 2018 following SAQA registration. A further four new programmes across various disciplines were submitted to the DHET and are at various stages of the approval process. A number of amendments to existing programmes were approved by the APDC and Senate. However, the major curriculum developments were done as part of the realignment to the new HEQSF. All University programmes were aligned to the new HEQSF framework, and several qualifications were resubmitted for further accreditation due to the credit value exceeding the normal 360 credit rule of the HEQSF. These programmes were mainly in the professional degree environment where the professional bodies require a higher credit value for professional accreditation. Deans gave comprehensive reports to the Transformation Steering Committee and the University Forum on the progress that has been made in establishing structures to address curriculum transformation. They reported that the Faculties have Teaching and Learning Committees (or Undergraduate Committees) which work together with the Faculty Transformation Committees. In some cases (Health Sciences and Humanities) there are ongoing workshops to address curriculum transformation. In addition, the CLTD arranged a *lekgotla* for staff around Understanding Curriculum Transformation.

The 2015 and 2016 nationwide student fee protests have resulted in a fracturing of the University community, which has had a significant impact on institutional culture at Wits. To mitigate some of the effects of the protests, the Transformation and Employment Equity Office rolled out a dialogue series to provide a platform for members of the University community to discuss pertinent issues in a safe environment. Topics covered included Eradicating racism, Decolonisation and Transformation; The intersectionality of queerness, race and gender; and The Politics of Intersectionality and Intersectionality in Allyship. The sessions were well attended, robust and went some way towards developing an inclusive and empowering culture at the University. In addition, focus group sessions are being extended to discuss the results of climate surveys that were conducted and a mediation process is being formalised as a preferred dispute mechanism to address issues. Furthermore, the anti-discrimination policy is being revised so that it adequately addresses issues of racism, and all conceivable forms of oppression that may be experienced.

5.2.1.6 Transformation of Student Life

The Division of Student Affairs provides a wide range of non-academic support for students as well as co-curricular developmental opportunities to enrich the education of all students and to complement the University's academic project by means of the promotion of learning through out-of-class experiences (co-curricular learning). The Division aims to enhance students' wellbeing and overall performances by providing supportive programmes and learning environments through, *inter alia*:

- Academic support that complements tutorial and support programmes of academic departments.
- A structured First Year Experience programme that equips new undergraduates with a range of academic-related and psycho-social tools to integrate them within the University with the support of peers and skilled professionals.

- Life skills programmes.
- Professional support for those experiencing emotional and psychological stress.
- Health education and medical support.
- The promotion of physical fitness, wellbeing and teamwork through social and competitive sport
- Opportunities for constructive social engagement and volunteerism; and
- The many and varied aspects of residence life.

The Campus Health and Wellness Centre provides primary health care and emergency support for students and the general Wits community, and is well regarded as an essential service with a strong focus on prevention and health education. The Centre plays a particularly important role in the lives of residence students and day students who are not living at home. The Centre collaborates with the Career and Counselling Development Unit (CCDU) and Faculties in educational programmes and healthcare promotion that include several reproductive health and related projects (including the HEAIDS programme of the DHET and the work of the Wits Reproductive Health Institute), presentations by Drama for Life, NICD, Right to Care and the AIDS Foundation. Among the Centre's many other focus areas are vaccination and educational campaigns on tuberculosis, hepatitis B and MMR.

The CCDU provides supportive and empowering programmes aimed at enhancing holistic wellness, academic success and retention through professional counselling, mental health advocacy, psycho-educative programmes, social work interventions and other student-centered initiatives. During 2016 there was a noticeable escalation in requests for counselling for a range of issues, including self-harming behaviour, suicidality, stress, anxiety, depression and bereavement - a trend which has been experienced at several other South African universities in recent years. The need for counselling support increased substantially during the 2015 and 2016 #FeesMustFall protests, and the numbers and range of requests by traumatized students for debriefing, counselling and other interventions in October and November 2016 were unprecedented. In dealing with the increasing demands across the year, CCDU partnered and worked collaboratively with other departments within and outside Student Affairs and the University. In addition, the Unit participated in collaborative and co-curricular programmes and projects with academic and support service stakeholders in a wide range of offerings for students, while continuing to provide life coaching for students in areas such as motivation, goal setting and time management. Career education and career counselling were provided to a wide range of current and prospective students.

The Development and Leadership Unit (DLU) prides itself in the variety of programmes that it implements to provide students with co-curricular and leadership development opportunities that meet their needs for professional and personal development. Flagship projects available to all students include the following:

- Achieving Complete Excellence (ACE), which involves personal and professional development modules covering topics such as communication, time management, project management, money matters, lifestyle matters and pursuing excellence within the University and in the world of employment or in establishing one's own business.
- Student Employment Experience Development (SEED) which focuses on providing students with basic business training through workshops and guest speaker presentations, covering topics such as maximizing your talents, personal branding, business etiquette, interviewing skills, forex trading and social media.
- A Winter Leadership Camp for students who have displayed leadership potential, bringing students together for an intensive personal leadership development programme covering project management, community engagement, personal mastery and outdoor experiential learning that enhances group dynamics, conflict resolution, team building, problem solving.

The DLU also provides structured training programmes for student leadership bodies such as the SRC, School Councils and the All Residence Council.

The Student Governance Office provides administrative support and guidance to student leaders and leadership structures to ensure that statutory and voluntary governance principles, protocols and systems undergird student governance, student leadership, democratic participation and the student voice within the University. The events of the past year resulted in more intensive service requirements than usual. Protest action related to the #FeesMustFall movement culminated in heightened political consciousness and activism among various cohorts of students. In recent years academic school council elections have become highly contested across the board, as membership of such a body is used as a stepping stone by some who aspire to become members of the Students' Representative Council. Unfortunately certain candidates who lost in the SRC elections in 2016 challenged the results, placing considerable pressure on the Student Governance Office. One of the key accomplishments of the Student Governance Office has been its committed support to more than 300 on-campus organisations, ranging from academic-related to political, religious and general interest societies, demonstrating the diversity and vibrancy of student life on campus.

The Wits Citizenship and Community Outreach (WCCO) programmes ensure that community engagement through volunteerism meets a key objective of higher education, to “promote and develop social responsibility and awareness amongst students of the role of higher education in social and economic development through community service programmes.” Volunteering is an important part of student leadership at Wits and has both personal and professional development benefits for participants. 2016 saw substantial growth in volunteerism among Wits students involving individual and group initiatives in which students engaged in a wide range of community activities in addition to service learning initiatives. Apart from the many community outreach projects, the WCCO organizes the Global Citizens for Social Justice Programme, a series of discussions and debates which help students to broaden their knowledge of issues relating to global citizenship and social justice that go beyond the immediate requirements of their degrees. Given the recent growing crisis in student funding, one of the most significant community engagement projects of the WCCO is the Wits Food Programme, now recognized as a significant institutional response to food insecurity among Wits students. This includes:

- The Wits Food Bank, which distributes donated non-perishable food and essential non-food items to students.
- The Wits Food Garden in which students grow fresh produce to supplement the non-perishable food from the Food Bank.
- The Masidleni Daily Meal project which provides one meal per day to individual students, largely funded by Gift of the Givers.

An imperative for any university is ensuring that students are not only cognitively vibrant, but that their affective domain and fitness are at optimum levels in order to support their holistic development. Sport ensures that students are not only active in the classroom, but their health and fitness levels are enhanced. In addition to wide-ranging internal leagues and social sporting activities, Wits Sport supports several high performance sporting codes, and the improving performances of the University's senior teams relative to institutions that have traditionally dominated the national student sporting scene bears testimony to the success of recent development efforts, in spite of financial constraints and our relatively limited sporting facilities. Transformation has been a key focus of Wits Sport in recent years, and 79% of coaches in 2016 were black. In addition, the Wits Sports Bursary Transformation Trust was launched, with the intention that from 2018 selected black student athletes will receive full bursaries, and the traditional partial bursaries and scholarships available to the University's upper echelons will be greatly improved. An exciting development has been a recent request from University Sport South Africa (USSA) for Wits to host the lion's share of inland inter-

varsity tournaments for the foreseeable future, this based upon the success of tournaments hosted by Wits in recent years and the quality of its sports facilities, residences, catering and campus health services.

The Division of Campus Housing and Residence Life provides each resident student with a stable and nurturing learning environment and a home away from home. The success of the high levels of supervision and support in the University's residences is evident in the high academic success rate of residence students, hence the University's commitment to increasing junior undergraduate numbers substantially by 2020. For 2016 the demand for campus accommodation greatly exceeded the University's residence capacity, there being 23 557 applications for the 5 969 beds in the 17 residences. Fortunately, there are numerous private residences near the University, but convenience and quality of facilities and services make the Wits residences the destinations of first choice for many of the University's younger students. It is notable that Wits is the only university whose residences are star graded by the Tourism Grading Council of South Africa. The conversion of Campus Lodge into married quarters for senior postgraduate and postdoctoral fellows was completed in early 2016. At the end of 2016, as part of the University's strategic plan, Parktown Village and Esselen Street Residence were closed in order that the buildings could be used for other purposes, and leases were therefore negotiated on two somewhat larger commercially-owned residences near the Main Campus. These initiatives have not only increased the University's footprint in Braamfontein, but have also increased overall residence capacity. Planning for major extensions to David Webster Hall and Barnato Hall (both on the West Campus) was completed some years ago, and construction work on an additional 113-bed wing in David Webster Hall commenced in December 2016, and will be followed by the Barnato extensions in late 2017 and extensions to several junior undergraduate residences in 2018. There is a strong emphasis on Residence Life at Wits. This involves residence-based academic support (including compulsory weekly tutorials for all first-year undergraduates), holistic student development, leadership development, extensive inter-residence sporting programmes and a wide range of recreational activities. Inter-residence events include debating championships, sports leagues and an annual sports festival, the chess challenge and the very popular All Residence Talent Show – all organized by the elected students of the All Residence Council, assisted by professional staff.

The International Students Office was also very active in 2016, co-hosting a number of events with Student Affairs, including the following:

- Orientation to Wits University.
- Induction of Braamfontein (walking tour).
- Communication Skills and Networking.

In addition, the Office facilitated a tour of Johannesburg (Red Bus Tour) and held an Immigration Workshop which provided an excellent platform for students to voice their challenges. From 2017, this workshop will be held twice a year. A Study Abroad workshop was also held in 2016, for both local and international students. A pre-arrival handbook is currently being developed for new inbound students. The Office also participated in a meeting with the Dean of Students, Deputy Registrar and students to discuss the establishment of an International Students Council.

With regard to the urban space around the University, in 2016 the focus on restructuring this space continued, with the Wits Braamfontein Revitalization Project. Plans for Braamfontein are currently under review with a particular focus on the Tshimologong precinct. Discussions are also underway with public and private partners to expand the stock of student residences available to the University in Braamfontein.

5.2.1.7 Operational Efficiency and Effectiveness

Ongoing efforts to improve academic excellence and the Wits experience is one of the University's strategic priorities. The University has committed itself to ensuring that administrative systems and processes are positioned to provide effective and efficient services to students in person and electronically. To this end, the University determined that there should be qualitative measurement of improvement in positive responses from students, parents and staff via:

- Email – #askwits service hotline.
- Call centre – monitoring responses to calls.
- 'Customer service' feedback devices based in offices which represent a broad range of services to students (Student Enrolment Centre, Fees Office, Financial Aid and Scholarships Office, International Students Office and selected Faculty Offices).

The responses received via these platforms reflected the following outcomes:

- April-June: 65% compliments, 17% complaints and 18% suggestions.
- July-September: 70% compliments, 21% complaints and 9% suggestions (80% of responses regarding the call centre were positive and complimentary).
- October-November: 67% compliments, 15% complaints and 18% suggestions.

The functionality which allows for email responses via #askwits has been operational since 2015 and is being used increasingly. For the period January-December 2016, reports reflect a 77.8% satisfaction score.

The Financial Aid and Scholarship Office initiated a review of processes during 2016 with the aim of improving service and student experience. In addition to processes, staffing structure, as well as roles and responsibilities, were reviewed and a revised structure was approved by the Senior Executive Team. The ongoing benefits of the review will be realised during 2017 as the improved processes are implemented.

Finally, service level agreements have been concluded between central Finance and the Faculties. Implementation is to take place in 2017.

5.3 HUMAN RESOURCES AND TRANSFORMATION MANAGEMENT INITIATIVES

5.3.1 Adequacy of staffing levels, particularly in critical areas

The following key definitions are used to describe the adequacy of staffing levels in critical areas at the University: Scarce skill, as a concept, refers to an absolute or relative demand for skilled people to fill particular roles/professions or occupations in the labour market. Critical skills refers to the demand for an element of the practical, foundational or reflexive competence that allows for specialisation within roles/professions or occupations and includes specific “top-up” skills. Particular specialisation “top-up” skills for roles/professions or occupations “top-up” might have arisen because of changing technology or new forms of work organisation.

As illustrated in in Annexure A, the University found it difficult to fill academic positions in the faculties of Health Sciences, and Engineering and the Built Environment, given the “skills demand” in their particular subject areas. Potential incumbents who have the necessary knowledge and skills are quickly snatched up by industry given that the private sector has the ability to offer far more lucrative salary packages. Coupled with these real issues, the University also had the added challenge of trying to attract young academics (under the age of 40 years) rather than relying on an aging staff demographic – particularly in the areas of “scarce skills”. In these areas, it is difficult to find individuals who would be prepared to work at a University – given perceived/real notions of salary limitations, as well as academia’s requirements that staff members pursue a PhD qualification. Many of the prospective skilled individuals opt to pursue their careers in the private sector with the commensurate financial rewards, rather than joining a University with its key focus being on research and teaching the next generation of graduates, whilst being expected to attain doctoral level qualifications.

The University is currently embarking on a Talent Management Strategy, which should contribute towards the inclusion of a variety of incentives so that vacancies become more attractive to highly skilled individuals. These two strategies should complement one another to make the pursuit of academic careers more attractive to talented individuals – in general, but also with particular reference to the scarce skill subject areas.

About critical skills, the following emerged as the priority training requirements in the 2016-2017 skills assessment:

- Leadership/Managerial Skills
- Project Management Skills
- Diversity Management Skills
- Research Supervision Skills
- Teaching and Research Skills
- e-Learning Skills
- Occupational Health & Safety Skills
- Fundraising Skills
- Employment Relations Skills (ER/IR)
- Conflict Resolution Skills
- Service Excellence Skills
- Financial Management

Within the constraints of the available training budget, many of these Critical Skills needs are being addressed through the rollout of staff training and development programs (as offered by CLTD and HRDU) in 2016-17.

5.4 STRATEGY AND STRATEGIC ACHIEVEMENTS - INSTITUTIONAL POSITIONING AND STRATEGIC PLANNING INITIATIVES

Objective and critical areas of performance for strategic planning initiatives included laying a solid foundation for the Wits 2022 Strategic Framework. To achieve this goal there was close monitoring of University performance against set targets and a special focus on the University's rankings.

The University improved its rankings on international ranking systems as follows:

World University Rankings (WUR)		2012	2013	2014	2015	2016
THE (Times Higher Education)	THE World University Rankings	226 – 250	226 – 250	251 – 275	201 – 250	201 – 250
	THE World University Rankings [in South Africa]	2	2	2	2	2
	THE World University Rankings [in Africa]	2	2	2	2	2
	THE BRICS & Emerging Economies Rankings	-		15	14	6
	THE Alma Mater Index: Global Executives Rankings 2013	Wits is positioned 24 th among the world top 100 universities from which Fortune 500 CEOs graduated				
QS (Quacquarelli Symonds)	QS World University Rankings	363	313	318	331	359
	QS World University Rankings [in South Africa]	2	2	2	3	2
	QS World University Rankings [in Africa]	2	2	2	3	2
	QS University Rankings: BRICS	-	31	31	28	26
	QS World University Rankings by Subject	-	Ranked in 8 out of 30 Subjects	Ranked in 9 out of 30 Subjects	Ranked in 11 out of 36 Subjects. Top 20 for 1 Subject: Development Studies	Ranked in 17 out of 42 Subjects. Top 20 for 1 Subject: Development Studies
ARWU (Academic Ranking of World Universities) [Shanghai Ranking]	Academic Ranking of World Universities (Shanghai Ranking)	301 – 400	301 – 400	201 – 300	201 – 300	201 – 300
	Academic Ranking of World Universities [in South Africa]	2	2	1 – 2	1 – 2	1 – 2
	Academic Ranking of World Universities [in Africa]	2	2	1 – 2	1 – 2	1 – 2
CWUR (Center for World University Rankings)	Center for World University Rankings (based in Saudi Arabia)	-		114	149	176
	Center for World University Rankings [in South Africa]	-		1	1	1
	Center for World University Rankings [in Africa]	-		1	1	1

Table 5.4 Strategic Achievements

- Faculty Profiles were completed for all five faculties of the University. Faculty profiles provide an analysis of faculty performance against set university targets in key areas of the University strategy.
- The University developed a platform for student biographic data in line with the goals of the Kresge Foundation Siyaphumelela project.
- The University produced a Students Background Information Report for Council on where students come from and what their needs are.

5.5 INSTITUTIONAL TRANSFORMATION AND WORKPLACE EQUITY

Strategic Plan

Wits has developed a Strategic Plan to accelerate Transformation and ensure an inclusive and competitive institution.

Following engagements with a range of stakeholders across the University in April and May 2015, the Vice-Chancellor's Statement on Transformation was developed and circulated. After taking into account responses to the Vice Chancellor's Statement, an Executive Statement and Strategic Plan was developed and approved by both Senate and Council.

The Executive Statement and Strategic Plan identifies eight key areas that Wits needs to address. It also identifies an executive who will be responsible for driving each area in the coming months:

- Diversifying the Academy – Professor Tawana Kupe
- Curriculum Reform – Professor Andrew Crouch
- Student Admissions – Professor Andrew Crouch, in conjunction with the relevant Executive Dean
- Promoting a Diverse and Cosmopolitan Residence Life Experience – Professor Tawana Kupe
- Institutional Culture – Professor Tawana Kupe
- Institutional Naming – Professor Tawana Kupe
- Language Policy – Professor Andrew Crouch
- Insourcing of all Outsourced Activities – Professor Adam Habib

To accelerate transformation the University has dedicated R45 million to the Diversifying the Academy Programme of which R35 million was allocated to attract new South African African and Coloured scholars and R10 million was set aside as enabling grants for scholars in the same demographic group who are already part of the Wits academy. The grants will enable these colleagues to work towards achieving the required criteria for promotion to the Associate Professor and full Professor ranks.

PROGRESS ACHIEVED ON THE TRANSFORMATION PRIORITIES IN 2016

Diversifying The Academy

To date, 27 appointments have been made to diversify the academy. In addition, 37 enabling grants totalling R6 million have been awarded to academics across the five faculties. The implementation of this strategy has been successful and we look forward towards completing it in the near future.

Curriculum Reform

This component of the transformation plan has filtered through the University and Deans and Heads of Schools have reported progress to the Transformation Implementation Committee.

The Faculty of Health Sciences has held several workshops with outcomes that are currently being implemented.

The Faculty of Engineering and the Built Environment is addressing transformation in innovative ways through the introduction of additional classes, cross-disciplinary programmes, an internship year and short courses. The Faculty is also piloting a mechanism for students to immediately repeat failed courses and a programme with WitsPlus to allow working students to complete their Honours degrees part-time.

A substantial engagement was hosted by the Faculty of Humanities earlier in the year. The discussions will continue within schools and departments. A detailed report has been produced by the Faculty with a list of programmes that will be implemented in each School. The Faculty has also undertaken a substantial survey to better understand its first year students.

All schools in the Faculty of Commerce, Law and Management are engaged in discussions and revisions of the curriculum. For example, the new MBA programme in the Wits Business School significantly integrates local business challenges. The School of Economic and Business Sciences is working with other South African and African universities to develop an African-focused economics curriculum.

All staff and students are encouraged to work within their respective schools and disciplines to continuously assess and address the substantive content of all curricula to ensure that our academic programmes are transformative, innovative, relevant and appropriate, and that they speak to the national and continental issues and priorities.

Language Policy

The University's Language Policy has been approved by Senate and Council and the executive team is developing a plan to resource its implementation. All official University letterheads are also being revised to reflect information in three languages – English, isiZulu and Sesotho.

Institutional Naming

The Institutional Naming Committee has been expanded to include representatives from all stakeholders in the University, including students. The University's Naming Policy has been revised and was approved by Senate and Council late last year. Three meetings of the new Committee have already taken place. The first and third were ordinary meetings, whilst the second was a special sitting to review proposals that were made in 2015 to rename buildings at Wits. However, as the policy was under review last year, the meeting was held over to 2016.

A call for proposals was issued for the renaming of the University's places and spaces and the Committee considered a number of proposals that were put forward. These included submissions to rename a building after Robert Sobukwe as well as a proposal to rename a building or space from names that celebrate, commemorate or are symbolic of struggles for gender equality or achievements. The Committee will apply its mind to these proposals at its next meeting. Several submissions to rename Senate House were also reviewed and the Naming Committee unanimously agreed that Senate House should be renamed Solomon Mahlangu House. Following consultation with various stakeholders, these recommendations were ratified by Council in 2016. A second call for proposals to rename buildings and spaces at Wits will be made in 2017, with a focus on naming after symbolic events and/or evocative descriptions of a particular place, and naming after women who have played key roles in academia.

Insourcing

The Insourcing Task Team (ITT), made up of representatives of workers, management, students and academics, holds regular meetings and is making significant progress.

Institutional Culture

As part of transforming the institution, the Transformation and Employment Equity Office (TEEO) has rolled out four dialogue sessions to give the University community a platform to discuss pertinent issues and critically engage in a safe environment.

Topics covered so far are Eradicating racism, Decolonisation and Transformation, The intersectionality of queerness, race and gender, and The Politics of Intersectionality and Intrasectonality in Allyship. Most of the sessions were well attended and the University community enjoyed them. Videos of the sessions will be available online for viewing by early 2017. The TEEO will continue to hold these robust discussions to find solutions that will facilitate and influence an inclusive and empowering culture in the University.

The TEEO is in the advanced stage of rolling out the Focus Group sessions in order to facilitate discussions around the themes that emanated from the climate surveys. The rollout of these sessions is planned for 2017. The University community will be notified once the preparations have been concluded. The TEEO will formalise the mediation process and procedure as a preferred dispute mechanism on issues of conflict. The information on mediation is currently being uploaded to the TEEO website and will be ready to go live in early 2017. Furthermore, the TEEO is in the process of enhancing and strengthening the anti-discrimination policy so that it reflects the procedure and process on addressing issues of racism, and all forms of oppression that might be experienced as a crime against humanity.

An advisory committee will be formed to address issues raised and to decide on a proper sanction based on the misconduct. Once the policy has been enhanced, it will be circulated to the relevant structures for approval before its implemented.

The TEEO's website is currently being revamped and will be available to the University community in early 2017.

Promoting a Diverse and Cosmopolitan Residence E Life Experience

Two task teams were established last year to promote diversity in residences. The first was to explore the existing criteria for admission into residences and to make recommendations in this regard. This has been undertaken and new criteria are being drafted which will be circulated to stakeholders in the University community for comment.

The second team was jointly managed by the Transformation Office, the Student Affairs Division and the Gender Equity Office. The team was tasked with exploring the experiences of current students in residences. This is an ongoing process. The team, which consists of members from the Transformation Office, the Office of Student Affairs, the Gender Equity Office and Drama for Life are working on trans-divisional interventions to address some of the issues that emerged from the residence inquiry and a programme in this regard is underway.

Access To Higher Education

Most constituencies in the University agree that free, fully funded, quality, decolonised higher education is possible and the University is committed to finding effective measures to achieve this goal. A draft pledge was adopted by most constituencies in October 2016.

Wits also made a submission to the Commission of Inquiry into Higher Education Funding established by the President last year. Wits' submission was made by Professor Hlonipha Mokoena from the Wits Institute for Social and Economic Research, who chaired a panel that consulted with various Wits constituencies. The funding of students is not separate from the type of universities or higher education system desired and specifically what kind of university Wits should be. In discussing the funding of students and universities, the larger and necessary question of a vision for the system and all institutions therein will inevitably be addressed.

5.5.1 Transformation Governance

Two committees have been formed to ensure accelerated implementation, policy development and oversight. The first is the Transformation Implementation Committee which will meet on a monthly basis and be chaired by the Vice-Chancellor and Principal, Professor Adam Habib. It will include the five Executive Deans, three Deputy Vice-Chancellors, the Head of the Transformation Office and two academic staff members. This Committee will oversee the appointment of African and Coloured South African staff. It will also disburse grants to existing African and Coloured staff to support the creation of an enabling environment for their achievement of the criteria that are required for promotion to the professoriate. The Committee will also assume responsibility for the Vice-Chancellor's Equity Fund that is targeted at the appointment of staff from all designated groups. It will have oversight over the implementation of all eight programmes identified in the Executive Statement and Strategic Plan.

The second Committee is an expanded Transformation Steering Committee to be chaired by Professor Tawana Kupe, the Deputy Vice-Chancellor: Advancement, HR and Transformation. This Committee will review and advise on Transformation policies and have general oversight of Transformation matters at the University. It will have representation from all key University constituencies.

5.5.2 Sexual Orientation and Gender Identity Advocacy programmes (SOGI)

Safe Zones@Wits is a programme which was piloted at Wits in 2011. It is based on the premise that people who are allies change heterosexist and cissexist spaces such as those found in higher education for the better by providing solidarity and support to those affected by prejudice on the basis of sexual orientation and gender identity. It comprises of training such allies in understanding and giving very basic counselling support to LGBTIAQ+ persons at Wits and beyond (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Queer and other sexual orientations and gender identities). It also comprises advocacy such as public lectures and seminars. At the time of this report, Wits University had trained 122 allies.

Varsity Pride is in its eight year and explores new grounds beyond Wits borders, in partnership with University of Johannesburg LGBTIAQ+ student society UJ Liberati and trans* support group Ctrl Alt Gender. The Varsity Pride project was initiated in 2008 by the student society Activate Wits and has received institutional support from Wits from 2010 onward. The project was formed as a means to raise awareness of and show solidarity with members of the Wits community and beyond who identify as LGBTIAQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Queer and other sexual orientations and gender identities). It is housed in the Wits Transformation and Employment Equity Office under the Sexual Orientation and Gender Identity Advocacy programmes. The project has grown from an annual march and social event to a two week event that has historically included sporting matches, art exhibitions, drama interventions, public dialogues, workshops, information tents and other items. The core aim of the project remains central to the context: to educate and maintain an inclusive campus that celebrates people who identify as gender variant or beyond heterosexual orientations.

It was unfortunately not possible to host the Varsity Pride Parade this year due to the student protests. However, the SOGI Portfolio of the Transformation and Employment Equity Office was able to continue with its Safe Zones @Wits Ally Training, which included the expansion of the training to the University of the Free State, with 51 allies trained. Further engagements with the University community also included active participation in Orientation Week.

Significant progress was made regarding the conversion of campus toilets to gender neutral toilets. Following two years of engagement with University stakeholders, the implementation plan specific to the gender neutral toilets (28 in total) across campuses was approved. Toilets will be converted to gender neutral facilities with the relevant signage. Recommendations going forward include the necessity to add a gender neutral toilet to Wits Business School campus.

5.5.3 Photographic Competition

This initiative began in 2008 as an institutional culture programme funded by Carnegie, and has since been an annual event on the university calendar. The competition recognises that transformation can be difficult to speak about and calls on students to ‘voice’ their views using photography to show what they feel is relevant in conversations about transformation – factoring in both the positive and negative aspects. These images are judged by an external panel and the results announced at the opening of an exhibition. This initiative has consistently proven to be highly popular amongst students and especially effective in terms of encouraging the students to reflect on their own conceptualisations of transformation and diversity. It was therefore highly disappointing that it could not take place this year due to a lack of funding. The Transformation and Employment Equity Office has every intention of securing the necessary funding so that the initiative is able to continue in 2017.

Wits Transformation Plan and Charter

The process of developing the University’s fourth Employment Equity (EE) plan (2015 – 2019) was finalised in 2014 with all Faculties and administrative divisions submitting their respective EE plans to the T&EE Office for consolidation into the University’s EE plan. The draft EE plan was duly presented to the appropriate structures of the University for consultation and adoption. The University’s EE plan was approved by Council in April 2015.

The Wits Employment Equity policy was reviewed in 2014 in line with best practice and the amended provisions of the Employment Equity Act. A number of consultative meetings were held across the various campuses and the draft policy was taken through the appropriate structures for deliberations and adoption. The revised Wits Employment Equity policy was approved by Council in April 2015. Furthermore the new amendments to the Employment Equity Act highlighted the need to align the occupational categories to the unique structure of the University and this was approved by SET on the 5 of April 2016.

5.5.4 Social Justice Policies and Programmes

The Anti-Discrimination policy was approved by Council on 17 April 2015. It is clear that the interventions undertaken in 2016 address the need for, and importance of this policy:

- The Wits Sports Inquiry has been initiated, conducted and completed
- The inquiry/investigation into the Wits School of Occupational Therapy has been initiated, conducted and completed
- The training of Wits Mediators took place on 5 to 7 April and 13 and 16 May 2016.
- A Transformation Seminar was hosted in April
- Four dialogue sessions were hosted throughout the course of the year and were received positively.
- On 14 June 2016, this office attended a Transformation Managers Forum (TMF) Workshop in Cape Town. The workshop was about the Operationalisation of the Transformation Barometer for the Transformation Strategic Group’s (TSG) consideration. The workshop was hosted by the Western Cape TMF Chapter.
- Following the TSG meeting dated 20 June 2016, the TSG has endorsed a decision to hold a national workshop on the transformation indicators.

5.5.5 Disability Rights Unit

The University is committed to the promotion of equal opportunity for all persons and strongly supports the rights of people with disabilities to be involved in higher education both as employees

and students. The University fosters and encourage amongst its staff and students positive and unprejudiced attitudes towards people with disabilities and shall make provisions, in so far as resources reasonably permit, for any service needed by and for people with disabilities.

The Disability Rights Unit (DRU) falls within the Registrar's Division and provide various levels of specialised support for students and staff with a disability at the University. DRU endeavours to make the learning and working environment a rich and rewarding one and continually strives to ensure that all persons with disabilities have equal access in order to participate freely and actively in all facets of university life. DU supports all types of disabilities including: visual, physical, hearing, speech, psychological, learning (e.g. dyslexia), Attention Deficit/ Hyperactivity Disorder (ADHD), chronic illnesses, and temporary disabilities.

Summary table of Social Justice Policies

Name of Policy	Status	Consultation	Progress	Way Forward
HIV&AIDS	Review process is complete	Yes: Extensive (workshops, online)	Tabled to HRC, UF, Senate and approved by Council	Approved Advocacy and training
Anti-Discrimination	Review process is complete	Yes: Extensive (review, public workshops, online)	Tabled to JWG, HRC, UF and Senate	Approved in April 2015
Employment Equity	Review process is complete	Yes: Extensive (review, public workshops, online)	Tabled to JWG, HRC, UF and Senate	Approved in April 2015
Language	Under review	In progress	Tabled to VCO, Academic Committee, TSC	TSC, Public consultation, online, JWG, UF, Senate and Council. Expected approval end 2015

Table 5.5.5 Demographic profile of staff

5.6 THE EXTENT TO WHICH EQUITY TARGETS IN THE WORKPLACE HAVE BEEN REALISED: WITS EMPLOYMENT EQUITY PLAN

The University has complied with its statutory obligation of submitting an Employment Equity Report to the Department of Labour via online facility in December 2015. The performance of the University in relation to the Employment Equity Plan in 2016 was as follows:

Demographic Profile of all staff

Population	2010	2016	2016 Target
African	38%	43%	43%
Coloured	5%	7%	8%
Indian	10%	10%	10%
White	35%	28%	27%
International	12%	13%	12%
Total	100%	100%	100%

Table 5.6.1 Demographic profile of staff

Academic staff demographic profile

Population	2010	2016	2016 Target
African	10%	15%	17%
Coloured	3%	4%	5%
Indian	9%	10%	9%
White	55%	46%	46%
International	24%	25%	23%
Total	100%	100%	100%

Table 5.6.2 Academic profile of staff

Student Demographics

The student profile for 2015 is as follows:

Gender	Number
Male	20 229
Female	16 693
Other	1
Total	36 923
Race	Number
Black African	23 200
Coloured	193
Indian	1 517
Chinese	4 699
White	7 311

Table 5.6.3 Student profile

The new Strategic Plan to accelerate transformation to ensure diversity and an inclusive institutional culture has been a turning point in the transformation agenda of the university. This strategy will really assist in changing the demographics of the university and the lived experiences of the university community and the initial impact thereof is anticipated to be experienced in 2017.

5.7 QUALITY OF INFORMATION AVAILABLE TO MANAGEMENT AND THE ADMINISTRATIVE PROCESSES

The Academic Information and Systems Unit (AISU) is confident that the data provided is accurate. AISU provides regular staff training on data capturing and sends out exception reports to faculties and all other students supporting units regularly in order for data to be corrected. The lists indicate where data is missing or where the data is incorrect.

Over the last few years the errors occurring on these reports have become fewer and this means that staff are more aware of the importance of having accurate data. When the University implemented Student Information Management System (SIMS) we ensured that the necessary validations were positioned to validate the data and therefore help to prevent incorrect data from being captured.

Access is granted according to user responsibility and this helps to ensure the integrity of data.

5.8 STATEMENT OF SELF-ASSESSMENT OF THE VICE-CHANCELLOR AND PRINCIPAL IN ATTAINING THE OBJECTIVES SET FOR THE PERIOD UNDER REVIEW WITH A SUMMARY DETAIL OF REALISED ACHIEVEMENTS

The performance of the Vice-Chancellor and Principal during the period under review must be assessed in terms of the success of the collective executive management in driving the University's strategic initiatives.

In this regard, one of the University's primary strategic goals in 2016 was the continuation of our efforts to improve teaching effectiveness. The academic development programme for underprepared students was maintained and continued to improve undergraduate throughput by consolidating efforts to carefully monitor student performance, offer additional tutorials and support to those who require it, and intervene before it is too late. The effect of these efforts has been a healthy increase in first year pass rates for the last three years of 8%. Unfortunately, the nationwide student protests affected this upward trend, and first year pass rates in 2016 were the same as 2015 (68%). Graduations of both undergraduate and postgraduate students were also affected by the protests. The provisional figures for the total number of graduating students in 2016 are 3 969 undergraduate degrees against a target of 4 192, and 3 247 postgraduate degrees against a target of 2 904. Nevertheless, in 2016, the improved throughput and graduation rates in preceding years began to show in increased subsidy, with the subsidy in the block grant amounting to R19 million more than expected (this subsidy was based on 2014 throughput and graduation rates).

Another strategic initiative was the pioneering of new online teaching initiatives through partnerships with the EDX programme, and other service providers. In order to implement such initiatives, and to shift the University towards the IT capability that is required of a leading research intensive institution, a R500 million project has been embarked on to completely overhaul the University's IT systems. The project commenced in 2016 and is anticipated to be fully completed by the second half of 2017.

With regard to research, the University continued to focus on driving its research-intensive character by appointing new professors, creating an incentive structure for research productivity, increasing the number of postdoctoral fellows, and enhancing postgraduate enrolment and throughput. The University continued to engage robustly in the hunt for top academic talent, on the premise that if it is going to be the best, and then it has to secure the best scholars and scientists on the planet. This also means looking after those who are already on board and leading in their respective fields. These initiatives have culminated in massive increases in research output over the past few years. At the time of writing, all early indicators point to another outstanding year, with 1 590 research units collected and verified thus far, whereas at the same time in 2015 only 838 units had been verified. We thus expect to exceed the target in 2016, with perhaps another 8-10% increase. The University has also exceeded the target for postgraduate enrolments, with 12 662 students enrolled against a target of 11 457.

At the same time, Wits has maintained an aggressive internationalisation strategy with traditional partners in the United States, United Kingdom, Germany, with new partners in Brazil, Russia, India and China, and most importantly, in the rest of Africa where a new alliance of research intensive universities, the African Research Universities Alliance (ARUA), has been established. In 2016, ARUA appointed its first Secretary General, Professor Ernest Aryeetey, who will drive ARUA's efforts to strengthen research and postgraduate training on the continent.

In order to fund these and other strategic priorities, the University has committed to raising additional resources. Wits has always been one of the most independently-resourced universities in the world, with almost half of its funds derived from third stream income, inclusive of resources from independently owned entities such as the Wits Health Consortium and Wits Commercial Enterprise.

However, the realisation of institutional goals will require more resources, as well as hard choices about what to fund and to what extent. In this regard, new mechanisms have been established to drive income, including an aggressive mobilisation of alumni. In 2016, donor income achieved a new record that was 25% higher than the previous year.

In addition to donor income, a new property investment vehicle which is organized around 300 hectares of land that is owned by the University has been established and is likely to generate significant annuity income in the years ahead. The property, Frankenwald, was mired in a legal entanglement which was resolved in 2016. Following the withdrawal of the legal objections to the development of the property, an Expressions of Interests call went out and four submissions were received. Wits is now also engaging with the City and the Province for an outright sale. Decisions in this regard will be finalized in 2017 and any annuity income will be dedicated to student scholarships to enable access for talented students, including those from poor and marginalized communities.

Another important means of realising the University's strategic goals has been to invest in our people. In accordance with our three-year salary agreement with unions, Wits has ensured that it retains the best academic talent in the country by increasing academic salaries by 7% annually and increasing administrative and professional staff salaries by 6%. The urban space around the University is also being restructured so that it becomes an inviting environment for both academics and students to work and live. In the past few years, Braamfontein has begun to undergo a revitalisation. There has been a technology thrust centred on the establishment of a R700 million research lab by IBM (one of 12 in the world) and a new digital innovation hub, called Tshimologong, which was established with the municipal and provincial governments. Both of these initiatives were officially launched in 2016. In addition, a series of partnerships were initiated with the public and private sectors to establish student residences in Braamfontein. Wits also partnered the Nelson Mandela Children's Foundation in the establishment of the R1 billion Nelson Mandela Children's Hospital in Parktown. This hospital, which will be the premier training and research facility for paediatrics on the continent, was launched in December 2016 and will be fully operational by the first half of 2017.

Finally, the University also continued to focus on increasing access for students by maintaining its student equity programmes. While over the past few years, these initiatives have gone some way in ensuring that talented learners from poor and marginalized communities have been able to access the University, the national crisis around funding for higher education continued to bubble and culminated in nationwide student protests that first erupted in 2015.

In 2016, there was a resurgence of the student protests that were initiated by the #FeesMustFall movement and these protests continued to challenge universities in fundamental ways, requiring significant managerial and political agility. Government made many concessions, including committing to covering the majority of costs related to the fee increase for 2016 and clearing the historical debt of students who qualified for NSFAS funding. Wits also made significant compromises, including delaying the first fee payment for those who cannot afford it, thereby removing a major financial barrier to registration. The University also remained open to engaging staff, students and other concerned parties, and were involved in ongoing negotiations on ways to resolve issues. In addition, the Chancellor, Justice Dikgang Moseneke called for a national convention to resolve the #FeesMustFall impasse. Following engagements with the President and civil society stakeholders, the Chancellor convened a summit of experts in November 2016, and a first summit with all stakeholders in December 2016. A grand summit is scheduled to take place in March 2017, at which final decisions are supposed to be made. This is perhaps the best possibility for crafting a political solution to the #FeesMustFall crisis.

Looking towards 2017, the University is well positioned to continue driving its strategic imperatives. The focus on consolidating the academic programmes will be maintained, enhancing the research and innovation standing, restructuring managerial and technological operations, and ensuring the University's long-term financial sustainability. It is our belief that these efforts will enable us to retain and further entrench our standing as premier research-intensive university on the African continent.

5.9 INSTITUTIONAL SCORE CARD*

*Data mined as at 21 November 2016

Wits Key Performance Drivers 2016										
The Senior Executive Team (with approval from Council) determined Key Performance Drivers as set out below in accordance with the University 's vision and strategic goals. The success of a strategy depends on three components: description of the strategy, measurement of the strategy, and management of the strategy (Kaplan & Norton, 2004). Part of The Institutional Scorecard 's use is to improve the accountability of the SET (Senior Executive team) in driving excellence and improvement by measuring and managing the identified drivers below										
Strategic Goals		Source	Wgt		Base	Target	Stretch	Score	2016 21 NOV UPDATE	Notes
1	Teaching Effectiveness & Enrolment		30%					26.4%		
1	Undergraduate Enrolment - New 1st years	Registrar			6076	6226	5626	7	6,341	New 1st year number allows for 5% variation with DHET Enrolment Target. Govt interventions contributed to the inability to meet targets
2	Undergraduate Graduations	DVC Academic			4070	4192	4300	10	4303	Estimated completions for 2016 taken as 4303. This number was determined by taking the current final year registrations of 5589 and multiplying it by the estimated pass rate of 77%. A factor of 77% as pass rate % is the lowest we have had in the last five years (pass rates for final years are normally around 80%). The lower factor is to compensate for the effect of the protests.

3	Post Graduate Enrolment- Honours, Masters and PhD + PG Diplomas at NQF level 8	DVC Research & Postgraduate Affairs		10000	11457	11800	10	12,662	PG Enrolments in line with growth plan to reach 50% by 2022. This figure changes daily - depends on when data is extracted
4	Post Graduate graduations- Honours, Masters and PhD Completion	DVC Research & Postgraduate Affairs		2720	2904	3101	9	3,101	Numbers are calculated by using the target of 2015 as the base for 2016 and then a 6.8% increase for Target and Stretch, which is based on the overall throughput rate.
5	Science, Engineering and Technology profile (UG only)	DVC Academic		48.32%	48.62%	49.0%	8	48.40%	Numbers based on 1st Bachelor's degrees (General and Professional), Undergraduate Diploma and UG Occasional) in faculties of Science, EBE and HS). Overall SET actual including Postgrad is 49%
2	Research Output & Research		20%				17.8%		
1	Accredited Research Output	DVC Research & Postgraduate Affairs		1450	1500	1560	10	1,572	This is the number of units collected in 2015 and submitted on 20 May 2016. The approved number will be given to us in Nov/Dec 2016
2	Number of rated Researchers	DVC Research & Postgraduate Affairs		320	340	380	10	385	Have received 14 new ratings this year to date, including 2Bs, 8Cs, 4Ys

3	% of International to National Publications	DVC Research & Postgraduate Affairs			83	85	89	8	84%	Based on submitted units. Research output has increased
4	Number of academic staff publishing	DVC Research & Postgraduate Affairs			580	651	660	10	713	Categorisation of staff needs to be refined. Permanent academic and/or joint staff
5	Output of post doctoral fellows	DVC Research & Postgraduate Affairs			150	160	170	6	133	Updated 2015 figures provided as at 21 Nov
6	Number of Postdoc Fellows	DVC Research & Postgraduate Affairs			190	205	215	8	203	Expecting 20 new ones in the next 3 months
7	Number of staff with Doctoral Qualifications	DVC Academic			800	820	835	10	868	Includes Associate lecturers on development posts and new appointments in the Distinguished Professor track. Permanent + Temporary Academics with PhDs (Employees only)
3	Technology and Infrastructure		10%					7.3%		
1	Implementation of ICT plan - Rollout of Network	Acting COO			Q	Q	Q	9		Council Support for the Network upgrade received. Ministerial permission for the funding has been granted. Busy sourcing funding options. Supplier contract signed. Site Survey commenced and due for completion in August
2	PIMD	Acting COO			Q	Q	Q	5		Phase 1 of Project excellence intervention concluded in December 2015. Phase 2 implementation of change plan and ideas for action developed from phase 1 is underway. Review due year end.

5	Transformation		10%						8%		
1	Staff Profile - % RSA Black African Academic Staff as a proportion to all staff	DVC Advancement, HR & Transformation				25%	26%	27%	10	30.0%	Exceeded stretch of 27%
2	Staff Profile: % of Black Professors (Full & Associate)	DVC Advancement, HR & Transformation				30%	32%	34%	7	29.0%	Due to delay in S&P processes, it is expected that this target will be achieved after current rounds of appointments
3	Staff Profile - % RSA Coloured Academic Staff as a proportion of all staff	DVC Advancement, HR & Transformation				5%	6%	7%	7	4.0%	Due to delay in S&P processes, it is expected that this target will be achieved after current rounds of appointments
4	Naming	DVC Advancement, HR & Transformation				Q	Q	Q	8	Committee reconstituted and process of nomination for namings in place and two major buildings Senate house and Central Block renamed to Solomon Mahlangu and Robert Sobukwe respectively	

	5	Curriculum Reform	DVC Academic			Q	Q	Q	8	<p>Numerous new programmes approved by APDC & Senate in 2016. Some of the programmes have already gone through the first hurdle of DoHET approval. A number of amendments to existing programmes which APDC and Senate approved. The major curriculum developments were done as part of the realignment to the new HEQSF. We have resubmitted these to the HEQSF after some faculties changed the original credit value of their degrees. This was a university wide effort and involved all our programmes. A full list is available via APDC and Senate Documents (for purposes of auditing). Deans have given comprehensive reports to the Transformation Steering Committee as well as the University Forum on the progress made in establishing structures to address curriculum transformation. Most (if not all) reported that the faculties have Teaching & Learning Committees (or UG Committees) which work together with the Faculty Transformation Committees. In some cases (Humanities, Health Sciences) there are ongoing workshops in the faculties to address curriculum transformation. This is an ongoing process. CLTD</p>
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	1	Quantitative measurement of improvement in positive responses from students, parents & staff email, call centre & other feedback forums on service	Registrar					5%	7%	9%	8	Overwhelmingly more compliments than complaints via face to face devices and service hotline 1) April - June, Compliments 65%, Complaints 17% & Suggestions 18. 2) July - Sept 70% compliments, 21 complaints & 9 suggestions. 80% call centre responses are positive and complimentary	Snapshots of face to face devices 1) April - June, Compliments 65%, Complaints 17% & Suggestions 18. 2) July - Sept 70% compliments, 21 complaints & 9 suggestions. 80% call centre responses are positive and complimentary
	2	Complete FASO Review	CFO					Q	Q	Q	6	Second report submitted to SET and organisational structure has been approved. Implementation will take place in 2017. The project schedule has been amended to exclude the NSFAS processes, which will be scoped separately to accommodate the NSFAS student centred model.	
	3	Conclude and implement SLA's between Finance & Faculty	CFO					Q	Q	Q	7	SLA's have been signed; they will be implemented in 2017.	
Total Weight & Score					86%								
100%													

Am Habib

SECTION SIX

6.1 Governance of Information Technology

Acronyms

BIS : Business Intelligence Services

CAB : Change Advisory Board

CMG : CNS Management Group

CNS : Computer and Networking Services

COO : Chief Operating Officer

DVC : Deputy Vice-Chancellor

EA : Enterprise architecture

ICT : Information and Communications Technology

KIMIO: Knowledge and Information Management, Infrastructure and Operations

LCS : Library Computer Services

SET : Senior Executive Team

VCO : Vice-Chancellor's Office SMG : Senior Management Group

Definitions

Federation - An IT governance structure in which authority over decision-making is distributed between a central body and individual organisational units.

The Four-tiered governance system

ICT Governance at the University is defined by a four-tiered governance structure based on the principle of federation. The four tiers represent the council level, the strategic management level, the Senate & Institutional level, and the Faculty level, and comprise the structure and reporting lines indicated in Figure 6.1 below.

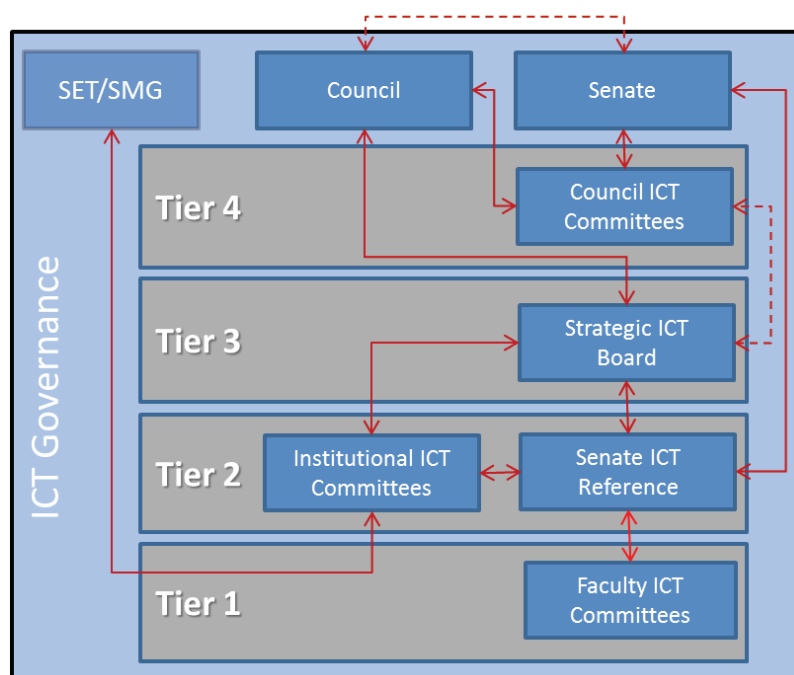


Figure 6.1 IT Governance Structure

Council ICT Committee reports directly to Council on ICT matters. Senate ICT Committee may report directly to Senate should it wish to do so and also report to the Strategic ICT Committee/Board. Institutional ICT reports directly to the Senior Management Group and/or the Senior Executive Team on matters of ICT governance.

Central ICT is largely the responsibility of the Knowledge and Information Management, Infrastructure and Operations portfolio, some of the ICT decisions get taken within other administrative and support units. Devolution of management within the University created five fairly autonomous faculties, each of which is managed by an executive dean, and each of which has responsibility for some aspects of administrative and academic ICT within them.

Table 6.1 below list summary of some of the core functional units responsible for ICT governance.

Governance structure	Overview
Senate	Highest level academic governance of the University.
Council	The overall governing board of the University with fiduciary responsibility.
Council ICT Committee	Responsible for all strategic ICT governance matter and consist of members from other high level governance committees (such as Risk Committee, FINCO, independent representatives, etc.).
Strategic ICT Board	Management level governance consisting of the Senior Executive Team and Director, CNS.
Senate ICT Reference	A committee of Senate; faculty ICT committees report to it; its mandate that is under review.
Institutional ICT	Committee that gives voice to support staff in matters related to ICT; its mandate is under review.
Change Advisory Board	Made up of up of different members of staff from the support units; consider and approve different requests for minor changes to the way the IT systems work.
CNS Management group	Made up of the different assistants directors, interested members staff from other units in the university, finance and project manager on invite as well as the director of CNS.
KIMIO Portfolio holders	DVC-KIMIO and the holders of all portfolios within KIMIO; discuss principles and strategy, not decisions per se. A Chief Operating Office replaced the DVC-KMIOO in November 2016.
Faculty ICT committees	Each faculty has an ICT committee, and the chair serves on the Senate ICT reference committee.
Computer and Network Services (CNS)	an Organisation responsible for core ICT infrastructure that supports all of the university's processes, it is vital that CNS follows internal good governance practices.
The Wits Library Services	The University Library is a mature service provider. The Service Model has changed over time, but the Library enjoys a well-established relationship with the University community regarding current centralisation/de-centralisation of Library structures and services and associated operational reporting lines. The LCS Department - Provides and manages ICT services in the Library.

Business Intelligence Services	Business Intelligence is responsible for delivering information important for the efficient and effective operation of the University. It thereby has an explicit responsibility for data quality, yet it has no direct control over the sources of poor quality data. BIS currently deploys state of the art data warehousing capabilities which provide significant flexibility in the production of management information, through multiple channels which include Heads of School Portals.
eLearning Support and Innovation Unit (eLSI)	The eLSI unit is still new within the University, and it is undergoing its own establishment at present. This includes a review of the strategy and tactics document that was used to establish it, and its re-development into a strategic and operational plan. This unit has been moved to the portfolio of the DVC Academic.

Table 6.1: Governance structures

6.2 REPORT ON INTERNAL OPERATIONAL STRUCTURES AND CONTROLS

6.2.1 Introduction

The University and its associate entities seek to maintain systems of control over financial reporting and the safeguarding of assets against unauthorised acquisition, use or disposal of such assets. Such systems are designed to provide reasonable assurance to the University and the Council regarding an operational environment that promotes the safeguarding of University assets and the preparation and communication of reliable financial and other information. The Council, operating through its Audit Committee, provides oversight of the financial reporting process.

6.2.2 Internal Audit Function

The University has appointed KPMG Services Proprietary Limited as its internal auditors. Both management and the Audit Committee approved the internal audit plan for the financial year ended 31 December 2016. KPMG, as internal auditors, monitor the operation of the internal control systems based on the approved audit plan and report findings and recommendations to management and the Audit Committee.

In planning the internal audits for the year ended 2016, KPMG considered the key risks documented in the University's strategic risk register as well as their knowledge of the University and other areas of concern identified by management. Based on these considerations the rolling three year internal audit plan, which included the 2016 annual internal audit plan, was updated and presented to management and then to the Audit Committee for approval.

The work performed through the year, based on the approved audit plan, revealed that key financial disciplines continue to be entrenched and that management, based on the internal audit reports, as well as other initiatives, is continuing their focus on strengthening the internal control environment. These initiatives include the continuous revision and updating of existing financial policies and procedures; implementing additional policies and procedures as well as taking steps to ensure that issues raised by internal audit in the execution of the internal audit plan are addressed. In addition KPMG performed a number of ad hoc assignments requested by management focusing on certain aspects of the University's activities.

6.2.3 Assessment of effectiveness of systems of internal control

There are inherent limitations to the effectiveness of any system of internal control, including the possibility of human error and the circumvention or overriding of controls. Accordingly, even an effective internal control system can provide only reasonable assurance with respect to financial statement preparation and the safeguarding of assets. Furthermore, the effectiveness of an internal control system can change with circumstances. In common with similar organisations, there are limited accounting controls over donations and grants prior to the initial entry thereof in the accounting records.

Management assessed its internal control system as at 31 December 2016 in relation to its financial reporting strategies in the light of formal reports received from both the University's internal and external auditors in respect of the year ended 31 December 2016. These reports have revealed that there has, through the year, been a gradual and ongoing improvement in the internal control environment relating to financial disciplines. The initiatives taken by management to improve the control environment are ongoing and will continue into the future.



Chairperson
University Audit Committee



Director
KPMG Services Proprietary Limited
Internal Audit Service Provider



Chief Financial Officer

6.3 REPORT ON RISK EXPOSURE, ASSESSMENT AND THE MANAGEMENT THEREOF

The University continued to build its risk governance structures and processes through 2016. The following

committees existed within the University governance structures for risk management:

- The Council Risk Committee, which provides oversight to the risk management activities on behalf of Council and provides Council with formal and scheduled feedback on the status of key risks and management's responses.
- The Risk Management Committee, which reviews, guides and monitors the University's ongoing risk management plan. Risk assessment and managing of risks is an ongoing management process, integrated into the daily operational activities of the University.
- The Insurable Risk Committee, which monitors the insurance portfolio and examines the status of insurable risks.

The University's strategic risk profile was reviewed and updated by the Senior Executive Team on several occasions in 2016. The University's strategic risk profile includes the top ten risks. It now includes matters relating to staff, students, academic achievement, funding and reputation with the top risks for the university being the Higher Education funding issues and long term financial sustainability.

Within the Faculties, risk dashboards are updated on a scheduled basis, and all School risk registers were updated in 2016. The risk registers for support services as well as for institutes and centres were also updated.

The University's risk assessment processes are performed in accordance with its Council-approved risk management framework. The academic and support staff are required to identify, prioritise and document as wide a range of material risks as possible. Current controls are identified and assessed in terms of effectiveness for all identified risks. Where necessary, further action plans are documented and allocated to management to improve and maintain control effectiveness.

Risk management continues to be an ongoing and accepted process that is integrated into the day-to-day management activities of the University and the risk governance structures and processes ensure that it remains so.

During the year, the University and the national higher education system were severely disrupted following the unavoidable need to raise student fees. While the risk of a negative reaction to the proposed increase was anticipated by the University, the scale and impact of the protests came as a surprise.

The #FeesMustFall campaign is driving far reaching change throughout higher education in South Africa. There is significant immediate and long-term risk to the system in the failure to reach sufficient common ground towards a shared future for higher education.



Chairperson

Risk Management Committee

SECTION SEVEN

7.1 REPORT ON ANNUAL FINANCIAL REVIEW

A. OVERVIEW OF BUDGET PROCESS

University of the Witwatersrand

The Senior Executive Team oversees the allocation of resources for the university ensuring that governance processes are adhered to.

Initial budgets are prepared by Budget Holders between July and September each year based on business plans and a best estimate of the following year's revenue, salaries, operating costs, financial aid and capital expenditure.

Responsibility for and ownership of budgets is allocated to budget holders within the various divisions of Support Services and amongst the five Faculties of the University. The respective budget holders carry the responsibility for planning, budgeting and budgetary control in their areas within agreed economic parameters and by applying a mix of incremental and zero based budgeting.

The initial budgets prepared are consolidated into a full budget for the University and presented to the Senior Executive Team to carry out the following functions:

- Interrogation of budgets
- Provide assistance in directing resources towards identified priorities
- Ensure that the overall budget is sustainable, balancing expenditure with scarce resources
- Ensuring that the budget assists the University in achieving goals and key performance indicators as stated in the strategic plan.

The consolidated budget is subjected to a formal review and approval process by the University's Finance Committee of Council. Once approved by the Finance Committee of Council, the budget is recommended to the Council of the University for final approval.

The budget is reviewed by management at the end of March of the following year after taking into consideration the impact of actual student enrolments, confirmation of the government subsidies by the Department of Higher Education and Training and the impact of salary increases and operational costs. Any revisions resulting from the review will be subjected to the same process as the initial budget culminating in approval by Council.

Control of the budget is achieved through the monitoring of actual versus budgeted amounts on a monthly basis and variances are investigated to ensure that action plans are put into place to rectify overruns.

Wits Commercial Enterprises Proprietary Limited

Wits Commercial Enterprises Proprietary Limited (WCE) begins the budgeting and planning process in August of each year. The process begins with a forecast analysis of the current financial year, in order to determine the closing balances and cash flows. The next step is for the financial team, together with the relevant project leaders, to analyse the amount of tenders and proposals completed, submitted and awarded and which will be initiated in the following financial year. Then, using the historical data the management team will analyse the actual and forecast growth trends of the business divisions. The final step is to input this data into the business budgeting model in order to develop the budget for the entity. The final budget is presented to the WCE's Board of Directors for approval.

Wits Health Consortium Proprietary Limited

The Wits Health Consortium Proprietary Limited (“WHC”) budgeting process is split between budgeting for CORE and budgeting for the Research Syndicates operating within WHC. The activities of the Research Syndicates are supplementary to the Principal Investigators primary teaching and clinical responsibilities. Budgeted revenue of the larger independent Research Syndicates comprise solely of research grants. The WHC CORE, as part of its annual budgeting cycle, analyses the expected income of the Research Syndicates on a project-by-project basis, as CORE revenue is derived from the management fee computed on this income.

Within CORE the budget preparation cycle normally commences during October of each year and budgets are prepared by the relevant departments. The budgets are prepared on the Zero Based Budgeting principle, and takes into account the actual financial performance of the departments relevant to the most recently available financial results. The budgets are also prepared in the context of present economic indicators (eg inflation rate, exchange rate), as advised by the economic views of financial institutions. A revenue budget is prepared on the basis of the Research Syndicate income budgeted and computed on the management fee expected from such income. A consolidated budget is then compiled and a budget pack consisting of a consolidated Statement of Financial Position, Cash Flow Statement and Statement of Comprehensive income is generated, as supported by departmental Statements of Comprehensive Income, capital expenditure schedules and staff lists. This budget pack is presented to the WHC Executive Committee to recommend its approval to the Board of Directors. Once final approval is obtained from WHC’s Board of Directors, the approved budget is then forwarded to the University for inclusion in its reporting process.

Actual financial performance is measured against the approved budget and any material variances arising are investigated for appropriate remedial action.

Wits Junction Residences Proprietary Limited

Wits Junction is a self-supporting auxiliary enterprise. As such, monies paid by students and guests for lodging are the only funds available to pay all operating expenses, building leases, and interest payments as well as costs for major maintenance and facility renewal.

The budget preparation starts in July each year with the usual mix of incremental and zero-based approaches and takes into account actual financial performance of past years, most recent financial results and present economic indicators e.g. inflation. Each operating line item is reviewed to ensure that revenue potential is maximized and costs can be managed appropriately. The budgeted revenue is estimated based on projected occupancy levels. With substantial input from staff and student house committees, Campus Housing management prepares the budget and fee proposal. The figures and explanatory notes reflect input from support staff, managers and student representatives.

A budget pack consisting of year to date financial performance, comparative accommodation rates, comparative fee increases and projected occupancy levels is submitted to the Wits Junction Finance and Risk Committee for interrogation and guidance. The final budget is presented to the Board of Residences for noting and to the Wits Junction Board of Directors for approval.

Wits University Donald Gordon Medical Centre Proprietary Limited

The budget for the Wits University Donald Gordon Medical Centre Proprietary Limited (“WUDGMC”) is compiled in consultation with its Management Committee and its Board of Directors. Budgeted revenue is estimated based on projected occupancy levels at the hospital. The cost of sales budget is based on historical gross margins achieved, taking into account new rebate structures in respect of pharmacy purchases. Of the total costs budgeted for, fifty five percent thereof is allocated, to staff costs. Depreciation comprises approximately sixteen percent of total budgeted costs and the

balance of other operating costs are budgeted for based on historical data taking into account rate escalations and structural changes. Budgeted capital expenditure reflects the minimum requirements for medical equipment replacements and new doctor facilities. The financial management of the hospital is managed by Medi-Clinic Limited.

B. OVERVIEW OF FINANCIAL REPORTING PROCESS

Each entity within the Wits group is responsible for ensuring that the financial performance of the entity is monitored and reported on through its management committee meetings, finance committee meetings and board meetings. Monthly results are monitored against budgets and variances are explained. Corrective action is taken where necessary. Oversight by the university is through board representation.

The annual financial statements of each entity are presented to the respective boards for approval. Each entity is audited, as part of the annual audit. The annual results of each entity are included in the consolidated annual financial statements, except for the Wits University Donald Gordon Medical Centre, which is accounted for as a joint venture.

C. SALIENT FEATURES OF THE CONSOLIDATED ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2016

The annual financial statements presented on pages 219 to 268 of the annual report include the results of the Group and the University. The accounting policies applied in the preparation of the annual financial statements are consistent, in all material respects, with those applied in the previous year.

The group reported a net surplus of R104m (2015: R56m), after tax and after the transfer of restricted funds to reserves. The University reported a net surplus of R114m (2015: 24m), with R83m (2015: R4m) attributed to council controlled funds and R31m (2015: 20m) for the ring fenced residences. Included in the University surplus are amounts of R67m relating to donations received from the Wits Foundation as partial funding of the ICT Network Upgrade Project and R28m relating to reversal of long service awards. Excluding these amounts, the University council controlled surplus would have been a deficit of R12m.

A reconciliation of the net surplus, including and excluding these significant items, is set out below.

R millions	UNIVERSITY INCOME STATEMENT 2016	COUNCIL FUNDS INCOME STATEMENT 2016
NET SURPLUS AFTER TRANSFERS	114	83
Adjust for:		
ICT Network donation	(67)	(67)
Reversal of long service awards	(28)	(28)
NET ADJUSTED SURPLUS/(DEFICIT)	19	(12)

Table 7.1 Reconciliation of net surplus

Fair value adjustments, realised gains/losses on the sale of available-for-sale financial assets and actuarial gains on post-retirement healthcare benefits decreased the group surplus, after transfers, from R103m to R11m (2015: R108m).

All entities consolidated into the group reflected a surplus for the year, with the exception of the Origins Centre and the Wits Foundation, which each incurred losses. The loss for the Foundation was mainly as a result of a donation of R67m to the University, which eliminates at the group level. Income from specifically funded research contracts increased during the year, with a significant portion of research income being contributed by the group entities.

The new university projects continued during the year, with the value of the funds received and expended being reclassified from the statement of comprehensive income to the balance sheet. This reclassification was also done retrospectively for the 2015 comparative figures, hence sections of the financial statements are as restated.

The group ring-fences restricted funds and invests the related cash amounts in separate risk free on call investments until they are drawn down in the project to which they relate.

The group continued to invest in property, plant and equipment during the year, with capital expenditure of R631m (2015: R250m). Included in the capital expenditure is R308m relating to hardware components for the Information, Communication and Technology (ICT) Network Upgrade received by the University from the supplier and awaiting installation. Capital commitments at year end, including new university commitments of R56m (2015: R192m), amounted to R452m (2015: R393m).

The group held non-current available for sale investments of R2 448m (2015: R2 534m) as at 31 December 2016. The board of governors of the Wits Foundation monitors the investment portfolio of the group. Included in the investments balances are ring-fenced amounts of R940m (2015: R1 250m) for specific projects.

Student debt at the end of the year was R251m (2015: R97m) and trade and other receivables were R444m (2015: R334m). The provision for impairment on student debt was R154m (2015: R75m), with the increase of R79m indicating delayed collections on student debt.

Interest bearing borrowings for the group at the end of the year were R806m (2015: R461m), with the increase mainly attributed to the Instalment sale agreement of R391m concluded during 2016 with Investec Bank for financing of the ICT Network Upgrade.

The liability for post-retirement healthcare benefit obligations amounted to R541m (2014: R478m). This liability continues to grow and includes an actuarial loss of R19m (2015: R11m gain). The liability is partially funded through designated investments of R306m (2015: R277m).

The group net cash outflow from operations was R273m for the year (2015: R551m). After investing and financing activities, the group cash and cash equivalents at year end amounted to R1 033m (2015: R792m). The University cash and cash equivalents amounted to R112m (2015: 41m).



Chairperson
University Finance Committee



Chief Financial Officer

University of the Witwatersrand, Johannesburg

REPORT OF THE AUDIT COMMITTEE for the year ended 31 December 2016

Audit committee charter

The audit committee has adopted a formal charter that has been approved by the University Council. The committee has conducted its affairs in compliance with this charter and has discharged to an extent its responsibilities contained therein. The overall purpose and objective of the audit committee is to assist Council in fulfilling its oversight responsibilities with respect to financial reporting, internal control and management of financial risks, the audit process and the University's process for monitoring compliance with laws and regulations and its own code of business conduct.

Audit committee members and attendance at meetings

The committee consists of five independent members with the requisite skills and experience to serve on the committee and meets at least twice per annum as required by the committee charter.

The University Vice-Chancellor and Principal, Deputy Vice-Chancellors, Chief Financial Officer and other senior management, internal and external auditors attend the meetings by invitation. During the year under review two meetings were held.

Name of Member	27 May 2016	17 November 2016
Mr C Coovadia B Com Chairman Year appointed 2006	Absent*	Absent*
Professor C Mueller BSc, BSc (Hons) (Witwatersrand), MSc (RAU), PhD (Witwatersrand) Year appointed 2016	Present	Absent*
Dr B Bruce D Eng Chairperson of Council Risk Committee Year appointed 2008	Present	Present
Mr I Thomson CA(SA), B Com Year appointed 2010	Present	Present
Professor N Padia CA(SA) M Com; B Acc; B Com Appointed 2014	Present	Present
Dr T Lategan D Com, CA(SA) A member by virtue of holding the position of Chairperson of Council FinCo (Appointed as Chairperson of Council FinCo in 2013).	Absent*	Absent*

*Apologies submitted and accepted

Roles and responsibilities

The committee has adopted a self-assessment checklist and reports that it has complied with the duties and requirements set out in the checklist.

Statutory duties

- In the conduct of its duties, the committee has performed the following statutory duties:
- Nominated for appointment as external auditor of the University and its subsidiaries, PwC, as registered auditor which, in the opinion of the committee, is independent of the University.
- Reviewed and approved the budget for the fees to be paid to the external auditor and reviewed the terms of engagement.
- Ensured that the appointment of the external auditor complies with the Higher Education Act 10 of 1997 (as amended), and any other legislation relating to the appointment of auditors.
- Determined the nature and extent of those non-audit services that the external auditor may provide to the University.
- Pre-approved fees not exceeding twenty percent of the overall external audit fee for ad-hoc audit work and the provision of non-audit services to the University by the external auditor.

External auditor

The committee has satisfied itself that the external auditor, PwC, is independent of the University, which includes consideration of compliance with criteria relating to independence or conflicts of interest as prescribed by the Independent Regulatory Board for Auditors. Requisite assurance was sought and provided by the external auditor that internal governance processes within PwC support and demonstrate their claim to independence.

The committee, in consultation with executive management, agreed to the engagement letter terms, audit plan and budgeted audit fees for the 2016 year.

The committee has recommended, for approval by Council, PwC as the external auditor and Mr R Ramdhany as the designated auditor, for the 2016 financial year. It has further satisfied itself that the audit firm and designated auditor are accredited with the Independent Regulatory Board for Auditors (IRBA).

Internal financial controls

In addition to the report on internal operational structures and controls set out on page 157 of this Annual Report, the committee has reviewed and discussed the formal reports submitted by KPMG, who are the internal auditors of the University. Based on these reports and the limited internal control checks carried out as part of their statutory audit by the external auditors throughout the group operations during the 2016 financial year and, in addition, considering information and explanations given by management and discussions held with the external auditor on the results of the audit, the committee is of the opinion that the University's system of internal financial controls is effective and forms a basis for the preparation of reliable financial statements.

Financial statements (including accounting practices)

The committee has reviewed the financial statements of the University and its controlled entities and is satisfied that they comply with International Financial Reporting Standards and the requirements of the Minister of Higher Education and Training.

Expertise and experience of chief financial officer and finance function

The committee has satisfied itself that the chief financial officer of the University has appropriate expertise and experience.

The committee has considered, and has satisfied itself of, the overall appropriateness of the expertise and adequacy of resources of the University's finance function and experience of the senior members of management responsible for the financial function.

Duties assigned by Council

The committee fulfils an oversight role regarding the University's Annual Report and the reporting process, including the system of internal financial control. It is responsible for ensuring that the University's internal audit function, which is outsourced, has the necessary resources, standing and authority within the organisation to enable it to effectively discharge its duties. Furthermore, the committee oversees cooperation between the internal and external auditors, and serves as a link between Council and these functions.

The committee ensures that the audit work for both internal and external audit is completed as per the relevant guidelines.

During the year under review, the committee met with the external auditor and with the head of internal audit without management being present, in order to satisfy itself that the auditors are satisfied with the role and performance of management in fulfilling their functions.

The committee is satisfied that it has complied with its legal, regulatory and other responsibilities.

Risk management

Council has assigned oversight of the risk management function to a separate Risk committee. The Risk committee chairman also serves as a member of this audit committee which reviews the minutes of the Risk committee and considers the impact of financial reporting risks, internal financial controls, fraud risk as it relates to financial reporting and information technology risks as they relate to financial reporting.

Internal audit

The Committee has considered and approved the internal audit plan for 2016.

The internal audit function is outsourced to KPMG Services Proprietary Limited with responsibility for reviewing and providing assurance on the adequacy of the internal control environment across all of the University's operations. The head of internal audit is responsible for reporting the findings of the internal audit work against the agreed internal audit plan to the committee on a regular basis.

The head of internal audit has direct access to the committee.

Sustainability reporting

The committee has considered the exposure of the University to sustainability risks and has concluded that it is not necessary to engage an external assurance provider to perform an assurance engagement on key sustainability performance information included in the Annual Report.

The committee considered the University's sustainability information as disclosed in the Annual Report and has assessed its consistency with operational and other information known to committee members, and for consistency with the annual financial statements. The committee discussed the sustainability information with management. The committee is satisfied that the sustainability information is reliable and consistent with the financial results.

Recommendation of the Annual Report for approval by Council

The committee recommends the 2016 Annual Report for approval by the Council.



C Coovadia – Chairman

June 2017

CONSOLIDATED AND SEPERATE ANNUAL FINANCIAL STATEMENTS

CONTENTS	Page
Council's statement of responsibility for the consolidated and separate annual financial statements	211
Approval of the annual financial statements	212
Independent auditor's report	213 - 218
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Consolidated and Separate Statement of financial position	222
Consolidated statement of changes in equity (reserves and funds)	223
University statement of changes in equity (reserves and funds)	224
Consolidated and Separate statement of cash flows	225
Notes to the annual financial statements	226 - 268

COUNCIL'S STATEMENT OF RESPONSIBILITY FOR THE CONSOLIDATED AND SEPARATE ANNUAL FINANCIAL STATEMENTS

The Council is responsible for the preparation, integrity and fair presentation of the consolidated and separate annual financial statements of the University of the Witwatersrand, Johannesburg.

The consolidated and separate annual financial statements, presented on pages 219 to 268, have been prepared in accordance with International Financial Reporting Standards and in the manner required by the Minister of Higher Education and Training in the regulations in terms of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended, and include amounts based on judgements and estimates made by management. The Council has also prepared the other information included in the annual report and is responsible for both its accuracy and consistency with the annual financial statements.

The “going concern” basis has been adopted in preparing the consolidated and separate annual financial statements. The Council has no reason to believe that the University of the Witwatersrand, Johannesburg together with its related entities will not be a going concern in the foreseeable future, based on forecasts and available cash resources. The viability of the institution is supported by the content of the financial statements.

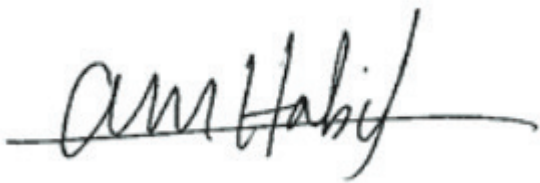
The consolidated and separate annual financial statements have been audited by the independent auditing firm, PricewaterhouseCoopers Inc., who were given unrestricted access to all financial records and related data, including minutes of meetings of the Council and all its committees. The Council believes that all representations made to the independent auditors during the University of the Witwatersrand, Johannesburg’s group audit are valid and appropriate.

APPROVAL OF THE ANNUAL FINANCIAL STATEMENTS

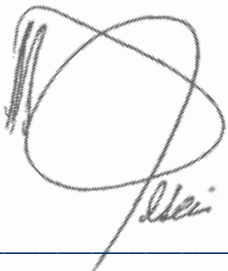
The consolidated and separate annual financial statements of the University of the Witwatersrand, Johannesburg on pages 166 to 212 were approved by the members of Council on 9 June 2017 and are signed on its behalf by:



Dr. R Carolissen
Chairman



Professor A Habib
Vice Chancellor and Principal



Mr. P Desai
Chief Financial Officer

**University of the Witwatersrand,
Johannesburg**

INDEPENDENT AUDITOR'S REPORT

TO THE COUNCIL OF THE UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

Opinion

We have audited the consolidated and separate financial statements of the University of the Witwatersrand, Johannesburg and its subsidiaries (the group) set out on pages 219 to 268, which comprise the consolidated and separate statement of financial position as at 31 December 2016, and the consolidated and separate statement of comprehensive income, statement of changes in equity, and statement of cash flows for the year then ended, as well as the notes to the consolidated and separate financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated and separate financial statements present fairly, in all material respects, the consolidated and separate financial position of the University of the Witwatersrand, Johannesburg as at 31 December 2016, and their financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Higher Education Act of South Africa, act no. 101 of 1997.

Basis for opinion

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the consolidated and separate financial statements section of our report.

We are independent of the group in accordance with the International Ethics Standards Board for Accountants' Code of ethics for professional accountants (IESBA code) together with the ethical requirements that are relevant to our audit in South Africa. We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA code.

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

Responsibilities of the Council

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

In preparing the consolidated and separate financial statements, the council is responsible for assessing the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the council either intends to liquidate the university or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated and separate financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated and separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated and separate financial statements.

A further description of our responsibilities for the audit of the consolidated and separate financial statements is included in the annexure to the auditor's report.

REPORT ON THE AUDIT OF THE ANNUAL PERFORMANCE REPORT

In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof we have a responsibility to report material findings on the reported performance information against predetermined objectives for selected objectives presented in the annual report. We performed procedures to identify findings but not to gather evidence to express assurance.

Our procedures address the reported performance information, which must be based on the approved performance planning documents of the university. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. Our procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, our findings do not extend to these matters.

We evaluated the reliability of the reported performance information for the following selected objectives presented in the annual report of the university for the year ended 31 December 2016:

Objectives	Pages in the annual report
Strategic planning and implementation of plans	23, 73
Financial control and planning	205
Risk	202
Admissions policy	19, 48, 56, 186
Staffing, including policy	175
Delegated power	115
Transformation	177

We assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

We did not identify any material findings on the reliability of the reported performance information for the above-mentioned objectives.

Achievement of planned targets

Refer to the annual report on the pages listed above for information on the achievement of the planned targets for the year.

REPORT ON AUDIT OF COMPLIANCE WITH LEGISLATION

In accordance with the PAA and the general notice issued in terms thereof we have a responsibility to report material findings on the compliance of the university with specific matters in key legislation. We performed procedures to identify findings but not to gather evidence to express assurance.

We did not identify any instances of material non-compliance with specific matters in key legislation, as set out in the general notice issued in terms of the PAA.

OTHER INFORMATION

The group's council is responsible for the other information. The other information comprises the information included in the annual report which includes the Council Administration, the Report of the Chairperson of Council, the Report of the Senate to the Council on Teaching and Research, the Report of the Institutional Forum, the Report of the Vice-chancellor and Principal, Governance of Information Technology, the Report on Internal Operational Structures and Controls, the Report on Annual Financial Review, the Report of the Audit Committee and Annexures A to E. The other information does not include the consolidated and separate financial statements, the auditor's report thereon and those selected objectives presented in the annual report that have been specifically reported on in the auditor's report.

Our opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated and separate financial statements and the selected objectives presented in the annual performance report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact.

INTERNAL CONTROL DEFICIENCIES

We considered internal control relevant to our audit of the consolidated and separate financial statements, reported performance information and compliance with applicable legislation; however, our objective was not to express any form of assurance thereon. We did not identify any significant deficiencies in internal control.

OTHER REPORTS

We draw attention to the following engagements conducted by various parties that had, or could have, an impact on the matters reported in the consolidated and separate financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of our opinion on the financial statements or our findings on the reported performance information or compliance with legislation.

Performance Audits

No performance audits in progress.

Investigations

No investigations in progress.

Audit-related services (Agreed-upon procedures)

Agreed-upon procedure engagements were performed for grants, other funding and similar items. Below is the list of Agreed-upon procedures engagements performed or are in the process of being performed in relation to 2016.

Engagement name	Year end	Description of the engagement	Party performing the engagement	Expected/ Actual Report Date
University of the Witwatersrand -HEMIS	31/12/2016	Verification of various information relating to the HEMIS submission to DHET.	PwC	14/06/2017
Building loans	31/12/2016	Verification procedures Performed over the grant received and its correct utilization.	PwC	06/04/2017
Supplementary financial data and performance indicators	31/12/2016	Verification of financial data from the financial statements.	PwC	30/06/2017
THRIP	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	30/06/2017
Media Research Council	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	15/02/2017

National Research Foundation	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	08/03/2017
CANSA Society	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	14/06/2017
Examination Printing Unit for GDE	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	30/06/2017
Centre for excellence in Paleosciences	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	08/03/2017
Centre for excellence Strong Materials	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	08/03/2017
Centre for excellence Human Development	31/12/2016	Verification procedures performed over the grant received and its correct utilization.	PwC	08/03/2017
Centre for excellence Mathematics & Sciences	31/12/2016	Verification procedures performed over the grant received and its correct utilization.	PwC	08/03/2017
Clinical Data	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	14/06/2017
Wits Research Output Certificate	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	15/05/2017
Centre for deaf studies	31/12/2016	Verification procedures performed over the grant received and its correct utilisation.	PwC	30/06/2017
DHET Grants: - New Universities - Infrastructure - Clinical - Teaching - Research - Foundation - NGAP	31/03/2017	Agreed upon procedures to assist in indicating whether the funding was utilised in accordance with the DHET requirements and the related proposals/ agreements submitted.	KPMG	31/05/2017

World Bank Grant: Regional Centres for Learning on Evaluation of Results in Anglophone Africa (CLEAR) Project (Grant No. TF016358)	31/12/2016	Agreed upon procedures to assist in indicating whether the funding was utilised in accordance with the World Bank's requirements and the related proposals/ agreements submitted.	KPMG	08/06/2017
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PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.

Director: R. Ramdhany

Registered Auditor

Johannesburg

21 June 2017

Annexure A – Auditor's responsibility for the audit

As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout our audit of the consolidated and separate financial statements, and the procedures performed on reported performance information for selected objectives and on the University's compliance with respect to the selected subject matters.

Financial statements

In addition to our responsibility for the audit of the consolidated and separate financial statements as described in the auditor's report, we also:

- Identify and assess the risks of material misstatement of the consolidated and separate financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.
- Conclude on the appropriateness of the council's use of the going concern basis of accounting in the preparation of the financial statements. We also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. Our conclusions are based on the information available to us at the date of the auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated and separate financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Communication with those charged with governance

We communicate with the council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also confirm to the council that we have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on our independence and where applicable, related safeguards.

Consolidated Annual Financial Statements
For the year ended 31 December 2016

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME		2016					2015-Restated				
GROUP	Note	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
Income		3 705 886	2 477 892	6 183 778	283 014	6 466 792	3 323 005	1 910 172	5 133 169	250 108	5 483 285
State subsidies & grants	3	1 351 534	85 394	1 436 928	15 642	1 452 570	1 153 851	68 060	1 221 911	-	1 221 911
Tuition and other fee income	4	1 629 268	165	1 629 433	260 740	1 890 173	1 511 842	1 624	1 513 466	245 862	1 759 328
Research contracts income	5	119 511	1 615 588	1 735 099	-	1 735 099	106 995	1 050 198	1 157 193	-	1 157 193
Sale of goods & services		123 675	2 072	125 747	6 632	132 379	65 969	1 842	67 811	4 246	72 057
Private gifts and grants income	6	8 274	121 768	130 042	-	130 042	13 027	150 526	163 553	-	163 553
Other income	7	293 673	588 985	882 658	-	882 658	312 839	570 612	883 451	-	883 451
Profit on sale of non-current investments	8	41 680	9 398	51 078	-	51 078	30 399	6 161	36 560	-	36 560
Subtotal Interest, dividends and exchange gains/(losses)	9	3 567 615	2 423 370	5 990 985	283 014	6 273 999	3 194 922	1 849 023	5 043 945	250 108	5 294 053
		138 271	54 522	192 793	-	192 793	128 083	61 149	189 232	-	189 232
Expenditure	12	3 632 266	2 323 579	5 955 851	251 797	6 207 639	3 287 060	1 759 652	5 046 712	230 046	5 276 758
Employee benefit expenses	10	2 120 414	1 030 506	3 150 919	26 847	3 177 767	1 986 207	781 794	2 768 001	26 676	2 794 677
- Academic professional		1 435 324	304 427	1 739 751	531	1 740 282	1 358 034	277 169	1 635 203	589	1 635 792
- Professional and Administrative		685 090	726 079	1 411 169	26 316	1 437 485	628 173	504 625	1 132 798	26 087	1 158 885
Other operating expenses	12	1 287 720	1 234 027	2 521 747	224 950	2 746 697	1 087 756	925 003	2 012 759	201 669	2 214 428
Depreciation and amortisation	13&14	150 203	58 808	209 011	-	209 011	141 477	51 223	192 700	1 701	194 401
Subtotal		3 558 337	2 323 341	5 881 678	251 797	6 133 475	3 215 440	1 758 020	4 973 460	230 046	5 203 506
Finance costs	11	73 926	238	74 164	-	74 164	71 620	1 632	73 252	-	73 252
SURPLUS BEFORE TAXATION		73 623	154 313	227 936	31 217	259 153	35 945	150 520	186 465	20 062	206 527
Income Tax	38	(1 063)	-	(1 063)	-	(1 063)	(115)	-	(115)	-	(115)
NET SURPLUS AFTER TAXATION		72 560	154 313	226 864	31 217	258 090	35 830	150 520	186 350	20 062	206 412
Transfer - Restricted Funds Net		-	(154 313)	(154 313)	-	(154 313)	-	(150 520)	(150 520)	-	(150 520)
NET SURPLUS AFTER TRANSFER		72 560	-	72 560	31 217	103 777	35 830	-	35 830	20 062	55 892

Consolidated Annual Financial Statements
For the year ended 31 December 2016

STATEMENT OF
COMPREHENSIVE INCOME

UNIVERSITY

Note

STATEMENT OF COMPREHENSIVE INCOME											
UNIVERSITY											
Note	2016						2015-Restated				
	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000		Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
	3 327 830	1 136 377	4 464 207	283 014	4 747 223		2 946 050	1 021 909	3 967 959	250 108	4 218 067
3	1 346 320	85 393	1 431 713	15 642	1 447 356		1 153 851	68 060	1 221 911	-	1 221 911
4	1 629 268	165	1 629 433	260 740	1 890 173		1 511 842	1 624	1 513 466	245 862	1 759 328
5	256	296 024	296 280	-	296 279		4	198 017	198 021	-	198 021
	7 951	2 072	10 023	6 632	16 654		6 317	1 842	8 159	4 246	12 405
6	76 309	121 768	198 077	-	198 077		10 522	150 228	160 750	-	160 750
7	165 115	571 691	736 806	-	736 806		170 272	557 271	727 543	-	727 543
8	9 814	9 398	19 212	-	19 213		2 262	-	2 262	-	2 262
	3 235 033	1 086 511	4 321 544	283 014	4 604 559		2 855 070	977 042	3 832 112	250 108	4 082 220
9	92 797	49 866	142 663	-	142 663		90 980	44 867	135 847	-	135 847
12	3 245 151	985 969	4 231 120	251 797	4 482 920		2 934 241	874 610	3 808 851	230 046	4 038 897
10	1 891 052	325 119	2 216 171	26 847	2 243 018		1 781 203	300 979	2 082 182	26 676	2 108 858
	1 426 384	196 826	1 623 210	531	1 623 741		1 348 867	183 687	1 532 554	589	1 533 143
	464 668	128 293	592 961	26 316	619 277		432 336	117 292	549 628	26 087	575 715
12	1 141 641	622 793	1 764 434	224 950	1 989 386		949 569	540 036	1 489 607	201 669	1 691 274
13&14	140 122	37 833	177 955	-	177 955		134 806	33 503	168 309	1 701	170 010
	3 172 815	985 745	4 158 560	251 797	4 410 360		2 865 578	874 518	3 740 096	230 046	3 970 142
11	72 336	224	72 560	-	72 560		68 663	92	68 755	-	68 755
	82 679	150 408	233 087	31 217	264 303		4 392	147 299	151 691	20 062	171 753
	-	(150 408)	(150 408)	-	(150 408)		-	(147 299)	(147 299)	-	(147 299)
	82 679	-	82 679	31 217	113 896		4 392	-	4 392	20 062	24 454
	NET SURPLUS AFTER TRANSFERS*										

*The net surplus after transfers includes a R67m donation from the University of Witwatersrand Foundation for a Network Project planned to start in 2017.

STATEMENT OF OTHER COMPREHENSIVE INCOME

	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
2016					

GROUP

Surplus for the year after transfer	72 560	-	72 560	31 217	103 777
Other comprehensive income					
Investments – fair value adjustment	(13 449)	-	(13 449)	-	(13 449)
Realised loss on sale of available-for-sale-investments	(60 476)	-	(60 476)	-	(60 476)
Actuarial loss on post-retirement healthcare*	(19 373)	-	(19 373)	-	(19 373)
Total comprehensive (loss)/income for the year	(20 738)	-	(20 738)	31 217	10 479

UNIVERSITY

Surplus for the year after transfer	82 679	-	82 679	31 217	113 896
Other comprehensive income					
Investments – fair value adjustment	(17 509)	-	(17 509)	-	(17 509)
Realised loss on sale of available-for-sale-investments	(19 211)	-	(19 211)	-	(19 211)
Actuarial loss on post-retirement healthcare*	(19 373)	-	(19 373)	-	(19 373)
Total comprehensive income for the year	26 586	-	26 586	31 217	57 803

	Council Controlled Unrestricted R'000	Specifically Funded Restricted R'000	SUB-TOTAL R'000	Student & Staff Accommodation R'000	TOTAL R'000
2015					

GROUP

Surplus after transfers	35 830	-	35 830	20 062	55 892
Other comprehensive income					
Investments – fair value adjustment	77 668	-	77 668	-	77 668
Realised gain on sale of available-for-sale-investments	(36 560)	-	(36 560)	-	(36 560)
Actuarial loss on post-retirement healthcare*	10 868	-	10 868	-	10 868
Total comprehensive income for the year	87 806	-	87 806	20 062	107 868

UNIVERSITY

Surplus after transfers	4 392	-	4 392	20 062	24 454
Other comprehensive income					
Investments – fair value adjustment	48 874	-	48 874	-	48 874
Realised loss on sale of available-for-sale-investments	(2 262)	-	(2 262)	-	(2 262)
Actuarial loss on post-retirement healthcare*	10 868	-	10 868	-	10 868
Total comprehensive income for the year	61 872	-	61 872	20 062	81 934

* Items that will not subsequently be reclassified to profit or loss.

Consolidated Annual Financial Statements
For the year ended 31 December 2016
STATEMENT OF FINANCIAL POSITION

		GROUP		UNIVERSITY	
	Note	2016 R'000	2015 R'000 (Restated)	2016 R'000	2015 R'000 (Restated)
ASSETS					
Non-current assets		9 847 194	9 656 078	9 494 521	9 247 394
Property, plant and equipment	13	7 203 741	6 777 739	7 036 863	6 646 504
Intangible assets	14	100 799	116 370	100 799	116 370
Goodwill	15	486	486	-	-
Available-for-sale-investments	16	2 447 985	2 533 790	1 668 103	1 687 464
Interest in controlled entities and amounts due	17	-	-	390 295	401 208
Interest in joint venture and associated entities	19	86 479	81 941	85 208	80 670
Accrued lease income	20	-	-	210 602	174 425
Deferred income tax asset	21	53	-	-	-
Other non-current receivables	22	7 651	145 752	2 651	140 753
Current assets		1 740 871	1 238 861	619 515	312 345
Inventories	23	10 158	12 379	8 803	11 634
Current portion of other non-current receivables	17 & 22	2 624	2 730	2 624	2 730
Interest in controlled entities and amounts due	17	-	-	54 749	34 888
Trade and other receivables	24	694 922	431 449	441 548	221 654
Tax receivable	25	111	90	-	-
Cash and cash equivalents	26	1 033 056	792 213	111 791	41 439
TOTAL ASSETS		11 588 065	10 894 939	10 114 036	9 559 739
FUNDS AND LIABILITIES					
NON-DISTRIBUTABLE RESERVES					
Property plant and equipment		573 519	555 303	544 085	525 076
Revaluation reserve		3 896 551	3 896 551	3 880 043	3 880 043
Available for sale assets reserve		183 748	257 673	120 200	156 920
TOTAL NON-DISTRIBUTABLE RESERVES		4 653 818	4 709 527	4 544 328	4 562 039
Unrestricted use funds					
Endowment and contingency reserve		1 084 909	1 050 979	587 304	544 048
TOTAL RESERVES AND UNRESTRICTED FUNDS		5 738 727	5 760 506	5 131 632	5 106 087
Restricted use funds		1 642 476	1 455 905	1 637 335	1 454 669
Other educational and general		1 521 914	1 367 010	1 516 771	1 365 772
Residences		120 562	88 895	120 564	88 897
RESERVES AND FUNDS		7 381 203	7 216 411	6 768 967	6 560 756
LIABILITIES					
Non-current liabilities		1 930 602	1 669 861	1 927 332	1 662 641
Interest-bearing borrowings	27	582 724	450 606	581 069	448 457
Pension & Post-retirement healthcare – benefit obligations	28	540 867	478 764	540 867	478 764
Government grants – deferred income	29	790 507	719 336	790 507	719 336
Deferred income tax liability	21	348	1	-	-
Deferred income and other liabilities	30	16 157	21 154	14 889	16 084
Current Liabilities		2 276 260	2 008 667	1 417 737	1 336 342
Deferred income and other liabilities	29 & 30	343 340	701 511	339 166	697 305
Trade and other payables	31	1 709 497	1 297 343	855 651	629 688
Current portion of interest-bearing borrowings	27	223 423	9 813	222 920	9 349
TOTAL FUNDS AND LIABILITIES		11 588 065	10 894 939	10 114 036	9 559 739

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY (RESERVES AND FUNDS)

GROUP	ENDOWMENT AND CONTINGENCY FUNDS				NON-DISTRIBUTABLE				
	Accumulated funds & other reserves Unrestricted R'000	Funds for specific purposes Restricted R'000	Residence fund Restricted R'000	Sub-total for restricted funds R'000	Property, plant & equipment funds Restricted R'000	Available for sale assets reserve Unrestricted R'000	Revaluation reserve Unrestricted R'000	Sub-total R'000	Total R'000
Balance at 1 January 2016	1 050 979	1 367 010	88 895	1 455 905	555 303	257 673	3 896 551	4 709 527	7 216 411
Investments - Fair value adjustment	-	-	-	-	-	(13 449)	-	(13 449)	(13 449)
Investments – Realised gain on sale	-	-	-	-	-	(60 476)	-	(60 476)	(60 476)
Net surplus for the year	72 560	154 313	31 217	185 530	-	-	-	-	258 090
Other comprehensive income (actuarial losses on post-retirement healthcare)	(19 373)	-	-	-	-	-	-	-	(19 373)
MOVEMENTS FOR THE YEAR	(19 257)	591	450	1 041	18 216	-	-	18 216	-
Externally funded asset acquisitions	-	(57 292)	(1 359)	(58 651)	58 651	-	-	58 651	-
Depreciation on externally funded assets	-	37 833	1 809	39 642	(39 642)	-	-	(39 642)	-
Transfer to restricted reserves	(20 050)	20 050	-	20 050	-	-	-	-	-
Transfers between reserves	793	-	-	-	(793)	-	-	(793)	-
Balance at 31 December 2016	1 084 909	1 521 914	120 562	1 642 476	573 519	183 748	3 896 551	4 653 818	7 381 203
Balance at 1 January 2015	1 007 206	1 235 775	71 847	1 307 622	530 079	216 565	3 896 551	4 643 195	6 958 023
Investments - Fair value adjustment	-	-	-	-	-	77 668	-	77 668	77 668
Investments – Realised gain on sale	-	-	-	-	-	(36 560)	-	(36 560)	(36 560)
Net profit for the year	35 830	-	20 062	20 062	-	-	-	-	55 892
Other comprehensive income (actuarial losses on post-retirement healthcare)	10 868	-	-	-	-	-	-	-	10 868
Under expended grants and donations	-	150 520	-	150 520	-	-	-	-	150 520
MOVEMENTS FOR THE YEAR	(2 925)	(19 285)	(3 014)	(22 299)	25 224	-	-	25 224	-
Externally funded asset acquisitions	-	(56 496)	(4 715)	(61 211)	61 211	-	-	61 211	-
Depreciation on externally funded assets	-	34 286	1 701	35 987	(35 987)	-	-	(35 987)	-
Transfer from unrestricted Income	(3 709)	3 709	-	3 709	-	-	-	-	-
Transfers between reserves	784	(784)	-	(784)	-	-	-	-	-
Balance at 31 December 2015	1 050 979	1 367 010	88 895	1 455 905	555 303	257 673	3 896 551	4 709 527	7 216 411

STATEMENT OF CHANGES IN EQUITY (RESERVES AND FUNDS)

UNIVERSITY	Endowment and Contingency Funds								Non-distributable																									
	Strategic and Endowment reserve				Research Rollover Funds		Wits Business School Phoenix Reserve		Fee Credits for Bursaries Reserve		Dividend Funds		Sub-total		Funds for specific purposes		Residence fund		Sub-total		Property, plant & equipment funds		PPE Restricted		IFRS Adjustment Unrestricted		Available for sale assets reserve		Sub-total		Total			
	Accumulated funds Unrestricted	R'000	25 924	98 137	R'000	35 056	R'000	30 848	R'000	33 785	R'000	5 469	R'000	2 424	R'000	544 048	R'000	1 365 772	R'000	88 897	R'000	1 454 669	R'000	512 407	R'000	12 669	R'000	3 880 043	R'000	156 920	R'000	4 562 039	R'000	6 560 756
Balance at 1 January 2016	343 253	25 924	98 137	35 056	33 785	5 469	2 424	544 048	1 365 772	88 897	1 454 669	512 407	12 669	3 880 043	156 920	4 562 039	6 560 756																	
Investments – fair value adjustment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(17 509)	
Investments – realised gain on sale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(19 211)		
Net surplus for the year	82 679	-	-	-	-	-	-	82 679	150 408	31 217	181 625	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	264 304		
Other comprehensive income	(19 373)	-	-	-	-	-	-	(19 373)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(19 373)		
(actuarial gains on post-retirement healthcare)	34 913	(25 924)	(34 254)	4 475	(5 025)	-	5 765	(20 050)	591	450	1 041	19 459	(450)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19 009		
MOVEMENTS FOR THE YEAR																																	-	
Transfers between reserves to cover funds expended	71 734	(5 874)	(38 437)	(18 040)	(8 128)	-	(1 255)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transfers from Restricted Reserves	-	(20 050)	-	-	-	-	-	(20 050)	20 050	-	20 050	-	-	-	-	-	-	-	-	-	-	20 050	(58 651)	57 292	1 359	-	-	-	-	-	-	58 651	-	
Externally funded asset acquisitions	-	-	-	-	-	-	-	-	(57 292)	(1 359)	(58 651)	57 292	1 359	-	-	-	-	-	-	-	-	(37 833)	39 642	(37 833)	(1 809)	-	-	-	-	-	(39 642)	-	-	
Depreciation on externally funded assets	-	-	-	-	-	-	-	-	37 833	1 809	39 642	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transfers between reserves	(36 821)	-	4 183	22 515	3 103	-	7 020	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Balance at 31 December 2016	441 472	-	63 883	39 531	28 760	5 469	8 189	587 304	1 516 771	120 564	1 637 335	531 866	12 219	3 880 043	120 200	4 544 328	6 768 967																	
Balance at 1 January 2015	373 496	32 603	90 000	30 848	-	-	5 550	532 497	1 237 757	71 849	1 309 606	489 414	9 655	3 880 043	110 308	4 489 420	6 331 523																	
Investments – fair value adjustment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Investments – realised gain on sale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Net surplus for the year	4 392	-	-	-	-	-	-	4 392	-	20 062	20 062	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other comprehensive income	10 868	-	-	-	-	-	-	10 868	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
(actuarial loss on post-retirement healthcare)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Under expended grants and donations	-	-	-	-	-	-	-	-	147 299	-	147 299	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MOVEMENTS FOR THE YEAR	(45 503)	(8 679)	8 137	4 208	33 785	5 469	(3 126)	(3 709)	(19 284)	(3 014)	(22 298)	22 993	3 014	-	-	26 007	-																	
Transfers between reserves to cover funds expended	24 576	-	-	(15 200)	-	-	(9 376)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transfers from Restricted Reserves	-	(3 709)	-	-	-	-	-	(3 709)	3 709	-	3 709	-	-	-	-	-	-	-	-	-	-	3 709	(61 211)	56 496	4 715	-	-	-	-	-	61 211	-	-	
Externally funded asset acquisitions	-	-	-	-	-	-	-	-	(56 496)	(4 715)	(61 211)	56 496	4 715	-	-	-	-	-	-	-	-	(33 503)	35 204	(33 503)	(1 701)	-	-	-	-	(35 204)	-	-	-	
Depreciation on externally funded assets	-	-	-	-	-	-	-	-	33 503	1 701	35 204	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Transfers between reserves	(70 079)	(2 970)	8 137	19 408	33 785	5 469	6 250	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Balance at 31 December 2015	343 253	25 924	98 137	35 056	33 785	5 469	2 424	544 048	1 365 772	88 897	1 454 669	512 407	12 669	3 880 043	156 920	4 562 039	6 560 756																	

CONSOLIDATED STATEMENT OF CASH FLOW

	Note	GROUP		UNIVERSITY	
		2016	2015 (restated)	2016	2015 (restated)
		R'000	R'000	R'000	R'000
Cash flows from operating activities					
Cash generated from operations	32	347 479	624 879	261 668	511 075
Finance costs	11	(74 164)	(73 252)	(72 560)	(68 755)
Tax paid	25	(748)	(162)	-	-
Net cash inflow from operating activities		272 567	551 465	189 108	442 320
Cash flows from investing activities					
Purchase of property, plant and equipment	13	(631 019)	(250 478)	(563 723)	(211 294)
Purchase of intangible assets	14	(6 183)	(3 513)	(6 183)	(3 513)
Proceeds on disposal of property, plant and equipment		796	19	310	13
Purchase of available-for-sale investments		(3 930 870)	(2 708 665)	(3 157 094)	(2 172 966)
Proceeds on disposal of available-for sale investments		3 995 303	2 318 576	3 158 945	1 834 559
Increase in accrued lease income		-	-	(36 177)	(39 274)
Decrease/(increase) in loans and receivables		1 208	4 283	1 208	4 283
Increase in interest in controlled entities		-	-	(8 946)	(38 982)
Interest received		186 043	150 862	133 062	122 969
Dividends received		10 503	19 869	13 658	11 158
Net cash used in investing activities		(374 219)	(469 047)	(464 940)	(493 046)
Cash flows from financing activities					
Proceeds from interest-bearing borrowings		393 125	68 991	392 724	68 991
Repayment of interest-bearing borrowings		(50 630)	(45 194)	(46 540)	(44 766)
Net cash inflow from financing activities		342 495	23 797	346 184	24 225
Increase/(decrease) in cash and cash equivalents		240 843	106 215	70 352	(26 502)
Cash and cash equivalents at beginning of year		792 213	685 998	41 439	67 941
Cash and cash equivalents at end of year	26	1 033 056	792 213	111 791	41 439
Cash and cash equivalents comprise the following:					
Bank and cash balances					
University of the Witwatersrand, Johannesburg		111 791	41 439	111 791	41 439
University of the Witwatersrand Foundation		69 882	48 727	-	-
Wits Commercial Enterprise (Proprietary) Limited		80 008	34 858	-	-
Wits Health Consortium (Proprietary) Limited		770 414	666 317	-	-
Origins Centre Association (Non Profit Company)		961	872	-	-
		1 033 056	792 213	111 791	41 439

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

1. GENERAL INFORMATION

The University of the Witwatersrand, Johannesburg is a Higher Educational Institution governed by the Higher Education Act of 1997 (as amended). The University provides Higher Education and has very active and broad based research programmes. The University has various controlled entities incorporated to meet the specific needs of the various activities of the University, evolving into a Wits Group.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated and separate annual financial statements are set out below and are consistent, in all material respects, with those applied in the previous year, unless otherwise stated.

2.1 Basis of preparation

The consolidated annual financial statements of the Wits Group have been prepared in accordance and comply 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 of 1997 (as amended).

The consolidated annual financial statements are prepared under the historical cost basis of accounting, as modified by the revaluation of certain financial assets and liabilities.

The preparation of the annual financial statements in conformity with IFRS requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Although these estimates are based on management's best knowledge of current events and actions, actual results ultimately may differ from those estimates.

These financial statements are prepared and presented in the South African Rands (ZAR) as the functional and presentation currency.

International Financial Reporting Standards and amendments effective for the first time for this year

Certain new standards and amendments to existing standards have been published that are mandatory for the Group's accounting period beginning after 1 January 2016 or later periods. The amendments have no material effect on the annual financial statements.

- Amendments to IAS 32 - Financial instruments presentation
- Amendment to IFRS 13 (AC 150) – Fair value measurement
- IAS 24 – Related party disclosures
- Amendments to IFRS 11 – Joint arrangements on acquisition of an interest in a joint operation
- Amendments to IAS 16 Property, plant and equipment and IAS 38 Intangible assets on depreciation and amortisation
- IFRS 7 – Financial instruments disclosures
- Amendments to IFRS 10, 'Consolidated financial statements' and IAS 28, 'Investments in associates and joint ventures' on applying the consolidation exemption
- Amendments to IAS 1, 'Presentation of financial statements disclosure initiative;
- Amendments to IAS 27, 'Separate financial statements' on equity accounting.
- Amendment to IAS 19 – 'Employee Benefits'

New standards and interpretations and amendments to published standards and interpretations not yet effective

Certain new standards and amendments to existing standards have been published that are mandatory for the Group's accounting period beginning after 1 January 2016 or later periods, but which the Group has not early adopted, as follows:

Standard/Interpretation	Effective date: Years beginning on or after	expected impact
Amendments to IFRS 9 – Financial instruments	1 January 2018	Impact to be assessed
Amendments to IAS 7-Cash flow statements on disclosure initiative	1 January 2017	Impact to be assessed
IFRS 15 – Revenue from contracts with customers (Including its amendments)	1 January 2018	Impact to be assessed
IFRS 16 – Leases	1 January 2019	Impact to be assessed

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.2 Significant judgements

In preparing the annual financial statements, management is required to make estimates and assumptions that affect the amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. Actual results in the future could differ from these estimates which may be material to the annual financial statements. Significant judgements include:

Trade Receivables, Loans and Other Receivables

The Group assesses its trade receivables, loans and other receivables for impairment at each reporting date. In determining whether an impairment loss should be recorded in the statement of comprehensive income, the Group makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

Accrued Lease Income

The Group assesses its accrued lease income for impairment at each reporting date. In determining whether an impairment loss should be recorded in the statement of comprehensive income, the group makes judgements as to whether there is observable data indicating a measurable decrease in the estimated future cash flows from a financial asset.

Provisions

Provisions were raised and management determined an estimate based on the information available. Additional disclosures of these estimates of provisions are included in the notes.

Contingent liabilities

Management applies its judgement to advice it receives from its attorneys, advocates and other advisors in assessing if an obligation is probable, more likely than not, or remote. This judgement application is used to determine if the obligation is recognised as a liability or disclosed as a contingent liability.

Tangible assets

Management has made certain estimations with regards to the determination of estimated useful lives and residual values of items of property, plant and equipment, as discussed further in note 2.8.

Taxation

The University has received Income Tax exemption, however a related entity in the group is not exempt from taxation, therefore the following taxation policies are applicable to the Group financials and not the University's financials:

Judgement is required in determining the provision for income taxes due to the complexity of legislation. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for anticipated tax audit issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the income tax and deferred tax provisions in the period in which such determination is made.

The group recognises the net future tax benefit related to deferred income tax assets to the extent that it is probable that the deductible temporary differences will reverse in the foreseeable future. Assessing the recoverability of deferred income tax assets requires the group to make significant estimates related to expectations of future taxable income. Estimates of future taxable income are based on forecast cash flows from operations and the application of existing tax laws in each jurisdiction. To the extent that future cash flows and taxable income differ significantly from estimates, the ability of the group to realise the net deferred tax assets recorded at the Statement of Financial Position date could be impacted.

Fair value estimation

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.3 Consolidation

Controlled entities are those entities over which the University of the Witwatersrand, Johannesburg has the power, directly or indirectly, to exercise control. All material controlled entities are consolidated, except if control is expected to be temporary, or if there are long term restrictions on the transferability of funds. Controlled entities are consolidated from the date on which effective control is transferred to the University of the Witwatersrand, Johannesburg and are no longer consolidated from the date of disposal or cessation of control.

All inter-entity transactions, balances and unrealised surpluses and deficits are eliminated. Where necessary, accounting policies for controlled entities have been changed to ensure consistency with the policies adopted by the University of the Witwatersrand, Johannesburg.

The consolidated annual financial statements incorporate the assets, liabilities and operations of the following University controlled entities:

University of the Witwatersrand Foundation
Wits Commercial Enterprises (Pty) Ltd
Wits Health Consortium (Pty) Ltd
Wits Junction Residences (Pty) Ltd
Origins Centre Association (Non Profit Company)
Speer Management Services (Pty) Ltd

The following entities are not consolidated and are equity accounted as the University does not exercise control:

The Wits University Donald Gordon Medical Centre (Pty) Ltd – Joint Venture
Bidvest Wits University Football Club (Pty) Ltd – Associated Entity

Associates are all entities over which the University has significant influence but not control generally accompanying a shareholding of between 20% and 50%. Investments in associates and joint ventures are accounted for using the equity method of accounting and are initially recognised at cost. The University's investment in associates includes goodwill identified on acquisition (if any), net of any accumulated impairment loss. The University's share of its associates' post-acquisition profits or losses is recognised in the statement of comprehensive income, and its share of post-acquisition movements in reserves is recognised in reserves.

The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. When the University's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the University does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate. Unrealised gains on transactions between the University and its associates are eliminated to the extent of the University's interest in the associates. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of associates have been changed where necessary to ensure consistency with the policies adopted by the University.

2.4 Revenue recognition

Revenue is recognised as follows:

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

Government grants for specific purposes relating to costs are deferred and recognised in the statement of comprehensive income over the period necessary to match them with the costs that they are intended to compensate.

Government grants relating to property, plant and equipment are included in non-current liabilities as deferred government grants and are credited to the statement of comprehensive income on a straight-line basis over the expected lives of the related assets as these amounts are conditional.

Income received for designated specific purposes will arise from contracts, grants, donations, and income on specifically purposed endowments. In all cases such income is brought to the statement of comprehensive income in the financial period when received and is allocated to restricted funds. Over or under expended grants and donations are transferred to or from the statement of comprehensive income directly to restricted funds. Thus, funds included as income but which will not be used until some specified future period or occurrence, are held in an appropriate fund until the financial period in which the funds can be used.

In certain instances grants are received for specific purposes with a contractual outcome and the funding does not allow for the retention of any of the capital or any of the profit by the Group. Unspent income is treated as income in advance in the statement of financial position, and is returned to the sponsor at the end of the contract period as required. The balance of the restricted funds on contract close-out will become unrestricted if all obligations in terms of the contract have been met, and where the requirement to return such funds to the sponsor has been waived. These funds are then utilised to support ongoing research.

Tuition fees are brought into income in the period to which they relate and at the time these are formally billed. To the extent that student debt is regarded as irrecoverable, a provision for impairment is made.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

Sale of good and services: Revenues received or receivable for the sale of goods and services are shown net of value-added tax, estimated returns, rebates and discounts. Sales of services are recognised in the accounting period in which the services are rendered.

Interest income is recognised on a time proportion basis, taking account of the principal outstanding and the effective rate over the period to maturity, when it is determined that such income will accrue to the Group.

Dividends are recognised when the right to receive payment is established.

Research income is recognised in the financial period in which the University becomes entitled to the use of those funds. Funds in the possession of the University that it cannot use until some specified future period or occurrence are recognised upon receipt and thereafter are held in a reserve fund until the financial period in which the funds may be used.

Donations are recognised on receipt. Donations in kind are recognised at the fair value thereof.

Rental income is recognised where the University retains the significant risks and benefits of ownership of an item under a lease agreement, it is classified as an operating lease. Receipts in respect of the operating lease are recognised on a straight-line basis in the statement of comprehensive income over the period of the lease.

2.5 Income Statement: separate activities

The format of the statement of comprehensive income is presented to disclose separately:

- the utilisation of resources that are under the absolute control of Council.
- the utilisation of those resources which is prescribed in terms of the requirements of the providers of such resource.
- the provision of accommodation for students and /or staff.

2.6 Foreign currencies

Foreign currency transactions are accounted for in Rands at the exchange rates prevailing at the date of the transactions. Gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement in the year in which they arise. Balances denominated in a foreign currency and outstanding at year end are translated at year end exchange rates.

2.7 Research expenditure

Research expenditure is recognised as an expense when incurred. Research costs that are directly attributable to the development of intangible assets are capitalised when the following criteria are met:

- it can be demonstrated that the intangible asset will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development, and to use or sell the intangible asset are available; and
- the expenditure attributable to the intangible asset during its development can be reliably measured.

2.8 Property, plant and equipment

Land and buildings comprise mainly of buildings which house lecture theatres, offices, laboratories, sports facilities, residences, hospitals and related buildings. All property, land and buildings, and equipment are shown at cost less depreciation and impairment, where applicable. Cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably.

All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation is calculated on the straight-line method to write off the cost of assets to their residual values over their estimated useful lives as follows:

Buildings	20-200 years
Leasehold improvements	Shorter of lease and useful life
Computer equipment	3-10 years
Furniture, equipment and machinery	5-20 years
Vehicles	7-15 years
Education and laboratory equipment	5-20 years
Artwork	25 years

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.8 Property, plant and equipment (continued)

- Library books and periodicals are written off in the year acquired.
- Land is not depreciated as it is deemed to have an indefinite life.
- Property donated to the Group is carried at market value at date of acquisition.
- The assets' residual values and useful lives are reviewed and adjusted if appropriate at each reporting date.
- Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down to its recoverable amount.
- Recoverable amount is the higher of the asset's fair value less its costs to sell and its value in use.
- Gains and losses on disposal of property, plant and equipment are determined comparing proceeds with the carrying amount. These are taken into account in determining the net surplus or deficit.

2.9 Intangible assets

Intangible assets comprise of ERP system and IT software. Intangible assets are amortised on the straight-line method to write off the cost of the assets to their residual values over their estimated useful lives as follows:

ERP System	10 years
IT Software	3 years

The carrying amount is reviewed annually and adjusted for impairment where it is considered necessary. The assets' residual values and useful lives are reviewed, and adjusted if appropriate at each reporting date.

2.10 Goodwill

Goodwill arises on the acquisition of subsidiaries and represents the excess of the consideration transferred, the amounts on any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired. If the total of consideration transferred is less than the fair value of the net assets of the subsidiary acquired, in the case of a bargain purchase, the difference is recognised directly in the statement of comprehensive income.

Goodwill impairment reviews are undertaken annually or more frequently if events or changes in circumstances indicate a potential impairment. Any impairment is recognised immediately as an expense and is not subsequently reversed.

2.11 Borrowing and borrowing costs

Borrowings, consisting of variable interest rate loans, fixed interest rate loans and finance lease agreements, are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost; and the difference between the proceeds (net of transaction costs) and the redemption value is recognised in the statement of comprehensive income over the period of the borrowing using the effective interest rate method.

Interest on borrowings including general borrowings, used to finance the purchase and development of self-constructed assets is included in the cost of the asset to the extent it accrues in the period of production and development. Such borrowing costs are capitalised net of any investment income arising from the temporary investment of funds that are surplus pending such expenditure.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.12 Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortisation.

At each reporting date, the Group reviews the carrying amount of its tangible assets to determine whether there is any indication that those assets may be impaired. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment, if any. Where it is not possible to estimate the recoverable amount for an individual asset, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. Impairment losses are recognised as an expense immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the impairment loss is treated as a revaluation decrease under the standard to the extent of the revaluation surplus with any excess recognised as an expense in the statement of comprehensive income.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised as income immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the reversal of the impairment loss is treated as a revaluation increase under that other standard.

2.13 Financial instruments

Financial instruments carried on the Statement of Financial Position include cash and cash equivalents, student and other loans, available-for-sale investments, receivables, accounts payable and accrued liabilities, leases, borrowings and bank overdraft. The classification of financial instruments depends on the purpose for which the financial instruments were acquired. Management determines the classification at initial recognition.

Financial instruments are initially recognised when the Group becomes party to the contractual terms of the instruments and are measured at fair value, including transaction costs. Subsequent to initial recognition, these instruments are measured as set out in the applicable accounting policies.

Financial assets (or a portion thereof) are de-recognised when the Group realises the rights to the benefits specified in the contract, the rights expire or the Group surrenders or otherwise loses control of the contractual rights that comprise the financial asset.

On de-recognition, the difference between the carrying amount of the financial asset and the consideration received and any cumulative gain or loss that had been recognised directly in equity are included in the statement of comprehensive income.

Financial liabilities (or a portion thereof) are derecognised when the obligation specified in the contract is discharged, cancelled or expired. On de-recognition, the difference between the carrying amount of the financial liability, including related unamortised costs and amount paid for it is included in the statement of comprehensive income.

The fair value of financial instruments traded in an active financial market is measured at the applicable stock exchange prices. The fair value of financial instruments not traded in an organised financial market, is determined using a variety of methods and assumptions that are based on market conditions and risk existing at Statement of Financial Position date, including independent appraisals and discounted cash flow methods.

The carrying amounts of financial assets and liabilities with maturity of less than one year are assumed to approximate their fair value.

Where a legally enforceable right of set-off exists for recognised financial assets and financial liabilities, and there is an intention to settle the liability and realise the asset simultaneously, or to settle on a net basis, all related financial effects are offset.

At each reporting date the Group assesses all financial assets to determine whether there is objective evidence that a financial asset or group of financial assets has been impaired. For amounts due to the Group, significant financial difficulties of the debtor, probability that the debtor will enter bankruptcy and default of payments are all considered indicators of impairment.

ACCOUNTING POLICIES

2.14 Investments

Investments are classified as available-for-sale financial assets. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the reporting date.

Regular purchases and sales of investments are recognised on trade-date, the date on which the University and/or its controlled entities commit to purchase or sell the asset. Investments are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the Group has transferred substantially all risks and rewards of ownership. Available-for-sale financial assets are subsequently carried at fair value.

Gains and losses arising from changes in fair value of available for sale financial assets are recognised in the statement of comprehensive income and in reserves in the Fair Value Fund. When the Group has transferred substantially all risks and rewards of ownership, the realised gains on disposal are reflected in the statement of comprehensive income.

Interest and dividend income are taken to the statement of comprehensive income in the period in which they arise.

In the case of equity investments classified as available for sale, a significant or prolonged decline in the fair value of the security below its cost is also evidence that the assets are impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit or loss – is removed from equity and recognised in profit or loss.

Impairment losses are recognised in profit or loss.

2.15 Leases

Leases of property, plant and equipment where the Group assumes substantially all the benefits and risks of ownership are classified as finance leases. Finance leases are capitalised at the lower of estimated present value of the underlying lease payments or the assets fair value. Each lease payment is allocated between the liability and finance charges so as to achieve a constant interest rate on the finance balance outstanding. The corresponding rental obligations, net of finance charges, are included in borrowings. The interest element of the finance charge is brought to account in the statement of comprehensive income over the lease period.

The related property, plant and equipment acquired under finance leasing contracts is depreciated over the useful lives of the assets or the term of the lease agreement if shorter and transfer of ownership at the end of the lease period is uncertain.

Leases of assets, under which all the risks and benefits of ownership are effectively retained by the lessor, are classified as operating leases. Payments made under operating leases are charged to the income statement on a straight-line basis over the period of the lease. The cost of the related assets and the outstanding commitment are not recognised in the Statement of Financial Position.

When an operating lease is terminated before the lease period has expired, any payment due to the lessor by way of penalty is recognised as an expense in the period in which termination takes place

2.16 Inventories

Inventories are valued at the lower of cost and net realisable value. The basis of determining cost, which excludes finance cost, is the first-in-first-out cost method. Net realisable value is the estimated selling price in the ordinary course of business, less applicable variable selling expenses.

2.17 Loans, receivables and prepayments

Loans, receivables and prepayments are recognised initially at fair value and subsequently are measured at amortised cost using the effective interest rate method, less provision for impairment. A provision for impairment of loans and receivables is made where it is established that the Group will not be able to collect all amounts due according to the original terms of the loans and receivables.

The amount of the provision is the difference between the assets' carrying value and the present value of the estimated future cash flows, discounted at the effective interest rate. The carrying value of the asset is reduced through the use of an allowance account, and the amount of the loss is recognised in the statement of comprehensive income.

The Group considers loans and receivables impaired on the basis as set out in the Notes to the Consolidated Annual Financial Statements.

The financial instruments that fall within loans, receivables and prepayments are student loans, loan to associated entity, shareholder's loan, receivables (excluding prepayments) and cash and cash equivalents.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.18 Cash and cash equivalents

For the purposes of the statement of cash flows, cash and cash equivalents comprise deposits held at call with banks, cash in hand, other short term highly liquid investments and bank overdrafts. In the Statement of Financial Position, bank overdrafts are included under current liabilities.

2.19 Taxation

Current tax assets and liabilities

Current tax for current and prior periods is, to the extent unpaid, recognised as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess is recognised as an asset.

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be paid to or recovered from the tax authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the reporting date.

A deferred tax liability is recognised for all taxable temporary differences, except to the extent that the deferred tax liability arises from the initial recognition of an asset or liability in a transaction which at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for all deductible temporary differences to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised.

Deferred tax assets and liabilities

A deferred tax asset is not recognised when it arises from the initial recognition of an asset or liability in a transaction at the time of the transaction, affects neither accounting profit nor taxable profit or tax loss.

A deferred tax asset is recognised for the carry forward of unused tax losses to the extent that it is probable that future taxable profit will be available against which the unused tax losses can be utilised.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the reporting date.

Tax expenses

Current and deferred taxes are recognised as income or an expense and included in profit or loss for the period, except to the extent that the tax arises from:

- transaction or event which is recognised, in the same or a different period, directly in equity, or
- business combination.

Current tax and deferred taxes are charged or credited directly to equity if the tax relates to items that are credited or charged, in the same or a different period, directly to equity.

2.20 Provisions and Contingencies

Provisions are recognised when:

- the Group has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, the reimbursement shall be recognised when, and only when, it is virtually certain that reimbursement will be received if the entity settles the obligation. The reimbursement shall be treated as a separate asset. The amount recognised for the reimbursement shall not exceed the amount of the provision.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.20 Provisions and Contingencies (continued)

Provisions are not recognised for future operating losses. If an entity has a contract that is onerous, the present obligation under the contract is recognised and measured as a provision.

After their initial recognition contingent liabilities recognised in business combinations that are recognised separately are subsequently measured at the higher of:

- the amount that would be recognised as a provision; and
- the amount initially recognised less cumulative amortisation.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in note 35.

2.21 Financial liabilities

The Group classifies its financial liabilities as financial liabilities at amortised cost as the Group does not carry any financial liabilities at fair value through profit or loss. Management determines the classification of the financial liabilities at initial recognition, and re-evaluates this designation at every reporting date.

The Group's financial liabilities are borrowings, accounts payable and accrued liabilities (excluding income received in advance and the leave pay accrual).

2.22 Employee benefits

Pension obligations

The pension schemes comprise two state controlled defined benefit plans and two privately administered defined contribution plans. The pension plans are funded by contributions from the Group, taking account of the recommendations of independent qualified actuaries and are charged to the statement of comprehensive income in the year to which they relate. The Group has no further payment obligations once the contributions have been paid.

Other post-retirement obligations

The Group provides post-retirement healthcare benefits to its retirees. The entitlement to these benefits apply to employees employed by the Group before 1 January 2006, and is usually conditional on the employee remaining in service up to retirement age and the completion of a minimum service period.

The liability recognised in the Statement of Financial Position in respect of post-retirement healthcare benefits is the present value of the obligation. The present value of the post-retirement healthcare obligation is determined by discounting the estimated future cash outflows at reasonable interest rates. The current service costs are recognised as an expense in the period that the relevant employee services are received.

The post-retirement healthcare obligation is calculated annually by independent actuaries using the projected unit credit method.

The University is investing R25 million per annum to provide funds for its liability.

Re-measurements, comprising of actuarial gains and losses, are recognised immediately in the statement of financial position with a corresponding debit or credit to retained earnings through other comprehensive income in the period in which they occur. Re-measurements are not reclassified to profit or loss in subsequent periods.

Leave accrual

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

ACCOUNTING POLICIES

2.23 Reserves and funds

Equity is divided into two broad categories, endowment and contingency funds and non-distributable reserves:

Endowment and contingency funds are further designated into accumulated funds (unrestricted) and funds for specific purposes (restricted). Restricted funds are for funds received and the use which is beyond the control of the University Council. On the other hand, unrestricted funds are under the absolute control of the Council over allocations to fund the activities of the University. Any further funds can be designated as a sub-component of a major category in order to achieve the strategic goals of the University.

Non distributable reserves are further categorised into property, plant and equipment funds, IFRS adjustments and available for sale reserve. IFRS adjustments arose on the first time implementation of IFRS when assets were revalued.

Transfers between reserves

The endowment and contingency funds for the University mainly consists of accumulated funds, strategic endowment fund, R90m donation fund, research rollover funds, Wits Business School Phoenix Reserve, Fee Credits for bursaries reserve and dividends funds. These are set up as and when Council deems that a specific strategic objective should be achieved.

Most of the spending and income accrual happens through the normal statement of comprehensive income and consequently flow to the accumulated funds. In order to reflect the true spending or income accrual against the designated reserves or funds, transfers are then effected between the accumulated funds and the specific reserves.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000 (Restated)	2016 R'000	2015 R'000 (Restated)
3. STATE SUBSIDIES AND GRANTS				
State subsidy for general purpose assistance	1 226 802	1 148 095	1 221 588	1 148 095
Subsidy for interest and loan redemption	161	178	161	178
Subsidy for no fees increase	140 214	-	140 214	-
Subsidy for foundation programmes	801	1 448	801	1 448
Subsidy for teaching and development	16 824	16 834	16 824	16 834
Subsidy for infrastructure and development	4 776	4 375	4 776	4 375
Subsidy for clinical training	59 875	50 715	59 875	50 715
Subsidy for staffing South Africa's Universities	3 117	266	3 117	266
	1 452 570	1 221 911	1 447 356	1 221 911
There are no unfulfilled conditions or other contingencies attached to the subsidies and grants that have been recognised above, some of which are classified as restricted income.				
4. TUITION AND OTHER FEE INCOME				
Tuition fees	1 311 443	1 170 227	1 311 443	1 170 227
Other fees	122 859	120 262	122 859	120 262
Short course revenue	195 131	222 977	195 131	222 977
Student and staff accommodation	260 740	245 862	260 740	245 862
	1 890 173	1 759 328	1 890 173	1 759 328
Number of students enrolled at the University	37 020	33 711	37 020	33 711
5. RESEARCH CONTRACTS INCOME				
Statutory bodies	284 717	195 818	284 717	195 818
Research external donor funded	1 450 382	961 375	11 563	2 203
	1 735 099	1 157 193	296 280	198 021
6. PRIVATE GIFTS & GRANTS INCOME				
Donations non-research	58 882	100 573	58 859	100 573
Bursaries and scholarships	69 962	58 871	69 962	58 871
Donations/unconditional gifts	1 199	4 108	69 256	1 306
	130 042	163 553	198 077	160 750
7. OTHER INCOME				
Rental income on Wits Junction	-	-	74 652	74 652
External income-donations	641 904	578 688	641 903	578 688
Cost recovery income	20 251	18 890	20 251	18 890
Pharmaceutical income	90 987	85 902	-	-
Administration fee received	100 836	54 108	-	-
others	28 680	145 863	-	55 313
	882 658	883 451	736 806	727 543

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
7. OTHER INCOME (CONTINUED)				
Included in other income is an amount for rental income:				
During 2016 the University received operating lease income from Wits Junction Residences (Pty) Ltd (Wits Junction). As per the International Financial Reporting Standards IAS 17, the University opted to straight line the lease rental income. This resulted in an accrued lease rental income in the University's accounts. (Refer to note 19)				
Rental income on Wits Junction			<u>74 652</u>	<u>74 652</u>
Future rental income to be earned from lease contract:				
Within one year			40 873	37 498
Between two and five years			203 739	186 916
Beyond five years			<u>1 171 288</u>	<u>1 228 983</u>
			<u>1 415 900</u>	<u>1 453 397</u>
8. PROFIT ON SALE OF NON-CURRENT INVESTMENTS				
Available-for-sale investments				
Gains on sales of available-for-sale investments	<u>51 078</u>	<u>36 560</u>	<u>19 213</u>	<u>2 262</u>
9. INTEREST, DIVIDENDS & EXCHANGE GAINS/ (LOSSES)				
Available-for-sale investments				
Dividend income	17 523	19 868	6 638	4 908
Interest income	<u>110 821</u>	<u>102 220</u>	<u>101 414</u>	<u>84 652</u>
	128 344	122 088	108 052	89 560
Net foreign exchange gains/(losses) on financial activities	(10 773)	18 500	(4 054)	1 720
Other interest income	62 844	48 644	17 897	18 138
Interest income on Pooled Equity	12 378	-	12 378	19 529
Interest income on loans to related parties	-	-	1 373	650
Dividend income from related parties	-	-	7 020	6 250
	<u>192 793</u>	<u>189 232</u>	<u>142 663</u>	<u>135 847</u>
10. EMPLOYEE BENEFIT EXPENSES				
Remuneration - Academic	1 533 584	1 432 014	1 417 044	1 329 364
Remuneration - Professional, Administrative and other	1 370 498	1 100 373	552 290	517 204
Pension costs - Academic, professional, administrative and other	230 954	211 721	230 953	211 721
Increase in post-retirement medical liability	<u>42 731</u>	<u>50 569</u>	<u>42 731</u>	<u>50 569</u>
	<u>3 177 767</u>	<u>2 794 677</u>	<u>2 243 018</u>	<u>2 108 858</u>
11. FINANCE COSTS				
Long-term borrowings	59 296	56 216	60 669	55 975
Bank borrowings	-	244	-	-
Bank charges	6 032	5 597	3 286	3 601
Other costs	231	-	-	-
Investment management fees	4 107	7 294	4 107	5 278
Commission paid	<u>4 498</u>	<u>3 901</u>	<u>4 498</u>	<u>3 901</u>
	<u>74 164</u>	<u>73 252</u>	<u>72 560</u>	<u>68 755</u>

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000 (Restated)	2016 R'000	2015 R'000 (Restated)
12. EXPENDITURE BY NATURE				
Advertising and marketing cost	46 374	45 106	45 479	44 318
Auditor's remuneration				
- Audit fees	5 196	5 924	3 843	3 920
- Other fees	19 793	13 946	10 182	8 878
Bad debts	21 895	660	21 295	-
Books, journals and electronic media	105 168	91 507	105 131	91 324
Bursaries	390 129	350 960	384 791	343 746
Catering	54 512	62 905	54 177	62 586
Cleaning	88 387	65 123	81 988	60 054
Communication	45 697	50 033	33 042	36 850
Computer consumables, repairs and software costs	60 443	52 131	49 580	47 178
Consulting fees	152 338	70 433	64 528	44 528
Costs of inventories	10 425	7 107	10 425	6 732
Depreciation and amortisation charges (notes 13 and 14)	209 010	194 401	177 955	170 010
Donations	338	-	-	-
Employee benefit expenses (note 10)	3 177 767	2 794 677	2 243 019	2 108 858
Fixed property costs	290 606	276 583	232 663	221 522
Finance cost (note 11)	74 165	73 252	72 560	68 755
Increase in impairment of receivables	96 785	57 972	95 836	56 490
Insurance	13 099	14 555	9 490	10 879
Laboratory consumables	92 163	68 904	39 177	28 301
Legal fees	25 157	19 977	23 766	19 977
Managerial and administration fees	104 575	3 027	-	-
Minor furniture and equipment	29 324	35 753	28 993	34 995
Operating leases	3 957	3 657	-	-
Printing and stationery	91 837	66 296	57 533	53 792
Repairs and maintenance	156 584	133 500	145 658	123 298
Research expenses	87 055	40 852	87 055	40 852
Residence overhead	111 429	95 280	111 429	95 280
Security	73 812	37 713	67 995	32 394
Transportation expenses	51 278	69 418	36 805	55 732
Travel and accommodation	224 253	182 916	159 423	140 524
Other expenses	294 088	420 015	29 102	163 256
	6 207 639	6 194 943	4 482 920	4 038 897

Expenses related to short courses are included in the amounts reflected above.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

13. PROPERTY, PLANT AND EQUIPMENT

GROUP

	Land & Buildings R'000	Furniture, Equipment & Vehicles R'000	Vehicles R'000	Total R'000
Year ended 31 December 2016				
Opening net book value	6 159 819	587 855	30 065	6 777 739
Additions	474 134*	137 881	19 014	631 029
Transfers	(1 640)	1 007	633	-
Disposals	(864)	(16 394)	(512)	(17 770)
Depreciation	<u>(43 253)</u>	<u>(135 903)</u>	<u>(8 100)</u>	<u>(187 256)</u>
Closing net book value	<u>6 588 196</u>	<u>574 447</u>	<u>41 098</u>	<u>7 203 741</u>
At 31 December 2016				
Cost	7 077 293	1 580 276	79 137	8 736 706
Accumulated depreciation	<u>(489 098)</u>	<u>(1 005 829)</u>	<u>(38 039)</u>	<u>(1 532 965)</u>
Net book value	<u>6 588 196</u>	<u>574 447</u>	<u>41 098</u>	<u>7 203 741</u>

*Included in additions is an amount of R308million of work in progress relating to the ICT Project.

UNIVERSITY

	Land & Buildings R'000	Furniture and Equipment R'000	Vehicles R'000	Total R'000
Year ended 31 December 2016				
Opening net book value	6 085 220	546 164	15 121	6 646 504
Additions	447 889	111 168	4 666	563 723
Disposals	(821)	(16 112)	(231)	(17 163)
Depreciation	<u>(34 511)</u>	<u>(117 502)</u>	<u>(4 188)</u>	<u>(156 201)</u>
Closing net book value	<u>6 497 777</u>	<u>523 718</u>	<u>15 368</u>	<u>7 036 863</u>
At 31 December 2016				
Cost	6 913 213	1 436 847	36 252	8 386 312
Accumulated depreciation	<u>(415 436)</u>	<u>(540 862)</u>	<u>(20 885)</u>	<u>(1 349 449)</u>
Net book value	<u>6 497 777</u>	<u>523 719</u>	<u>15 368</u>	<u>7 036 863</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

13. PROPERTY, PLANT AND EQUIPMENT (continued)

GROUP

	Land & Buildings R'000	Furniture, Equipment & Vehicles R'000	Total R'000
Year ended 31 December 2015			
Opening net book value	6 162 578	536 049	6 698 627
Additions	49 025	201 466	250 490
Transfers	(8 465)	8 453	(12)
Disposals	(43)	(2 348)	(2 391)
Depreciation	<u>(43 276)</u>	<u>(125 699)</u>	<u>(168 975)</u>
Closing net book value	<u>6 159 819</u>	<u>617 920</u>	<u>6 777 739</u>

At 31 December 2015

Cost	6 611 200	1 606 629	8 217 829
Accumulated depreciation	<u>(451 381)</u>	<u>(988 709)</u>	<u>(1 440 090)</u>
Net book value	<u>6 159 819</u>	<u>617 920</u>	<u>6 777 739</u>

UNIVERSITY

	Land & Buildings R'000	Furniture, Equipment & Vehicles R'000	Total R'000
Year ended 31 December 2015			
Opening net book value	6 084 199	497 089	6 581 288
Additions	36 555	174 751	211 306
Transfers	-	(12)	(12)
Disposals	(42)	(1 452)	(1 494)
Depreciation	<u>(35 492)</u>	<u>(109 092)</u>	<u>(144 584)</u>
Closing net book value	<u>6 085 220</u>	<u>561 284</u>	<u>6 646 504</u>

At 31 December 2015

Cost	6 466 497	1 428 429	7 894 926
Accumulated depreciation	<u>(381 277)</u>	<u>(867 145)</u>	<u>(1 248 422)</u>
Net book value	<u>6 085 220</u>	<u>561 284</u>	<u>6 646 504</u>

Details of land and buildings are available for inspection at the office of the University and its related entities. The University and its related entities are not permitted to dispose of, or otherwise alienate, their land and buildings without the approval of the Minister of Higher Education and Training.

Certain of the above items of property, plant and equipment are secured as set out in note 27.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000

13. PROPERTY, PLANT AND EQUIPMENT (continued)

Furniture, equipment and vehicles include the following amounts where the University is a lessee under a finance lease:

Cost – capitalised finance leases	45 549	34 192	45 549	34 192
Accumulated depreciation	(24 992)	(24 298)	(24 992)	(24 298)
Net book value	<u>20 557</u>	<u>9 894</u>	<u>20 557</u>	<u>9 894</u>

14. INTANGIBLE ASSETS

	GROUP			UNIVERSITY		
	ERP System R'000	IT Software R'000	Total R'000	ERP System R'000	IT Software R'000	Total R'000
Year ended						
31 December 2016						
Opening net book value	115 748	622	116 370	115 748	622	116 370
Additions	6 024	159	6 183	6 024	159	6 183
Transfers	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
Amortisation	(21 752)	(2)	(21 754)	(21 752)	(2)	(21 754)
Closing net book value	<u>100 020</u>	<u>779</u>	<u>100 799</u>	<u>100 020</u>	<u>779</u>	<u>100 799</u>
At 31 December 2016						
Cost	265 288	942	266 232	265 288	942	266 232
Accumulated amortisation	(165 268)	(165)	(165 433)	(165 268)	(165)	(165 433)
Net book value	<u>100 020</u>	<u>779</u>	<u>100 799</u>	<u>100 020</u>	<u>779</u>	<u>100 799</u>
Year ended						
31 December 2015						
Opening net book value	138 690	406	139 096	138 690	406	139 096
Additions	3 283	218	3 501	3 283	218	3 501
Transfers	12	-	12	12	-	12
Disposals	(813)	-	(813)	(813)	-	(813)
Amortisation	(25 424)	(2)	(25 426)	(25 424)	(2)	(25 426)
Closing net book value	<u>115 748</u>	<u>622</u>	<u>116 370</u>	<u>115 748</u>	<u>622</u>	<u>116 370</u>
At 31 December 2015						
Cost	259 264	785	260 049	259 264	785	260 049
Accumulated amortisation	(143 516)	(163)	(143 679)	(143 516)	(163)	(143 679)
Net book value	<u>115 748</u>	<u>622</u>	<u>116 370</u>	<u>115 748</u>	<u>622</u>	<u>116 370</u>

15. GOODWILL

Opening balance	486	486	-	-
Additions through business combination	-	-	-	-
Closing balance	<u>486</u>	<u>486</u>	<u>-</u>	<u>-</u>

Effective 1 March 2013, Wits Health Consortium Proprietary Limited acquired 100% of the issued share capital of Speer Management Services Proprietary Limited and as a result, goodwill arose on consolidation. Management has assessed the impairment as required by IAS36 and there were no indications of impairment as at 31 December 2016.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
16. AVAILABLE-FOR-SALE-INVESTMENTS				
Fair value at the beginning of the year	2 533 790	2 066 033	1 687 464	1 300 182
Purchases	3 786 521	2 565 416	3 013 756	2 068 465
Disposals	(4 011 404)	(2 318 576)	(3 158 945)	(1 834 559)
Investment income capitalised	172 311	148 113	140 638	115 225
Investment management fees	(6 585)	(6 971)	(4 676)	(4 761)
Net unrealised gain on revaluation	(26 646)	79 775	(10 134)	42 912
Fair value at the end of the year	2 447 985	2 533 790	1 668 103	1 687 464

	Wits University		Foundation		Group Total	
	Cost R'000	Fair Value R'000	Cost R'000	Fair Value R'000	Cost R'000	Fair Value R'000
INVESTMENTS – 2016						
Equity domestic – listed	56 013	56 407	321 058	356 453	377 070	412 860
Equity domestic – unlisted	1	4 394	-	-	1	4 394
Equity international – listed	-	-	43 500	80 275	43 500	80 275
Bonds – domestic	424 130	426 667	216 442	216 714	640 572	643 381
Unit trust funds – domestic	269 497	353 401	-	-	269 497	353 400
Unit trust funds – international	-	-	32 678	40 017	32 679	40 018
International other funds	-	-	43 985	46 961	43 985	46 961
Money market and short term cash	823 125	827 234	39 462	39 462	862 587	866 696
	1 572 766	1 668 103	697 125	779 883	2 269 891	2 447 986
INVESTMENTS – 2015						
Equity domestic – listed	30 145	45 038	302 192	370 395	332 337	415 433
Equity domestic – unlisted	1	4 394	-	-	1	4 394
Equity international – listed	-	-	51 699	106 101	51 699	106 101
Bonds – domestic	101 482	102 572	149 284	136 788	250 766	239 360
Unit trust funds – domestic	235 185	323 617	-	-	235 185	323 617
Unit trust funds – international	-	-	25 860	39 382	25 860	39 382
International other funds	-	-	65 829	82 108	65 829	82 108
Money market and short term cash	1 212 846	1 211 843	111 336	111 552	1 324 182	1 323 395
	1 579 659	1 687 464	706 200	846 326	2 285 859	2 533 790

The following table presents financial assets and liabilities measured at fair value at the reporting date in accordance with the fair value hierarchy. This hierarchy groups financial assets and liabilities into three levels based on the significance of inputs used in measuring the fair value of the financial assets and liabilities. The fair value hierarchy has the following levels:

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

The level within which the financial asset or liability is classified is determined based on the lowest level of significant input to the fair value measurement. The financial assets and liabilities measured at fair value in the Statement of Financial Position are grouped into the fair value hierarchy as follows:

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

16. AVAILABLE-FOR-SALE INVESTMENTS (continued)

	GROUP 2016			UNIVERSITY 2016		
	Level 1 R'000	Level 2 R'000	Total R'000	Level 1 R'000	Level 2 R'000	Total R'000
Available-for-sale financial assets						
Equities	493 135	4 394	497 529	56 407	4 394	60 081
Bonds	-	643 381	643 381	-	426 667	426 667
Unit Trust	-	393 417	393 417	-	353 401	353 401
Money market and short term cash	-	913 657	913 657	-	827 234	827 234
	493 135	1 954 849	2 447 984	56 407	1 611 696	1 668 103

	GROUP 2015			UNIVERSITY 2015		
	Level 1 R'000	Level 2 R'000	Total R'000	Level 1 R'000	Level 2 R'000	Total R'000
Available-for-sale financial assets						
Equities	521 534	4 394	525 928	45 038	4 394	49 432
Bonds	-	239 360	239 360	-	102 572	102 572
Unit Trust	-	362 999	362 999	-	323 617	323 617
Money market and short term cash	-	1 405 503	1 405 503	-	1 211 843	1 211 843
	521 534	2 012 256	2 533 790	45 038	1 642 426	1 687 464

The fair values of the publicly traded financial instruments are based on stock exchange prices as at the reporting date. A register of investments is available for inspection at the offices of the University.

Due to the nature of the research business, as well as the capital expansion projects that are externally funded, the University/Group ring fences certain monies for the purposes of spending against specific projects. These monies are not available to the greater University/Group. This amounts to University R0, 94 billion /Group R0, 94 billion (2015: University R1.25 billion Group R1.25 billion).

17. INTERESTS IN CONTROLLED ENTITIES AND AMOUNTS DUE

	UNIVERSITY	
	2016 R'000	2015 R'000
University of the Witwatersrand Foundation	432 687	420 110
Loan between Foundation and the Wits Donald Gordon Medical Centre (Pty) Ltd (DGMC), taken over by the University on behalf of DGMC-current.	(9 000)	(9 000)
The loan is interest free and has no fixed terms of repayment.(current)		
Loan between Foundation and the University-non current	(8 732)	(3 999)
The loan was granted to the University to gear funding for one chair on the University's behalf.		
The loan is repayable by the University based on an agreed return on investment, not less than the budgeted salary costs in its budget for the chair. The loan has no fixed terms of repayment		
Funds owed to the University but not yet transferred-current	63 749	43 888
Administered funds-non current	14 422	13 664
The balance of the investment relating to administered funds not yet transferred. Interest of 5.7% (2015: 5.0%) is paid on these funds-non current		
Funds administered by Foundation on behalf of the University-non current	12 014	-
Pooled Equity Fund-non current	360 234	375 557
The pooled equity fund is administered by the Foundation on behalf of the University. The fund is made up as follows:		
Capital invested by fund participants	359 598	375 204
Current liabilities of the funds	636	353

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
17. INTERESTS IN CONTROLLED ENTITIES AND AMOUNTS DUE (continued)				
Wits Commercial Enterprises (Pty) Ltd			3 049	3 667
A wholly owned (100%) related entity of the University.				
Shares: R100				
Shareholder's Non-Current Loan			(1 071)	(672)
The loan is unsecured, bears no interest and has no fixed terms of repayment.				
Shareholder's Non Current Loan			4 120	4 339
The loan is unsecured, bears no interest and is repayable out of future profits.				
Wits Junction (Pty) Ltd			6 773	10 186
A wholly owned (100%) related entity of the University.				
Shares: R2				
Intercompany Loan-Non Current			6 773	10 186
The loan is unsecured, bears no interest and has no fixed terms of repayment.				
Origins Centre Association (NPC)			2 535	2 133
The Origins Centre Association is a non-profit company of which the University exercises control through appointments to the Board of Directors.				
Intercompany Loan-Non Current			2 535	2 133
The loan is unsecured, bears no interest and has no fixed terms of repayment.				
Gross			445 044	436 096
Less: current portion			(54 749)	(34 888)
Total long term interest in controlled entities and amounts due			390 295	401 208

18. STUDENT LOANS

Financial assets:

Student loans	1 265	1 851	1 265	1 851
Less: Provision for impairment	(1 265)	(1 851)	(1 265)	(1 851)
	-	-	-	-

The weighted average annual interest rate was as follows :

Student loans	12.25%	12.25%	12.25%	12.25%
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NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
18. STUDENT LOANS (continued)				
Movement in the provision for impairment of student loans is as follows:				
At 1 January	1 851	3 480	1 851	3 480
Receivables written off during the year	(586)	(1 629)	(586)	(1 629)
At 31 December	<u>1 265</u>	<u>1 851</u>	<u>1 265</u>	<u>1 851</u>

All financial assets are unsecured.

Loans were granted to students based on a contractual agreement. No further loans have been granted since 2006. Repayment of the loans commences once the student has graduated and the loan is repayable over 3 years. Interest is charged at prime +3% per annum, and the loan accrues interest once the student has graduated. A provision for impairment of student loans is made when it is established that the University will not be able to recover all amounts due according to the original terms of the loans. The amount of the provision is recognised in the Statement of Comprehensive Income.

19. INTEREST IN JOINT VENTURE AND ASSOCIATED ENTITIES

Bidvest Wits University Football Club (Pty) Limited

Ordinary shares (40%) (Cost: R40, 2015: R40)	-	-	-	-
Share premium on investment in Bidvest Wits Football Club (Pty) Ltd	30 635	30 635	(30 635)	30 635
Provision for impairment	(30 635)	(30 635)	(30 635)	(30 635)
The Group has not accounted for its share of the associated company's loss. The loss amounts to R20,3 million. (2015: R20.6 million).	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

The Wits University Donald Gordon Medical Centre (Pty) Limited

The University owns an interest of 50,1% in this entity. This entity is equity accounted as a Joint Venture per the agreement.

Share Capital	2 776	2 776	2 776	2 776
Share premium	2 500	2 500	2 500	2 500
Shareholder's loan				
The loan is interest free and is repayable out of future profits of the company. The loan has been subordinated proportionally to the University's shareholding in favor of The Standard Bank of South Africa and the related entity's other creditors. The subordination will remain in force until such time as the related entity's assets exceed its liabilities for a period of twelve months.	109 445	109 445	109 445	109 445
Less: Provision for impairment	-	-	(29 511)	(34 049)
Share of Equity Accounted Results	(28 243)	(32 780)	-	-
Administered funds	-	-	(2)	(2)
	<u>86 479</u>	<u>81 941</u>	<u>85 208</u>	<u>80 670</u>

	GROUP		UNIVERSITY	
	2016	2015	2016	2015
	R'000	R'000	R'000	R'000

19. INTEREST IN JOINT VENTURE AND ASSOCIATED ENTITIES (continued)

Reconciliation of the investment in The Wits University Donald Gordon Medical Centre (Pty) Ltd

Opening balance	81 941	76 100	80 670	74 829
Share of equity accounted results:	4 538	5 841	4 538	5 841
Net profit	3 722	5 472	4 538	5 841
Remeasurements on retirement benefit obligation	1 133	513	-	-
Taxation	(317)	(144)	-	-
	<u>86 479</u>	<u>81 941</u>	<u>85 208</u>	<u>80 670</u>

20. ACCRUED LEASE INCOME

The University has leased Land and Buildings to a wholly owned entity Wits Junction Residences Proprietary Limited. The University has opted to straight-line the lease over the period of the lease in terms of IFRS, IAS 17. This has resulted in a deferred asset in the books of the University. Income recognised in revenue for the 2016 year accounted for in Accrued lease income amounts to R210,6 million (2015: R174,4 million). The University has opted to straight-line the lease due to the effect of the structured loan it entered into with Rand Merchant Bank Limited, but on consolidation it has been eliminated.

210 602 174 425

21. DEFERRED TAXATION

Deferred taxation arises in a controlled entity and is calculated on all temporary differences according to the liability method using the principal tax rate of 28%

Deferred Tax (Liability)/Asset

Prepaid expenses	(348)	(46)	-	-
Provisions	53	45	-	-
	<u>(295)</u>	<u>(1)</u>	<u>-</u>	<u>-</u>

Reconciliation of deferred tax (liability)/asset

At beginning of year	(2)	33	-	-
Originating from provisions and prepaid expenses	(293)	(34)	-	-
At end of year	<u>(295)</u>	<u>(1)</u>	<u>-</u>	<u>-</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
22. OTHER NON-CURRENT RECEIVABLES				
Tertiary Education and Research Network of South Africa (TENET):				
This is a loan advance to the Tertiary Education and Research Network of South Africa (TENET) with regard to a bid for SEACOM bandwidth usage. This loan is repaid by an offset against charges for INT-SEA services and other services the University receives.				
This loan attracts no interest and has no fixed terms of repayments.				
Total receivables	4 908	5 846	4 908	5 846
Current portion	(2 257)	(2 257)	(2 257)	(2 257)
Long term portion	<u>2 651</u>	<u>3 589</u>	<u>2 651</u>	<u>3 589</u>
Wits Club Loan:				
This loan is advanced to the Wits Club to assist with the financing of the operator of this venue.				
This loan attracts no interest and is repaid monthly in terms of the agreed turnover model.				
Total receivables	367	636	367	636
Current portion	(367)	(473)	(367)	(473)
Long term portion	<u>-</u>	<u>163</u>	<u>-</u>	<u>163</u>
New Universities-other receivables				
Amount remitted from DHET for development of new Universities in Mpumalanga & Northern Cape. This amount was transferred to the Investment Managers for investment at year-end.				
	-	137 000	-	137 000
	<u>-</u>	<u>137 000</u>	<u>-</u>	<u>137 000</u>
Loan to Wits University to Donald Gordon Medical Centre (Pty) Ltd				
Loan was advanced to the Wits University Donald Gordon Medical Centre (Pty) Ltd by the University of the Witwatersrand Foundation.				
Loan to the Wits University Donald Gordon Medical Centre (Pty) Ltd				
	11 000	11 000	-	-
Less: Provision for impairment	(6 000)	(6 000)	-	-
	<u>5 000</u>	<u>5 000</u>	<u>-</u>	<u>-</u>
Total Other Non-Current Receivables				
Total receivables	10 275	148 482	5 275	143 482
Current portion	(2 624)	(2 730)	(2 624)	(2 730)
Long term portion	<u>7 651</u>	<u>145 752</u>	<u>2 651</u>	<u>140 752</u>
23. INVENTORIES				
Books, stationery, technical inventories, stores for repairs and maintenance, study material and cleaning material.				
	<u>10 158</u>	<u>12 379</u>	<u>8 803</u>	<u>11 634</u>

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
24. TRADE AND OTHER RECEIVABLES				
Financial assets:	599 140	420 847	362 178	217 073
Trade receivables	184 661	279 471	157 785	136 846
Less: Provision for impairment	(70 949)	(71 329)	(67 170)	(67 251)
	113 712	208 142	90 615	69 595
Student debtors	404 758	171 784	404 758	171 784
Less: Provision for impairment	(153 648)	(74 815)	(153 648)	(74 815)
	251 110	96 969	251 110	96 969
Loans to employees	9	14	9	14
Less: Provision for impairment	(9)	(14)	(9)	(14)
	-	-	-	-
Other receivables	234 401	115 736	20 453	50 509
Non-financial assets:	95 699	10 602	79 370	4 581
Prepayments	77 574	5 123	77 216	4 581
Value-added tax	18 125	5 479	2 154	-
	694 922	431 449	441 548	221 654

Trade receivables

Trade receivables that are less than 90 days past due are not considered to be impaired. As of 31 December 2016, trade receivables of the Group R34, 4 million, University R27, 1 million. (2015: the Group R71 million, University R37 million) were past due but not considered impaired.

The ageing of trade receivables is as follows:

	184 661	279 471	157 785	136 846
Fully Performing: 0-30 days	70 029	129 328	59 789	60 111
30-60 days	21 444	42 273	17 174	18 885
60-90 days	12 975	28 840	9 952	17 743
Over 90 days	80 213	79 030	70 870	40 107
Impairment	(70 949)	(71 329)	(67 170)	(67 251)
Net	113 712	208 142	90 615	69 595

Movements in the provision for impairment of trade receivables are as follows:

At 1 January	71 329	64 202	67 251	58 655
Provision for trade receivables	3 364	13 660	2 193	12 500
Receivables written off during the year	(3 744)	(6 533)	(2 274)	(3 904)
At 31 December	70 949	71 329	67 170	67 251

Student Receivables

Student debtors that are less than one year past due at 31 December 2016 but have been paid by 28 February 2017 are not considered impaired. As at 31 December 2016, student debtors of R251 million (2015: R97 million) were past due but not impaired.

The ageing of student debtors is as follows:

Students enrolled for the current year	337 626	145 199	337 626	145 199
Students enrolled for previous years	67 132	26 585	67 132	26 585
Less: Provision for impairment	(153 648)	(74 815)	(153 648)	(74 815)
	251 110	96 969	251 110	96 969

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
24. TRADE AND OTHER RECEIVABLES (continued)				
Movements in the provision for impairment of student debtors are as follows:				
At 1 January	74 815	48 240	74 815	48 240
Provision for student receivables	97 854	42 180	97 854	42 180
Receivables written off during the year	(19 021)	(15 605)	(19 021)	(15 605)
At 31 December	<u>153 648</u>	<u>74 815</u>	<u>153 648</u>	<u>74 815</u>

Staff Loans

All outstanding staff loans have been considered by management to be seen as impaired. No further loans have been granted since 2006. Interest is charged at 12.25% per annum.

Movement in the provision for impairment of staff loans are as follows:

At 1 January	14	20	14	20
Provision for staff loans	(14)	(6)	(14)	(6)
At 31 December	<u>-</u>	<u>14</u>	<u>-</u>	<u>14</u>

25. TAX RECEIVABLE

Tax receivable	<u>111</u>	<u>90</u>	<u>-</u>	<u>-</u>
Reconciliation of tax (paid)/received				
Opening balance	(90)	11	-	-
Current tax for the period recognised in profit	(769)	(83)	-	-
Balance at the end of the year	111	(90)	-	-
Tax paid during the period under review	<u>(748)</u>	<u>(162)</u>	<u>-</u>	<u>-</u>

26. CASH AND CASH EQUIVALENTS

Bank balances	868 142	662 992	111 791	41 439
Short-term deposits	164 914	129 221	-	-
	<u>1 033 056</u>	<u>792 213</u>	<u>111 791</u>	<u>41 439</u>

The weighted average annual effective interest rate on short-term bank deposits was 5.2% (2015: 4.25%).

Due to the nature of the research business of the University and certain of its controlled entities certain cash monies are ring fenced for the purposes of spending against specific projects, and are not available to the greater group. This amounts to Group: R860, 3 million, University -nil (2015: Group R667, 8 million, University nil).

As at 31 December 2016 an amount of R21,9 million from the Group Bank balances is committed (2015: Group R16,5 million).

At 31 December 2016, the University had available R500 million and the Group had R500 million. (2015: University R10 million, Group R10 million) of undrawn borrowing facilities. R500 million relates of a facility with the Development Bank of Southern Africa (DBSA) for project financing of the ICT Project. The University had also available a settlement facility of R95 million with First National Bank (FNB) and also guarantees issued amounting to R0.06 million.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
27. INTEREST-BEARING BORROWINGS				
Redemption loans	-	121	-	121
Loan raised to finance the acquisition of property, plant and equipment. The loans are fully secured by guarantees issued by the State, bear interest at fixed rates and are redeemable at bi-annual intervals terminating in 2016.				
Investec ICT Project Instalment Sale Agreement	319 775	-	319 775	-
Instalment sale agreement for financing of the Information Communication & Technology (ICT) Upgrade Project. Investec paid for the goods in full from Datacentrix, and the University services the interest free liability with six equal quarterly instalments of R53.3million.				
Rand Merchant Bank Limited	457 512	440 807	457 512	440 807
The loan bears interest at a fixed rate of 11.96% per annum. It is secured by a mortgage bond over land and buildings at Erf 815, Parktown Township. The loan is structured to account for high interest repayments at the beginning of the loan term resulting in an increase in the loan balance.				
Innovent leases	26 703	16 878	26 703	16 878
Operating rental leases capitalised. The leases bear interest at an average fixed rate of 4.73% per annum (2015:4.8%), and are repayable in quarterly instalments of R2,8 million (2015: R2,5 million). The agreements are secured by computer equipment with a book value of R20, 6 million (2015: R9, 9million).				
First National Bank Limited	2 157	2 613	-	-
This loan is unsecured, bears interest at the prime lending rate minus 0.8%, and is repayable over 10 years.				
Total borrowings	806 147	460 419	803 989	457 806
Less: Current portion of borrowings	223 423	9 813	222 920	9 349
Innovent lease	9 737	9 228	9 737	9 228
First National Bank	503	464	-	-
Redemption loans	-	121	-	121
Investec ICT financing	213 183	-	213 183	-
Long Term Portion of borrowings	582 724	450 606	581 069	448 457
Other loans				
At no interest	319 775	-	319 774	12 999
At flexible rates	2 157	2 613	-	-
At fixed rates	484 215	457 806	484 215	444 807
Total borrowings	806 147	460 419	803 990	457 806

Effective annual interest rates:

Redemption loans – weighted average rates	11.79%	10.90%	10.90%	10.90%
First National Bank loan	9.50%	8.95%	-	-
Capitalised operating lease	4.73%	4.8%	4.80%	4.8%
Rand Merchant Bank bond over land and buildings	11.96%	12.20%	11.96%	12.20%
Investec ICT financing	-	-	-	-

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	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000

28. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS

Pension schemes

The Group has an established pension schemes covering substantially all employees. The pension schemes comprise two state controlled final salary defined benefit plans and two privately administered defined contribution plans. The assets of the funded plans are held independently of the Group's assets in separate trustee administered funds. Independent actuaries value the schemes periodically. The Group has no known liabilities at 31 December 2016 in respect of any of its pension schemes.

Cost of pension contributions for the year were Group: R231,0 million, University R231,0 million (2015: Group R211, 7million, University R211,7 million).

Post-retirement healthcare benefit obligations

The Group provides post-retirement healthcare benefits to its retirees. An actuarial valuation of the future obligations in terms of this scheme was carried out as at 31 December 2016. The present value of the Group's obligations is as follows:

Accrued employer liability in respect of employed members	241 146	215 390	241 146	215 390
Accrued employer liability in respect of retired members	299 721	263 374	299 721	263 374
Post-retirement benefit obligation	<u>540 867</u>	<u>478 764</u>	<u>540 867</u>	<u>478 764</u>

The University is investing R25 million per annum to provide finance for its liability. As at 31 December 2016 the University has invested R306 million (2015: R277 million) which is invested in an Opportunity fund account with Investec. These are just earmarked funds to manage the liability, and not legal plan assets.

The method used for establishing the service cost is the Projected Unit Credit Method. Actuarial gains and losses are recognised as they arise.

Amounts recognised in the statement of comprehensive income in respect of this scheme are as follows:

Settlements	(19 535)	(17 069)	(19 535)	(17 069)
Service cost	10 501	11 278	10 501	11 278
Interest cost	51 764	38 539	51 764	38 539
Actuarial loss due to new pensioners*	-	17 821	-	17 821
	<u>42 730</u>	<u>50 569</u>	<u>42 730</u>	<u>50 569</u>

* The actuarial loss recognised in the statement of comprehensive income is driven by the number of pensioners who were previously not valued.

Amounts recognised in other comprehensive income in respect of this scheme are as follows:

Actuarial (gain)/loss	19 373	(10 868)	19 373	(10 868)
Total amounts recognised	<u>62 103</u>	<u>39 701</u>	<u>62 103</u>	<u>39 701</u>

The amount included in the Statement of Financial Position arising from the Group's obligation in respect of the defined benefit post-retirement medical aid plan is as follows:

At beginning of year	478 764	439 063	478 764	439 063
Amounts debited to the income statement	42 730	50 569	42 730	50 569
Amounts debited/(credited) to the statement of other comprehensive income	19 373	(10 868)	19 373	(10 868)
At end of year	<u>540 867</u>	<u>478 764</u>	<u>540 867</u>	<u>478 764</u>

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28. PENSION AND POST-RETIREMENT HEALTHCARE OBLIGATIONS (continued)**Post-retirement healthcare benefit obligations****Sensitivity Analysis**

The provision for post-retirement healthcare obligations is particularly sensitive to changes in the assumption regarding future increases in medical scheme contributions. This is illustrated as follows:

Illustration of the impact of a 1% increase or decrease in the assumed future rate of medical inflation:

GROUP AND UNIVERSITY	Base assumption 8.7% p.a.	1% Increase 9.7% p.a.	1% Decrease 7.7% p.a.
Liability as at 1 January 2015	540 867	616 105	478 643
Service costs	11 244	13 538	9 402
Interest cost	52 968	60 566	46 672
% Liability change		14%	-12%
% Income Statement Recognition change		15%	-13%

Illustration of the impact of a 0.5% increase or decrease in the assumed discount rate:

GROUP AND UNIVERSITY	Base assumption 9.8% p.a.	0.5% Increase 10.3% p.a.	0.5% Decrease 9.3% p.a.
Liability	540 867	507 537	577 803
% Liability change		(6%)	7%

The assumptions have been based on the requirements of IAS19. The main actuarial assumptions used for the valuation at 31 December 2016 were:

	GROUP		UNIVERSITY	
Economic assumptions	2016	2015	2016	2015
Net discount rate	1.10%	0.90%	1.10%	0.90%
Health care cost inflation	8.70%	9.90%	8.70%	9.90%
Discount rate	9.80%	10.80%	9.80%	10.80%

Demographic assumptions**Retirement age**

An average retirement age of 65 was used.

Mortality

Mortality pre-retirement has been based on the SA 85/90 table, and mortality post-retirement on a PA (90) ultimate table.

Withdrawal

Withdrawal from service of the Group was assumed as follows:

Age	GROUP Annual rate of withdrawals	UNIVERSITY Annual rate of withdrawals
0-20	20%	20%
21-25	17%	17%
26-30	13%	13%
31-35	9%	9%
36-40	6%	6%
41-45	4%	4%
46-50	2%	2%
51+	Nil	Nil

Age of spouse

It was assumed that a husband was three years older than his wife.

Continuation of membership at retirement

It was assumed that 80% in-service members of the scheme will continue to participate in the medical scheme upon reaching retirement.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
29. GOVERNMENT GRANTS – DEFERRED INCOME				
Infrastructure and Efficiency Funding Grant				
The Department of Higher Education and Training has granted the University funds in respect of infrastructure and efficiency to assist with improving institutional infrastructure and academic efficiency with a view to improved student outcomes.				
Balance of funds at 1 January	637 124	638 373	637 124	638 373
Government grant received during the year	85 200	-	85 200	-
Interest earned	6 663	3 126	6 663	3 126
Amounts taken to Statement of Comprehensive Income	(4 776)	(4 375)	(4 776)	(4 375)
Balance of funds at 31 December	724 211	637 124	724 211	637 124
Clinical Training Grant				
The Department of Higher Education and Training has granted the University funds in respect of clinical training in medicine, dentistry and the allied health professions.				
Balance at 1 January	143 676	149 924	143 676	149 924
Government grant received during the year	26 770	39 273	26 770	39 273
Interest earned	6 044	5 194	6 044	5 194
Amounts taken to Statement of Comprehensive Income	(59 875)	(50 715)	(59 875)	(50 715)
Balance of funds at 31 December	116 615	143 676	116 615	143 676
Teaching and Development Grant				
The Department of Higher Education and Training has granted the University funds in respect of 20 Projects for 2014/2015 towards improving the student's development and experience at the University.				
Balance at 1 January	9 964	9 401	9 964	9 401
Government grant received during the year	20 718	17 064	20 718	17 064
Interest earned	457	334	457	334
Amounts taken to Statement of Comprehensive Income	(16 824)	(16 835)	(16 824)	(16 835)
Balance of funds at 31 December	14 315	9 964	14 315	9 964
Foundation Grant				
The Department of Higher Education and Training has granted the University funds to enhance the success rates of students who meet the minimum admission requirements of an institution and to ensure higher throughput and ultimately higher graduation rates at universities.				
Balance at 1 January	741	1 886	741	1 886
Government grant received during the year	128	229	128	229
Interest earned	30	74	30	74
Amounts taken to Statement of Comprehensive Income	(801)	(1 448)	(801)	(1 448)
Balance of funds at 31 December	98	741	98	741
Staffing South Africa's New Universities				
The Department of Higher Education and Training has granted the University funds to appoint posts for the New Generation of Academics programme as part of the first phase of the Staffing South Africa's Universities Framework.				
Balance at 1 January	13 225	-	13 225	-
Government grant received during the year	4 665	13 049	4 665	13 049
Interest earned	866	441	866	441
Amounts taken to Statement of Comprehensive Income	(3 117)	(266)	(3 117)	(266)
Balance of funds at 31 December	15 639	13 224	15 639	13 224
Total Gross Government grants	870 878	804 729	870 878	804 729
Current Portion				
Infrastructure and efficiency funding grant	5 497	4 776	5 497	4 776
Clinical Teaching Grant	53 818	59 875	53 818	59 875
Teaching Development Grant	16 754	16 824	16 754	16 824
Foundation Grant	1 185	801	1 185	801
Staffing of South Africa's New Universities	3 117	3 117	3 117	3 117
Current portion	(80 371)	(85 393)	(80 371)	(85 393)
Total Government grants-non current	790 507	719 336	790 507	719 336

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000 (Restated)	2016 R'000	2015 R'000 (Restated)
30. DEFERRED INCOME & OTHER LIABILITIES				
The Origins Centre Association (Non Profit Company) received grants for specific projects which will be utilised during 2017.	372	405	-	-
Wits Health Consortium leasehold improvements to a building in Hillbrow. The premises became available for occupation during 2012.				
- Non-current portion	1 268	5 070	-	-
- Current portion	3 802	3 802	-	-
Wits Junction Parkade Income received in advance from Netcare for the rental of the Parkade. The lease commenced on 01 April 2013 and the lease term is for a period of 15 years.	11 143	12 119	11 143	12 119
Helpmekaar Kollege NPC Income received in advance from Helpmekaar Kollege NPC for the use of the Astro Turf hockey pitch. The lease commenced on 29 January 2014 and the lease term is for a period of 20 years.	3 746	3 965	3 746	3 965
Total Deferred income				
Non-current portion	16 157	21 154	14 889	16 084
Current portion	4 174	4 207	-	-
Total	20 331	25 361	14 889	16 084
New Universities –other liabilities (disclosed below)	258 795	611 911	258 795	611 911
Total deferred income (current portion) and other liabilities	262 969	616 118	258 795	611 911

New Universities

The Department of Higher Education and Training has appointed the University to project manage and resource the spatial and physical planning and development for new institutions of higher learning in the Mpumalanga and Northern Cape provinces.

Balance at 1 January	611 911	372 000	611 911	372 000
Government grant received during the year	-	1 137 000	-	1 137 000
Interest earned	28 625	29 021	28 625	29 021
Government grant refunded	(44 770)	-	(44 770)	-
Project expenditure	(336 971)	(926 492)	(336 971)	(926 492)
New Universities –other liability	258 795	611 911	258 795	611 911

31. TRADE AND OTHER PAYABLES

Financial liabilities	429 946	387 090	257 453	239 152
Trade payables	344 607	310 822	225 649	220 594
Accrued expenses	85 339	76 268	31 804	18 558
Non-financial liabilities	1 279 551	910 253	598 198	390 536
Income received in advance	827 115	628 585	179 390	155 825
Other payables	288 288	125 108	255 699	79 431
Income tax payable	43	-	-	-
Leave pay accrual	161 103	141 136	160 410	140 594
Value-added tax	270	12 651	-	11 947
Deposits	2 732	2 773	2 699	2 739
	1 709 497	1 297 343	855 651	629 688

The fair value approximates the carrying amounts.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000 (Restated)	2016 R'000	2015 R'000 (Restated)
32. CASH GENERATED FROM OPERATIONS				
Reconciliation of income to cash utilised in operations:				
Surplus for year before tax	259 153	206 527	264 303	171 753
Depreciation and amortisation (notes 13 & 14)	209 010	194 401	177 955	170 010
Deferred Income on government grant (note 29)	(85 393)	107 672	(85 394)	107 672
Increase in government grants	151 543	-	151 543	-
(Decrease) in deferred income	(1 227)	(5 329)	(1 195)	(1 196)
Provision for post-retirement healthcare benefit obligations (note 28)	42 731	50 569	42 731	50 569
Loss on disposal of property, plant and equipment	16 967	3 186	16 854	2 296
(Profit)/loss on sale of financial assets	(60 476)	(36 560)	(19 213)	(2 262)
Interest and dividend income on available-for-sale financial assets (note 9)	(128 344)	(122 088)	(108 052)	(89 560)
Interest income on other financial assets through profit or loss (note 9)	(75 222)	(48 644)	(30 274)	(37 667)
Dividend income from related parties (note 9)	-	-	(7 020)	(6 250)
Interest income from related parties (note 9)	-	-	(1 373)	(650)
Finance costs (note 11)	74 164	73 252	72 560	68 755
(Profit)/loss on equity accounted entity (note 19)	(4 541)	(5 841)	(4 541)	(5 841)
Cash from operations before allowing for changes in working capital	398 365	417 147	468 884	427 629
Changes in working capital:				
- Trade and other receivables	(257 806)	(26 914)	(219 894)	12 345
- Inventories	2 221	1 622	2 832	1 751
- Other liabilities	(216 116)	-	(216 116)	-
- Trade and other payables	420 815	233 021	225 964	69 350
Net changes in working capital	(50 886)	207 732	(207 215)	83 446
Cash utilised by operations	347 479	624 879	261 668	511 075

33. FINANCIAL INSTRUMENTS BY CATEGORY

GROUP	Loans and receivables R'000	Available-for-sale R'000	Total R'000
31 December 2016			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 22)	10 275	-	10 275
Available-for-sale financial assets (refer to note 16)	-	2 447 985	2 447 985
Current receivables (refer to note 24)	599 140	-	599 140
Cash and cash equivalents (refer to note 26)	1 033 056	-	1 033 056
Total	1 642 471	2 447 985	4 090 456
UNIVERSITY	Loans and receivables R'000	Available-for-sale R'000	Total R'000
31 December 2016			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 22)	5 275	-	5 275
Accrued lease income (refer to note 20)	210 603	-	210 603
Available-for-sale financial assets (refer to note 16)	-	1 668 103	1 668 103
Current receivables (refer to note 24)	362 178	-	362 178
Cash and cash equivalents (refer to note 26)	111 791	-	111 791
Total	689 847	1 668 103	2 357 950

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	GROUP		UNIVERSITY	
	Financial liabilities at amortised cost	Total	Financial liabilities at amortised cost	Total
	R'000	R'000	R'000	R'000
33. FINANCIAL INSTRUMENTS BY CATEGORY (continued)				
31 December 2016				
Liabilities as per Statement of Financial Position				
Interest-bearing borrowings (refer to note 27)	806 146	806 146	803 989	803 989
Other liabilities-New University (refer to note 30)	258 795	258 795	258 795	258 795
Trade payables and accrued expenses (refer to note 31)	429 946	429 946	257 454	257 454
Total	1 494 887	1 494 887	1 320 238	1 320 238

GROUP	Loans and receivables R'000	Available-for-sale R'000	Total R'000
31 December 2015			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 22)	11 482	-	11 482
Available-for-sale financial assets (refer to note 16)	-	2 533 790	2 533 790
Current receivables (refer to note 24)	420 847	-	420 847
Cash and cash equivalents (refer to note 26)	792 213	-	792 213
Total	1 224 542	2 533 790	3 758 332

UNIVERSITY	Loans and receivables R'000	Available-for-sale R'000	Total R'000
31 December 2015			
Assets as per Statement of Financial Position			
Other non-current receivables (refer to note 22)	6 482	-	6 482
Accrued lease income (refer to note 20)	174 425	-	174 425
Available-for-sale financial assets (refer to note 16)	-	1 687 464	1 687 464
Current receivables (refer to note 24)	217 073	-	217 073
Cash and cash equivalents (refer to note 26)	41 439	-	41 439
Total	439 419	1 687 464	2 126 883

	GROUP		UNIVERSITY	
	Financial liabilities at amortised cost	Total	Financial liabilities at amortised cost	Total
	R'000	R'000	R'000	R'000
31 December 2015				
Liabilities as per Statement of Financial Position				
Interest-bearing borrowings (refer to note 27)	460 419	460 419	457 806	457 806
Other liabilities-New University (refer to note 30)	611 911	611 911	611 911	611 911
Trade payables and accrued expenses (refer to note 31)	387 090	387 090	239 152	239 152
Total	1 459 420	1 459 420	1 308 869	1 308 869

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

34. CREDIT QUALITY OF FINANCIAL ASSETS –ACCOUNTS RECEIVABLE

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to historical information about counterparty default rates:

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Counterparties without external credit rating:				
Group 1 – Existing student accounts with some defaults in the past	251 110	96 969	251 110	96 969
Group 2- Trade debtors with some defaults in the past	113 712	208 142	90 615	69 595
Group 3 – Amounts outstanding in respect of NSFAS, no defaults in the past	-	35 449	-	35 449
Group 4 – Other receivables	234 318	80 287	20 453	15 060
Total receivables (refer to note 24)	599 140	420 847	362 178	217 073

35. RISK MANAGEMENT

The Group is exposed to a variety of financial risks: market risk (including foreign currency risk, cash flow and interest rate risk, price risk), credit risk, liquidity risk and capital risk.

A Council Risk Committee, identifies, evaluates and co-ordinates the management of strategic risks faced by the Group. Risk management processes are reviewed regularly for continuing relevance and effectiveness. The Council Risk Committee reports to Council. A report on the risk management process that is being followed, is presented to the Audit Committee and to the Council of the Group on a regular basis.

The Group varies its investment philosophy depending on the term of the financial instruments and the risk profile. To this end seven portfolios have been established, with investments in bonds, equities and money market portfolios.

The portfolios have specific investment and return on investment mandates, which are monitored and adjusted where necessary.

Financial Risk Factors

Market Risk

Foreign Currency Risk

The Group has foreign exchange exposure to the extent of foreign sales transactions which are settled on normal trade terms and to the extent of foreign investments. The Group manages foreign exchange risk through the Investment and Finance Committee of the Board of Governors of the Foundation who mandate the fund managers. The fund managers report to the Committee on a quarterly basis.

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Foreign Money Market (US Dollar)	23 455	53 801	-	-
Foreign Unit Trusts (US Dollar)	40 018	39 382	-	-
Foreign Property (US Dollar)	23 506	28 306	-	-
Foreign Equity (US Dollar)	80 275	106 101	-	-
	167 254	227 590	-	-
(Loss)/profit on exchange rate (refer to note 7)	(10 773)	18 500	(4 056)	1 720

Foreign Currency Risk

At 31 December 2016, if the USD had strengthened/weakened by 10% against the Rand with all other variables held constant, the surplus for the year would have been R16,7 million (2015: R22,8 million) for the Group and R0 (2015: R0) for the University higher/lower, mainly as a result of a Rand increase/decrease in the carrying value of the USD denominated investments. The 10% variation in the exchange rate is based on the average forward rate for 12 months in respect of underlying currencies.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

35. RISK MANAGEMENT (continued)**Price Risk**

The Group is exposed to equity securities price risk because of investments held by the Group and classified on the consolidated Statement of Financial Position as available-for-sale investments. The Group is not exposed to commodity price risk. To manage its price risk arising from investments on equity securities, the Group diversifies its portfolio. Diversification of the portfolio is done in accordance with the limits set by the Investment Committee.

	GROUP		UNIVERSITY	
	2016	2015	2016	2015
	R'000	R'000	R'000	R'000
Unlisted equities	4 394	4 394	4 394	4 394
Listed equities	493 136	521 534	56 407	45 038
	497 530	525 928	60 801	49 432

At 31 December 2016, if the FTSE/JSE CAPI, the Dow Jones index (NASDAQ) increased/decreased by 10% with all other variables held constant and all the Group's equity instruments moved according to the historical correlation with the index, equity would have been R49,8 million for the Group and R6,0 million for the University. (2015: Group R52,6 million, University R4,9 million) higher/lower. Due to the unpredictability of equity market returns, a general indicative percentage of 10% is used to highlight the changes in market value on equity instruments.

Cash Flow and Interest Rate Risk

The interest rate for the Long Term loan is fixed and is funded with income generated from the capital project that was funded by this liability. The Group's income and operating cash flows are substantially independent of changes in market interest rates due to the diverse investment split between Equities and Cash based Investments and therefore no formal interest rate risk management policy exists.

	GROUP		UNIVERSITY	
	2016	2015	2016	2015
	R'000	R'000	R'000	R'000
Bonds	643 381	239 360	426 667	102 572
Cash and cash equivalents	1 033 056	792 213	111 791	41 439
Available-for-sale investments – Money market	866 696	1 323 395	827 234	1 211 843
	2 543 133	2 354 968	1 365 692	1 355 854

At 31 December 2016, if the interest rate during the year had been 25 basis points (2015: 25 basis points) higher/lower, as an indication, the interest earned would have been R3,8 million for the Group and R3,1 million for the University (2015 Group: R5,9 million, University: R3,4 million) lower/higher. The increase/decrease of 25 basis points in the interest rate was based on the change in the repurchase rate during the financial year by the South African Reserve Bank.

Credit Risk

Potential concentrations of credit risk consist mainly of short-term cash, cash equivalent investments, trade receivables, other receivables and investments.

The Group places cash and cash equivalents with reputable financial institutions and a multi-manager approach to the management of investments is followed in order to limit investment risk. Funds are invested in eight divergent portfolios, with specialist mandates developed to contain risk within set parameters.

In order to hedge investment funds against fluctuations, investment managers strive to invest some of the available funds abroad. Adjustments to the fair value of investments are recognised in a fair value fund until such time as the investment is sold, in which case the profit and loss on sale will be recognised in the Statement of Comprehensive income.

Receivables comprise of outstanding student fees, student loans and a number of customers dispersed across different industries and geographical areas. The University is exposed to credit risk arising from student receivables related to outstanding fees. This risk is mitigated by requiring students to pay an initial instalment in respect of tuition and accommodation fees at registration, the regular monitoring of outstanding fees, and the institution of debt collection action in cases of long outstanding amount.

In addition students with outstanding balances from previous years of study are only permitted to renew their registration after settling of the outstanding amount. The University no longer grants loans to students.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

35. RISK MANAGEMENT (continued)

Credit Risk (continued)

Financial assets exposed to credit risk at year end were as follows:

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Trade and other receivables	599 140	420 847	362 178	217 073
Cash and cash equivalents	1 033 056	792 213	111 791	41 439
Available for sale investments	2 447 985	2 533 790	1 668 103	1 687 464
	4 080 181	3 746 850	2 142 072	1 945 976

Liquidity Risk

Liquidity risk to the University and its controlled entities is that they will not be able to meet their financial obligations as they fall due.

The University and its controlled entities have minimised liquidity risk as shown by their substantial cash and cash equivalents. The University manages its cash flow forecast on a monthly basis reporting to the Senior Executive Team and Finance Committee on a regular basis.

The table below summarises the Group and University's exposure to liquidity risk. Included in the table are the financial assets and liabilities at carrying amounts, categorised by the earlier of contractual re-pricing or maturity dates.

Liquidity Risk

2016 GROUP Liquidity Analysis	Up to 1 month R'000	1-3 months R'000	4-12 months R'000	1-5 years R'000	Over 5 years R'000	Total R'000
Liabilities						
Non-current liabilities	-	-	-	125 212	457 512	582 724
Interest-bearing borrowings	-	-	-	125 212	457 512	582 724
Current liabilities	429 946	58 320	423 823	-	-	912 126
Current portion of long term borrowings	-	58 320	165 028	-	-	223 385
Accounts payable and accrued liabilities	429 946	-	258 795	-	-	688 741
Total Liabilities	429 946	58 320	423 823	125 212	457 512	1 494 850

35. RISK MANAGEMENT (continued)

2016 UNIVERSITY Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	123 558	457 512	581 070
Interest-bearing borrowings	-	-	-	123 558	457 512	581 070
Current liabilities	-	58 244	164 676	-	-	739 168
Current portion of long term borrowings	-	58 244	164 676	-	-	222 920
Accounts payable and accrued liabilities	257 454	-	-	-	-	257 454
Other liabilities	-	-	258 795	-	-	258 795
Total liabilities	257 454	58 244	423 471	123 558	457 512	1 320 238

2015 (Restated) GROUP Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Non-current liabilities	-	-	-	9 799	440 807	450 606
Interest-bearing borrowings	-	-	-	9 799	440 807	450 606
Current liabilities	387 248	2 382	619 184	-	-	1 008 814
Current portion of long term borrowings	158	2 382	7 273	-	-	9 813
Accounts payable and accrued liabilities	387 090	-	611 911	-	-	999 001
Total liabilities	387 248	2 382	619 184	9 799	440 807	1 459 420

2015 (Restated) UNIVERSITY Liquidity Analysis	Up to 1 month	1-3 months	4-12 months	1-5 years	Over 5 years	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Liabilities						
Non-current liabilities	-	-	-	7 650	440 807	448 457
Interest-bearing borrowings	-	-	-	7 650	440 807	448 457
Current liabilities	239 273	2 307	618 832	-	-	860 412
Current portion of long term borrowings	121	2 307	6 921	-	-	9 349
Accounts payable and accrued liabilities	239 152	-	-	-	-	239 152
Other liabilities	-	-	611 911	-	-	-
Total liabilities	239 273	2 307	618 832	7 650	440 807	1 308 869

Capital risk management

The Group's objectives when managing capital are to safeguard its ability to continue as a going concern, maintaining an optimal structure to reduce the cost of capital.

In order to maintain the capital structure the Group has ensured a sound financial position by limiting exposure to debt and increasing investment and cash balances. This objective is met by a well-planned budget and cash flow process each year, in which the strategic objectives of the entities are addressed.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

36. CONTINGENT LIABILITIES

The following legal issues were outstanding at year end:

- A land claim has been instituted against the University. An expert report is to be obtained and an amended statement of claim is to be filed. The value of the claim is not yet quantified. The anticipated legal costs expected are R0,1 million.
- The University anticipates to pay the sum of R35 million to a tenant, in full and final settlement of all claims of whatsoever nature that the tenant have against the University in relation to termination of a lease agreement.
- There is an unsubstantiated claim of R8.5million against the University which is being defended and the anticipated legal costs are R0.3million.
- The Plaintiff has instituted proceedings in one action against this University and other Universities for payment of legal fees allegedly owing to his firm by the Universities jointly and severally. The Plaintiff's claim is unsubstantiated. The amount claimed against the University is approximately R1million.
- The University has various legal cases pending that may incur legal costs, but the value of these costs are currently unknown.

37. CAPITAL COMMITMENTS

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Capital commitments contracted for	403 654	334 000	394 894	332 000
Capital commitments not contracted for	47 947	59 000	47 947	59 000
Total	<u>451 601</u>	<u>393 000</u>	<u>442 841</u>	<u>391 000</u>
Amount relating to the New Universities project included in the capital commitments contracted for	<u>55 774</u>	<u>192 000</u>	<u>55 774</u>	<u>192 000</u>

Capital commitments are to be funded from internal resources, donations and Government grants.

38. TAXATION

The University has received exemption from normal Income Tax in terms of Section 10(1) (cAii) of the Income Tax Act, however a controlled entity of Wits Health Consortium (Pty) Ltd, Speer Management Services (Pty) Ltd is subject to Income Tax.

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Current tax	769	83	-	-
-Current period	<u>769</u>	<u>83</u>	<u>-</u>	<u>-</u>
Deferred tax	294	32	-	-
-Current period	<u>294</u>	<u>32</u>	<u>-</u>	<u>-</u>
	<u>1 063</u>	<u>115</u>	<u>-</u>	<u>-</u>

Reconciliation of the tax expense:

Reconciliation between the accounting profit and the tax expense:

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Accounting profit	45 848	30 929	-	-
Tax at the applicable tax rate of 28%	12 837	8 660	-	-
Deferred tax	348	-	-	-
Tax effect of adjustments on taxable income:				
Exempt income	<u>(12 122)</u>	<u>(8 545)</u>	<u>-</u>	<u>-</u>
	<u>1 063</u>	<u>115</u>	<u>-</u>	<u>-</u>

39. RELATED PARTIES

The controlled entities and joint venture and associated entities are related parties of the University of the Witwatersrand, Johannesburg:

Related party balances

Loan accounts – Owing (to)/by related parties

Please refer to notes 17 and 19 for related party loan accounts.

	UNIVERSITY	
	2016 R'000	2015 R'000
Amounts included in trade receivables regarding related parties		
Wits Health Consortium (Pty) Ltd	-	2 866
Wits Donald Gordon Medical Centre (Pty) Ltd	3 500	-
Wits Commercial Enterprises (Pty) Ltd	-	2 052
Origins Centre Association (Non Profit Company)	7	38
	<u>3 507</u>	<u>4 956</u>
Amounts included in trade payables regarding related parties		
Wits Health Consortium (Pty) Ltd	-	29
Origins Centre Association (Non Profit Company)	42	-
Wits Commercial Enterprises (Pty) Ltd	67	599
	<u>109</u>	<u>628</u>
Related party transactions		
Dividends received from related parties		
Wits Health Consortium (Pty) Ltd	6 800	5 500
Wits Commercial Enterprises (Pty) Ltd	220	650
	<u>7 020</u>	<u>6 200</u>
Interest received from related parties		
University of the Witwatersrand Foundation	<u>13 731</u>	<u>20 179</u>
Rent received from related parties		
Wits Junction Residences (Pty) Ltd	<u>74 652</u>	<u>74 652</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

39. RELATED PARTIES (continued)

	GROUP		UNIVERSITY	
	2016 R'000	2015 R'000	2016 R'000	2015 R'000
Other income/(expenses) from/(to) related parties				
University of the Witwatersrand Foundation			69 865	19 992
Origins Centre Association (Non Profit Company)			(1 880)	(2 516)
Wits Junction Residences (Pty) Ltd			1 874	5 854
Wits Commercial Enterprises (Pty) Ltd			(3 899)	(3 226)
			<u>65 960</u>	<u>20 104</u>
Non-recurrent income/(expenses) from/(to) related parties				
Wits University Donald Gordon Medical Centre (Pty) Ltd	4 541	5 841	4 541	5 841
	<u>4 541</u>	<u>5 841</u>	<u>4 541</u>	<u>5 841</u>

40. OPERATING LEASE COMMITMENTS

Lease expenditure contracted for at the reporting date but not recognised in the financial statements as follows:

Equipment

Within 1 year	2 340	-
Between 1 and 5 years	1 849	-
	<u>4 189</u>	<u>-</u>

Office premises

Within 1 year	10 369	4 834	-	-
Between 2 and 5 years	9 748	3 159	-	-
	<u>20 117</u>	<u>7 993</u>	<u>-</u>	<u>-</u>

Other

Within 1 year	324	247	-	-
Between 2 and 5 years	9	30	-	-
	<u>333</u>	<u>277</u>	<u>-</u>	<u>-</u>

41. CUSTODIANSHIP

Maropeng a' Afrika Leisure (Pty) Ltd is the entity that operates the facilities at The Cradle of Humankind Heritage Site. The University is the custodian of Sterkfontein Caves and owner of intellectual property associated with the site. During 2009 the shareholders in Maropeng a' Afrika Leisure (Pty) Ltd decided to withdraw from the entity. In order for the entity to keep operating, a decision was taken for the University to be the custodian of the shares. As the University does not exercise control over Maropeng a' Afrika Leisure (Pty) Ltd, the entity was not consolidated or included in the University/Group accounts.

Currently the University is the custodian of 88% of the shares in Maropeng a' Afrika Leisure (Pty) Ltd, which is held on behalf of The Gauteng Provincial Government.

42. SUBSEQUENT EVENTS

Management are not aware of any material matter or circumstance arising since the end of the financial year.

43. GOING CONCERN

The University's forecast and projections, taking account of reasonably possible changes in operating circumstances, show that the University will be able to operate within its current financing in the short to medium term. Council has a reasonable expectation that the University has adequate resources to continue in operational existence for the foreseeable future. The University therefore continues to adopt the going concern basis in preparing its annual consolidated and separate financial statements.

44. RESTATEMENT OF COMPARATIVE FIGURES

Changes to the 2015 comparatives were made due to incorrect inclusion of the amounts related to both income and expenditure for the New Universities Project funded by The Department of Higher Education and Training in both the Consolidated and University statement of comprehensive income. The University is a mere agent for development of these new institutions of higher learning in the Mpumalanga and Northern Cape provinces. These amounts were also incorrectly treated as deferred income for the University, and these have now been reclassified to other liabilities. An amount of R137million was also received from the Department of Higher Education and Training and incorrectly recorded in 2016 instead of 2015. This has also been corrected to reflect the receipt in the 2015 financial year end. The impact on the Consolidated and Separate financial statements for the year ended 31 December 2015 is summarised as follows:

GROUP**Impact (statement of comprehensive income) for the year ended 31 December 2015**

	As at 31 December 2015 (Previously reported) R'000	Adjustment R'000	As at 31 December 2015 (restated) R'000
Debit/(credit)			
State subsidies and grants	(2 148 403)	926 492	(1 221 911)
Other operating expenses	6 194 943	(926 492)	5 268 451
Total	4 046 540	-	4 046 540

Impact (Statement of financial position) for the year ended 31 December 2015

	As at 31 December 2015 (Previously reported)	Adjustment	As at 31 December 2015 (restated)
Debit/(credit)			
Government Grants-deferred income	(1 279 640)	474 911	(804 729)
Other liabilities	-	(611 911)	(611 911)
Trade and other receivables	8 752	137 000	145 752
Total impact on statement of financial position	-	-	-

UNIVERSITY**Impact (Statement of comprehensive income) for the year ended 31 December 2015**

	As at 31 December 2015 (Previously reported)	Adjustment	As at 31 December 2015 (restated)
Debit/(credit)			
State subsidies and grants	(2 148 403)	926 492	(1 221 911)
Other operating expenses	4 965 389	(926 492)	4 038 897
Total impact on surplus	-	-	-

Impact (Statement of financial position) for the year ended 31 December 2015

	As at 31 December 2015 (Previously reported)	Adjustment	As at 31 December 2015 (restated)
Debit /(credit)			
Government Grants-deferred income	(1 279 640)	474 911	(804 729)
Other liabilities	-	(611 911)	(611 911)
Other non-current receivables	8 752	137 000	145 752
Total impact on statement of financial position	-	-	-

STATEMENT OF FINANCIAL POSITION
UNIVERSITY

	2014 R'000 Previously reported	2014 R'000 Adjustment	2014 R'000 Restated
ASSETS			
Non-current assets	8 632 987	-	8 632 987
Property, plant and equipment	6 581 288	-	6 581 288
Intangible assets	139 096	-	139 096
Goodwill	486	-	486
Available-for-sale-investments	1 300 182	-	1 300 182
Interest in controlled entities and amounts due	397 114	-	397 114
Interest in joint venture and associated entities	74 829	-	74 829
Accrued lease income	135 151	-	135 151
Deferred income tax asset	-	-	-
Other non-current receivables	5 327	-	5 327
Current assets	320 763	-	320 763
Inventories	13 385	-	13 385
Current portion of other non-current receivables	5 438	-	5 438
Trade and other receivables	233 999	-	233 999
Tax receivable	-	-	-
Cash and cash equivalents	67 941	-	67 941
TOTAL ASSETS	8 953 750	-	8 953 750
FUNDS AND LIABILITIES			
NON-DISTRIBUTABLE RESERVES			
Property plant and equipment	499 069	-	499 069
Revaluation reserve	3 880 043	-	3 880 043
Available for sale assets reserve	110 308	-	110 308
TOTAL NON-DISTRIBUTABLE RESERVES	4 489 420	-	4 489 420
Unrestricted use funds			
Endowment and contingency reserve	532 497	-	532 497
TOTAL RESERVES AND UNRESTRICTED FUNDS	5 021 917	-	5 021 917
Restricted use funds	1 309 606	-	1 309 606
Other educational and general	1 237 757	-	1 237 757
Residences	71 849	-	71 849
RESERVES AND FUNDS	6 331 523	-	6 331 523
LIABILITIES			
Non-current liabilities	2 055 982	-	2 055 982
Interest-bearing borrowings	427 673	-	427 673
Post-retirement healthcare – benefit obligations	439 063	-	439 063
Government grants – deferred income	1 171 966	(372 382)	799 584
Deferred income tax liability	-	-	-
Deferred income and other liabilities	17 280	372 382	389 662
Current Liabilities	566 245	-	566 245
Deferred income and other liabilities	-	-	-
Trade and other payables	560 338	-	560 338
Current portion of borrowings	5 907	-	5 907
TOTAL FUNDS AND LIABILITIES	8 953 750	-	8 953 750

Consolidated Annual Financial Statements

For the year ended 31 December 2016

STATEMENT OF FINANCIAL POSITION UNIVERSITY

	2014 R'000	2014 R'000	2014 R'000
	Previously reported	Adjustment	Restated
ASSETS			
Non-current assets	8 632 987	-	8 632 987
Property, plant and equipment	6 581 288	-	6 581 288
Intangible assets	139 096	-	139 096
Goodwill	486	-	486
Available-for-sale-investments	1 300 182	-	1 300 182
Interest in controlled entities and amounts due	397 114	-	397 114
Interest in joint venture and associated entities	74 829	-	74 829
Accrued lease income	135 151	-	135 151
Deferred income tax asset	-	-	-
Other non-current receivables	5 327	-	5 327
Current assets	320 763	-	320 763
Inventories	13 385	-	13 385
Current portion of other non-current receivables	5 438	-	5 438
Trade and other receivables	233 999	-	233 999
Tax receivable	-	-	-
Cash and cash equivalents	67 941	-	67 941
TOTAL ASSETS	8 953 750	-	8 953 750
FUNDS AND LIABILITIES			
NON-DISTRIBUTABLE RESERVES			
Property plant and equipment	499 069	-	499 069
Revaluation reserve	3 880 043	-	3 880 043
Available for sale assets reserve	110 308	-	110 308
TOTAL NON-DISTRIBUTABLE RESERVES	4 489 420	-	4 489 420
Unrestricted use funds			
Endowment and contingency reserve	532 497	-	532 497
TOTAL RESERVES AND UNRESTRICTED FUNDS	5 021 917	-	5 021 917
Restricted use funds	1 309 606	-	1 309 606
Other educational and general	1 237 757	-	1 237 757
Residences	71 849	-	71 849
RESERVES AND FUNDS	6 331 523	-	6 331 523
LIABILITIES			
Non-current liabilities	2 055 982	-	2 055 982
Interest-bearing borrowings	427 673	-	427 673
Post-retirement healthcare – benefit obligations	439 063	-	439 063
Government grants – deferred income	1 171 966	(372 382)	799 584
Deferred income tax liability	-	-	-
Deferred income and other liabilities	17 280	372 382	389 662
Current Liabilities	566 245	-	566 245
Deferred income and other liabilities	-	-	-
Trade and other payables	560 338	-	560 338
Current portion of borrowings	5 907	-	5 907
TOTAL FUNDS AND LIABILITIES	8 953 750	-	8 953 750

45. SENIOR MANAGEMENT COMPENSATION AND DIRECTORS EMOLUMENTS

The following disclosures relate to compensation for all executive staff members of the University and directors emoluments of the Group related entities. Remuneration is based on the cost of employment to the Group comprising flexible remuneration packages. These amounts are included under employee costs (note 8).

	Basic Salary R'000	Employment Benefits R'000	2016 Other Allowances/ Payments R'000	Total Cost to HEI R'000
Directors Emoluments	10 568	678	970	12 216
Senior Management-University	20 235	5 033	2 898	28 166
	30 803	5 711	3 868	40 382

We set out below the detail of Senior Management Compensation of the University as required by the Higher Education Act:

Name	Office Held	Basic Salary R'000	Employment Benefits ** R'000	Variable Payments R'000	Total Cost to HEI R'000	
Habib, A	Vice-Chancellor and Principal	2 236	723	282	3 241	
Crouch, A	Deputy Vice-Chancellor (Academic)	1 641	511	295	2 447	
Crosley C	Registrar	1 289	310	221	1 820	
Abrahams, L	Dean of Students (Acting)	127	16	-	143	Jan-Feb 2016
Bula, L	Dean of Students	1 063	241	135	1 439	Appointed Mar 2016
Jandrell, I	Executive Dean: Engineering and the Built Environment	1 292	421	236	1 949	
Jarvis, L	Chief Financial Officer	1 190	16	-	1 206	Resigned Aug 2016
Kennealy, G	Chief Financial Officer (Acting)	122	-	-	122	Sept 2016
Kort, A	Chief Financial Officer (Acting)	378	46	-	424	Oct-Dec 2016
Kupe, T	Deputy Vice-Chancellor (Advancement, Human Resources and Transformation)	1 736	418	295	2 449	
Lacquet, B	Deputy Vice-Chancellor (Knowledge, Information Management and Infrastructure)	254	80	-	334	Jan-Feb 2016
Adler, T	Chief Operating Officer (Acting)	1 492	-	172	1 664	Mar-Nov 2016
Sibanyoni, F	Chief Operating Officer	293	60	-	353	Nov-Dec 2016
Marques, H	Executive Dean: Science	1 338	465	247	2 050	
Osman, R	Executive Dean: Humanities, Social Sciences & Education	1 167	553	236	1 956	
Valodia, I	Executive Dean: Commerce, Law and Management	1 288	432	236	1 956	
Veller, M	Executive Dean: Health Sciences	1 483	362	238	2 083	
Vilakazi, Z	Deputy Vice Chancellor (Research and Post Graduate Affairs)	1 846	379	305	2 530	
TOTALS		20 235	5 033	2 898	28 166	

** Employment benefits include medical aid, provident fund, UIF, SDL and other allowances.

45. SENIOR MANAGEMENT COMPENSATION AND DIRECTORS EMOLUMENTS (CONTINUED)

The following disclosures relate to compensation for all executive staff members of the University and directors emoluments of the Group related entities. Remuneration is based on the cost of employment to the Group comprising flexible remuneration packages. These amounts are included under employee costs (note 8).

	Basic Salary R'000	Employment Benefits R'000	2015 Other Allowances/ Payments R'000	Total Cost to HEI R'000
Directors Emoluments	9 323	715	877	10 915
Senior Management-University	21 048	5 111	2 782	28 941
	30 371	5 826	3 659	39 856

We set out below the detail of Senior Management Compensation of the University as required by the Higher Education Act:

Name	Office Held	Basic Salary R'000	Retooling/ Settlement R'000	Employment Benefits ** R'000	Variable Payments * R'000	Total Cost to HEI R'000	
Habib, A	Vice-Chancellor and Principal	2 496	-	794	-	3 290	
Crouch, A	Deputy Vice-Chancellor (Academic)	1 814	-	353	281	2 448	
Crosley C	Registrar	1 264	-	303	211	1 778	
Dube, P	Dean of Students	1 236	-	242	191	1 669	Resigned November 2015
Jandrell I	Executive Dean: Engineering and the Built Environment	1 302	-	398	225	1 925	
Jarvis L	Chief Financial Officer	1 700	-	24	179	1 903	
Kupe, T	Deputy Vice-Chancellor (Advancement, Human Resources and Transformation)	1 775	-	392	281	2 448	
Lacquet, B	Deputy Vice-Chancellor (Knowledge, Information Management and Infrastructure)	1 670	-	459	211	2 340	
Moore, R	Deputy Vice-Chancellor (Advancement & Partnerships) (Retooling)	-	640	-	-	640	Resigned April 2015
Marques, H	Executive Dean: Science	1 313	-	500	236	2 049	
Osman, R	Executive Dean: Humanities, Social Sciences & Education	1 206	-	523	225	1 954	
Valodia, I	Executive Dean: Commerce, Law and Management	1 294	-	413	225	1 932	
Veller, M	Executive Dean: Health Sciences	1 463	-	346	227	2 036	
Vilakazi, Z	Deputy Vice Chancellor (Research and Post Graduate Affairs)	1 875	-	364	290	2 529	
TOTALS		20 408	640	5 111	2 782	28 941	

* This represents 70% of the variable payment for 2015. The 30% portion of the variable payment due in 2016 was forfeited.

** Employment benefits include medical aid, provident fund, UIF, SDL and other allowances.

ANNEXURES

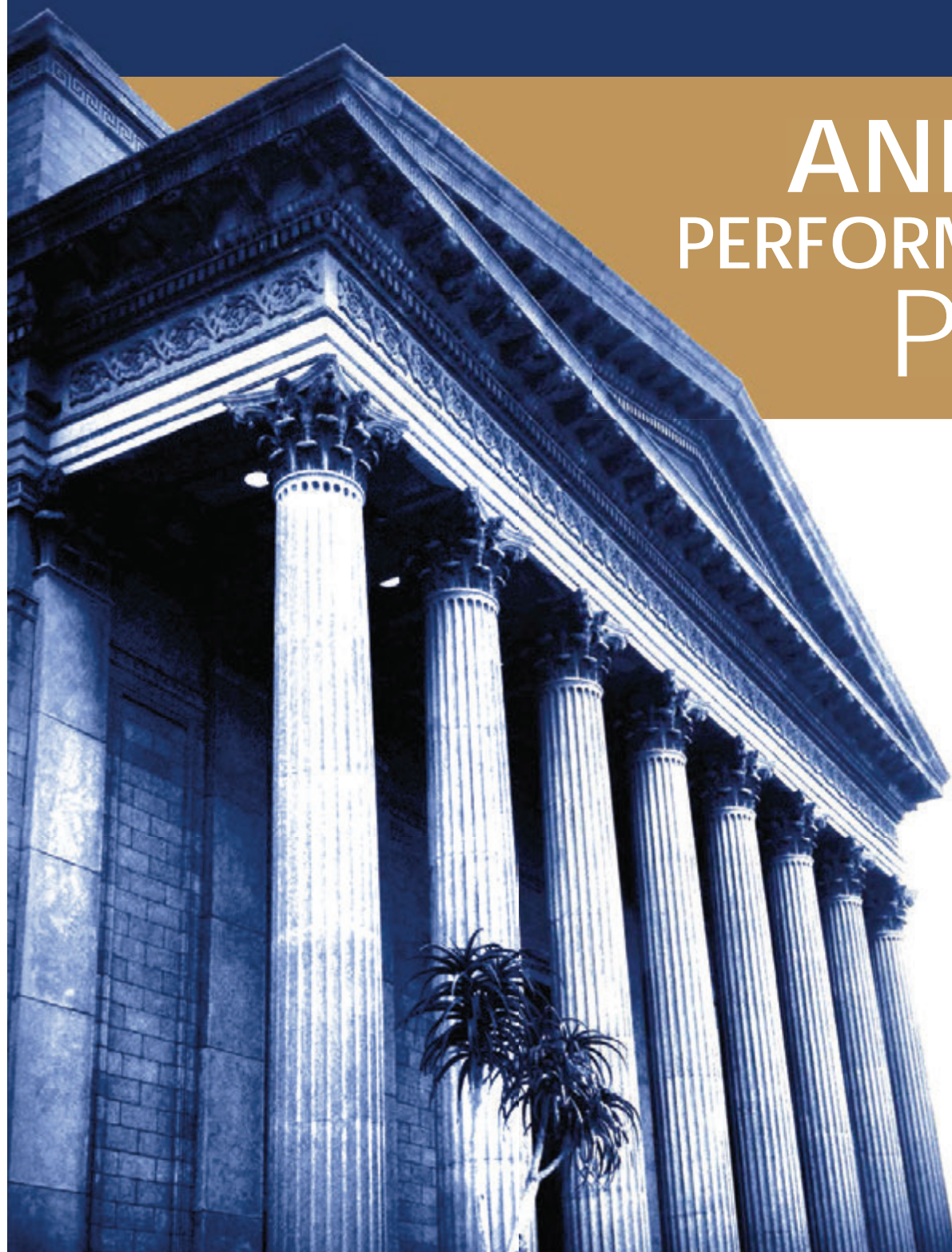
Annexure A
ANNUAL PERFORMANCE PLAN



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

ANNUAL PERFORMANCE PLAN

2017



As prescribed by the revised Regulations for Reporting by Public Higher Education Institutions in terms of section 41 read with section 69 of the Higher Education Act, 1997 (Act No. 101 of 1997) The University of the Witwatersrand, Johannesburg, submits to the Minister of Education its Annual Performance Plan for 2017.

The Annual Performance Plan allows the University the opportunity to give effect, through visionary and determined leadership, pragmatic implementation plans, and robust monitoring and evaluation systems, its 2022 Vision. The execution of this strategy and the planning thereof is manifest in the Annual Performance Plan for 2017 through the alignment of our people, processes and purposes, with due consideration to the budget.

APPROVED BY COUNCIL

Date: 6 March 2017



Dr Randall Carolissen

Chairperson of Council



Professor Adam Habib

Vice-Chancellor and Principal

FOREWORD

The Annual Performance Plan is guided by the Strategic Framework – Wits Vision 2022. It is also partly informed by Wits Strategic Plan 2012 – 2017; The Wits Enrolment Plan 2013 – 2019 and the Teaching and Learning Plan 2015 – 2019.

In determining these objectives, the Council reinforces the University's commitment to creating an enabling and caring environment, embedded in a community of trust in which excellent teaching and research are delivered. A pre-requisite for this is financial sustainability for teaching, research, and student fees and staff salaries through joint, negotiated and active engagement with all stakeholders including government; the corporate sector and civil society. The legitimate concerns of the students are widely supported and it is hoped that the Fees Commission announced by the President and other initiatives will provide a platform for resolving these issues. Our University should not have to carry the burden of excluding students unable to pay but who meet our academic standards. We are committed to academic excellence but we should not under-estimate the social and economic impacts experienced by our staff and students. Ongoing attempts are being made to generate discussion and debate on these issues which include university funding, transformation, decolonisation and institutional culture. In this, we seek to foster a safe place for open and conflicting views to be heard.

Council Objectives 2017

Council determines and approves the key performance indicators in the Institutional Scorecard annually and monitors this on an ongoing basis. Over and above this, Council determine a set of objectives for the following year upon which part of the Annual Performance Plan is premised. The Council objectives should be seen in the context of the Strategic Framework of the University, which espouses its vision and mission as well as the values, spirit, and principles of our Institutional Intent.

1. Council affirms its responsibility to govern the University as determined by the Higher Education Act and the Statute.
2. Council will, through the Senior Management Team, deliberately advance the University's role as a public higher education institution, working for the public good.
3. Council recognises:
 - The centrality of the University to South Africa's long term development goals, and that critical engagement and debate is a central role of the University.
 - That access to the University for academically deserving and talented students should not be limited by their inability to pay.

- That the University, in addition to creating new knowledge, and engaging in blue sky research, can and should play an important role in redressing inequality and respond to the immediate needs of society;
- That critical engagement and debate is a central role of universities.

4. Council will make decisions that promote and protect the long-term sustainability, inclusiveness, and autonomy of this institution as a research based university, well as creating a safe environment for the expression of a multiplicity of views.

5. Council must discharge its Statutory responsibilities by:

- Ensuring that management gives sufficient attention to the financial sustainability of the University, including systems of financial control and planning, and that monitoring of transparency in determining the budget is given priority;
- Ensuring that all Council committee structures fulfil their obligations with integrity and to the best of their ability;
- Ensuring that all reports required by legislation (e.g. Annual report/Annual Financial statements) are submitted timeously and provide an accurate and factually correct reflection of the business and sustainability of the University;
- Ensuring that all rules and policies and the approval thereof are in the best interest of the University;
- Ensuring compliance with the senior appointment procedures as determined by the University, so that the best interests of the University are served;
- Creating a healthy environment, free of prejudice, gender and race discrimination, supportive of all university stakeholders regardless of their status taking into account power differentials.

6. Council will champion the realisation of enabling access to the University for all academically deserving students by:

a. Deploying its intellectual resources towards finding the best funding solutions;

b. Working with management/students, as appropriate, to engage the state and other organizations in order to address the systemic challenges in education.

7. By protecting and championing institutional autonomy, Council will ensure and enable academic freedom within, and by the university

8. Council will support management in its pursuit of academic excellence and promoting the Wits experience by:

- Monitoring the success and throughput of students;
- Overseeing the agreed upon enrolment size and shape;
- Encouraging an environment that is consultative and inclusive.

9. Council commits itself to taking staff wellbeing into account when making decisions and in oversight of relevant policies.

10. Council will continue to drive transformation as an overall and ongoing objective that touches on all aspects of the university, and particular goals in relation to staff and curriculum will be prioritised.

11. Council will ensure that the University's mandate as a research intensive university is prioritised.

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1. STRATEGIC OVERVIEW

1.1 THE WITS VISION 2022

The Vision 2022 Strategic Framework positions Wits as an internationally leading research-intensive university located in Africa.

1.2 THE WITS MISSION

Wits' mission is to grow its global stature as a leading research-intensive university and a gateway to research engagement and intellectual achievement in Africa. This will be achieved by building on the principles of intellectual excellence, international competitiveness and local relevance. As an institution Wits is committed to providing high-quality, internationally competitive education, founded on high academic standards, cutting-edge research, public engagement, and productive partnerships with leading institutions throughout the world.

Achievement of the above mission entails commitment to the following values:

- Independent enquiry and trust
- International comparability
- Intellectual excellence and integrity
- Academic freedom and institutional autonomy
- Collegiality
- Social engagement and responsiveness
- Diversity
- Accountability
- Debate and critical engagement

1.3 STRATEGIC GOALS

- **The Wits Experience:** Wits commits itself to providing a distinct, intellectually stimulating, challenging and rewarding research and educational experience to all its students, staff, partners and guests, and all organizations associated with the University.
- **Research and Knowledge Leadership:** Wits will amplify its generation of groundbreaking knowledge in niche research and optimise its research visibility internationally. It will continue to build on our established track record of multidisciplinary research groups and thrusts.
- **Innovation and Social Leadership:** Wits will provide high-level support for a selected number of local public-good imperatives as part of its contribution to the national innovation system. It will contribute to society through research, teaching and social engagement.
- **Extensive Networks and Partnerships:** The purpose is to grow a limited number of focused partnerships with local and international collaborators, arising mostly from our research priorities and our contextual opportunities.
- **Excellence in Governance, Management and Support Services:** Wits will position itself as a research-intensive university supported by world-class business systems, processes and administration
- **An IT-Savvy University:** Wits will position itself as an IT-savvy university using technology to enhance all its core process, including providing new and innovative ways of engaging students and staff in academic activities.
- **Wealthy and Well Resourced:** Wits will put in place mechanisms and programmes to generate the wealth that will ensure its long-term financial sustainability as an institution and proper resourcing of all its scholarly and business activities.

1.4 THE TEACHING AND LEARNING PLAN 2015 - 2019

The Annual Performance Plan is also linked to the University Teaching and Learning Plan 2015 – 2019. To achieve the learning and teaching aspirations of the Wits Vision 2022 Strategic Framework, the Learning and Teaching Plan 2015–2019 identifies six broad priority areas:

- **Enrolment Size and Shape:** The University is not planning to increase its headcount enrolment beyond 35 000 in the next five years. There is a year-by-year, carefully planned decrease in undergraduate enrolments which will concomitantly be supplemented by an increase in postgraduate enrolments. The increase in postgraduate enrolments is in line with the aspirations of the Wits Vision 2022 Strategic Framework to achieve a 50/50 split between undergraduate and postgraduate enrolments by 2022.
- **Access with Success:** The ability of the University to manage the size, quality, and diversity of its enrolment is crucial to its reputation, academic excellence, financial strength, and the institutional values espoused in the Wits Vision 2022 Strategic Framework. Wits has a diverse student population which creates particular challenges for the provision of high-quality and satisfying student experiences based on the entire learning environment. Each partner in the student learning experience has a role to play in helping students to develop the discipline-specific and generic knowledge, and lifelong learning skills, they will require when they graduate. There are currently a number of initiatives being implemented to address poor throughput rates and improve student success.
- **Professional Development Focusing on Teaching:** Wits needs to provide for the professional development of academics, focusing on teaching and the development of a culture of scholarship and research in teaching. Such development will position the University appropriately to respond to national and international expectations of producing high-calibre graduates, global citizens and professionals; improving the quality of learning and teaching; and improving graduation rates. These are important aspects that inform pedagogical practice and the recognition of learning and teaching scholarship, and teaching as a legitimate area of research.
- **Curriculum Renewal and Improved Teaching:** This priority area seeks to promote curriculum renewal and review, aligned to curriculum choices, in order to promote 'graduateness' that develops in-depth subject knowledge, to address the needs of civil society and the workplace. This is to be achieved through constructive alignment of curricula and drawing on innovative pedagogies and international perspectives. Curricula design and renewal should inspire the selection of teaching methods and pedagogical responses to address students' learning needs, and promote epistemological access and meaningful deep learning.
- **Blended Learning:** Wits is firmly committed to becoming an 'IT savvy' University and in order to do so needs actively to promote eLearning to support 21st-century learning

and teaching environments. In this way it will enable students to succeed in their studies and graduate with the knowledge and skills needed in society. There are a number of challenges to be overcome: including ICT technical support, capacity development of staff and students, and access to reliable ICT infrastructure that supports 'anytime, anywhere, using any device' learning and teaching.

- **Learning Spaces and Technology:** The learning environment at Wits needs to be welcoming and engage all students in all aspects of university life, to ensure students are fully connected members of a community. Our learning spaces are an important aspect of the learning environment, and these need to be flexible, student-centred and accessible to our diverse students, and include the provision of appropriate technologies to enhance learning and teaching. These well-resourced physical and virtual spaces for learning and teaching, as well as, informal spaces are required for students to meet and study.

1.5 THE ENROLMENT PLAN 2013-2019

The University Enrolment Plan 2013 – 2019 maps out the size and shape of Wits in relation to student enrolment; student success and throughput rates; targets for international student enrolment; and staffing arrangements. The plan articulates major targets in relation to the size of the physical plant as follows:

- Grow the number of registered postgraduate students to constitute 50% of total enrolments by 2022.
- Maintain the overall enrolment of students in SET areas at 50% of total enrolments
- Grow the proportion of international students to constitute 30% of total enrolments by 2022.
- Cap headcount enrolments at 35 000 overall enrolment. This was exceeded in 2016.
- Maintain staff appointments within an acceptable student/staff ratio in line with the envisaged growth in postgraduate enrolments.

1.6 STRATEGIC RESEARCH PLAN 2012 – 2017

The context for the current Strategic Research Plan is provided by the Wits Vision 2022 according to which Wits aspires to be an internationally leading research intensive university firmly located in Africa. This strategic plan is premised on a vision that recognizes the diverse activities which academic staff are required to perform and recognizes that an enabling environment is fundamental to the success of Vision 2022. A combined approach of attracting and enabling talented researchers and postgraduate students, by providing a conducive environment in which they can best produce their research, and of using research and student outputs to generate additional resources in order to

provide a sustained growth of the research enterprise in our University to become 'world-class'.

In its last year the Strategic Plan for Research will continue to guide the elevation of research performance of the University, which has been quite extraordinary over the last three years. Thus the prioritised four pronged approach, namely seeking to attract distinguished professors to the University, incentivising current academics to be research productive, increasing the number and productivity of postdoctoral fellows and increasing the postgraduate portion of our student cohort, will continue to shape our activities in 2017. A detailed plan for the development of a new five year strategic plan for research is being developed. Key elements of this plan include:

- A focus on talent - research quality and quantity is driven by talented people
 - Retention of existing talent
 - Recruitment of new talent - equipment
 - Growth of existing talent – early career academics and established career academics
 - Management of productivity (which includes both Workload models and Postdoc productivity)
- Research themes should include space for cross disciplinary discussion as well as establishing research platforms – Knowledge Hub @ Wits Rural, hospitals, archives, special laboratories, access to field sites, partnerships with SKA, SAEON, ALICE / ATLAS, other Universities.
- Funding of research and PG bursaries

There are a number of items in the Institutional Scorecard which reflect the priority that research is given. These include:

- Measuring enrolments in order to grow PG enrolments
- Monitoring the graduation rates of PG students
- Measuring the accredited research output
- Increasing the numbers of NRF rated researchers
- Measuring the numbers of academic staff 's publishing and reporting research
- Increasing the numbers of publications produced by Post Docs
- Maintaining Quality research partnerships in Africa, BRICS, ARUA and Internationally



2. UPDATED SITUATIONAL ANALYSIS

2.1 THE VICE CHANCELLOR'S PERSPECTIVE

Given that the end of the current Vice-Chancellor's first term is approaching, it might be appropriate to reflect on the University's successes over the past few years with regard to strategic priorities such as consolidating our academic programmes, enhancing our research and innovation standing, restructuring managerial and technological operations, and ensuring financial sustainability.

The first of these strategic priorities has been to invest in people. We arrived at a three-year salary agreement that sought to retain the top academic talent in the country by increasing academic staff salaries by 7% annually, while administrative and professional staff salaries were increased by 6%. We also focussed on driving research by appointing new professors, creating incentives for research productivity, increasing postdoctoral fellows, and enhancing postgraduate enrolment and throughput. These initiatives culminated in a 43% increase in research output over the last three years. In teaching and learning, the quality of instruction for undergraduate students was enhanced by creating an academic development programme for underprepared students. As a result, pass rates at first year undergraduate level increased by 8% over three years, pass rates at second and third year levels increased between 2-3%, and overall undergraduate throughput improved from 82% to 85.5% over four years. This generated a R19 million increase in subsidy for 2016 (based on 2014 graduation numbers). We also pioneered new online teaching programmes, and in order to support these initiatives and shift Wits towards the IT saviness that is required of a leading research-intensive university, we have embarked on a R500 million project to overhaul our IT systems. There was also a technology thrust in Braamfontein, where IBM established a R700 million research lab (one of 12 in the world), and Wits established a new digital innovation hub, called Tshimologong. This has assisted our goal to restructure the urban space around the University so that it becomes an inviting environment for both academics and students. A series of partnerships with the public and private sectors are underway to establish student residences in Braamfontein. In Parktown, the University partnered the Nelson Mandela Children's Foundation to establish the R1 billion Nelson Mandela Children's Hospital.

In order to fund these and other strategic priorities, including increasing access for talented learners from poor and marginalised communities, we committed to raising additional resources, as well as making hard choices about how to use existing resources. This resulted in the establishment of new mechanisms to drive income through investment vehicles and the increase of donor and research income. Not only did Wits raise close to R2.5 billion in research income in 2015, the highest in its history, but it also received one of its largest donations ever from an individual alumnus (R100 million). Donor income for 2016 also reached a record high (25% higher than the previous year). In addition, a new property investment vehicle organized around 300 hectares of land owned by the University has been established and is likely to generate significant annuity income in the years ahead. This income will be dedicated to student scholarships.

Despite these successes, the past two years have been particularly challenging. The national crisis around funding for higher education culminated in nationwide student protests during 2015 and 2016. The #FeesMustFall movement began with the #RhodesMustFall demonstrations at the University of Cape Town. In response, the Wits executive pioneered a new transformation strategy, including the deployment of R45 million for the appointment of 25 additional black and female academic staff. However, Wits was in many ways the epicentre of the student protests and we had to undergo a steep learning curve in managing these protests. We have learned from our mistakes and put in place measures to correct them. Not everyone agreed with our decisions at all times, especially with regard to the deployment of private security and the police at the beginning of 2016. However, it is our belief that these decisions were supported by the vast majority of staff and students, and were crucial in enabling the University to complete the 2016 academic year. We engaged extensively with all stakeholders, including student leaders, in our attempts to arrive at mutually agreed outcomes. However, there are two principles that cannot be compromised. The first is the principle of non-violence, and the second is that there can be no shutdown of universities. Moving into 2017, we will continue to work with students to bring down the costs of higher education, while ensuring the safety and security of our staff and students, and protecting the Constitutional rights of all.

We will also continue to build on our strategic priorities by, among others, developing a new strategic plan on how to sustain and grow our research enterprise, and consolidating the increase in our postgraduate numbers. We will continue the overhaul of our IT systems, in order to support our teaching, learning and research projects. We will also invest substantial efforts in trying to address the problem of student accommodation by working with public and private sector entities to create a new suite of accommodation options in Braamfontein. Finally, but by no means lastly, we must continue and accelerate our efforts to find a solution to the national challenge of funding for higher education, including participating in the National Education Crisis Forum, as well as the engagements that are likely to ensue from the release of the report of the Commission of Inquiry into Higher Education and Training (chaired by Justice Jonathan Heher). These commitments are largely in line with our existing strategic plan and are a consolidation of that plan.

2.2 PERFORMANCE ENVIRONMENT

LONG TERM Strategic Goals as per Vision 2022	IMMEDIATE TERM 2017 INSTITUTIONAL SCORECARD (Refer to pg 15 for detail)	ARTICULATION WITH SPECIFIC COUNCIL OBJECTIVES FOR 2017 (Refer to pg 2 for detail)
<p>Academic excellence & the Wits experience</p> <p>Wits commits itself to providing a distinct, intellectually stimulating, challenging and rewarding research and educational experience to all its students, staff, alumni, partners and guests, and all organizations that are associated with the University. By pursuing this ambition, Wits will position itself as a gateway to research and intellectual engagement in Africa and a preferred destination for talented students, staff and scholars from around the world who share our values. Wits commits itself to providing a vibrant intellectual experience that allows students and staff to analyze, critique and understand the cultural, social, political and economic contexts in which their knowledge generation and acquisition are located.</p>	<p>Focus on Curriculum Reform, Teaching Effectiveness & Enrolment</p> <p>Managing, Monitoring & Measuring</p> <ul style="list-style-type: none"> • New 1st year enrolments • UG graduations • PG enrolments • PG graduations • Transformation • Focus on the international students experience & survey this • Increase capacity & diversity in student residences • Revitalise sporting codes at Wits • Address transformation imperatives by increasing percentage of black African and coloured academic staff, as well as increasing the percentage of female professors. 	<p>Council recognises</p> <ul style="list-style-type: none"> • The need to support management in its pursuit of academic excellence and promoting the Wits experience by: • Monitoring the success and throughput of students; • Overseeing the agreed upon enrolment size and shape; • Encouraging an environment that is consultative and inclusive. • Council commits itself to taking staff wellbeing into account when making decisions and in oversight of relevant policies. • Council will continue to drive transformation as an overall and ongoing objective that touches on all aspects of the university, and particular goals in relation to staff and curriculum will be prioritised. • (8) (9) (10) (11)
<p>Research & Knowledge Leadership</p> <p>It is common knowledge that the survival of world-class universities is determined by their ability to generate wealth, allocate resources and use business systems to support the academic enterprise. Scholarship and intellectual leadership skills are no longer the sole requirements for running higher education institutions; efficient management, networking and fundraising are equally important. Universities need their own 'business models' that address the very specific demands placed on them by the society they serve. Wits will position itself within this reality as a research-intensive university supported by visionary leadership, and sophisticated administrative and world-class business systems.</p>	<p>Research Output & Profile</p> <ul style="list-style-type: none"> • Increase accredited research output • Increase number of NRF rated researchers • Increase percentage of publications • Increase the proportion of publications in ISI & IBSS indexed journals • Increase the number of academic staff publishing & reporting research • Increase the number of active postdoctoral fellows. 	<p>Council recognises</p> <ul style="list-style-type: none"> • The centrality of the University to South Africa's long term development goals, and that critical engagement and debate is a central role of the University. • That the University, in addition to creating new knowledge, and engaging in 'blue sky research' which by its nature is multi-dimensional and curiosity driven, can and should play an important role in redressing inequality and respond to the immediate needs of society; • Council will ensure that the University's mandate as a research intensive university is prioritised • (3) (11)
<p>Innovation & Social Leadership</p> <p>We believe that our capacity to alter the social and economic conditions of the present and influence our chances for the future depends on our capacity for innovation. Our ability to bring different forms of knowledge together in order to do things differently requires a synthesis of academic fields, but sometimes it requires also contributions from different actors in society. Wits will provide high level support for a selected number of local public-good imperatives as part of its contribution to the national innovation system. It will also promote public engagement, and support socio-economic development through its top-quality research, teaching and critical debate.</p>	<p>Research output internalisation and partnerships</p>	<ul style="list-style-type: none"> • Council will, through the Senior Management Team, deliberately advance the University's role as a public higher education institution, working for the public good. (2)

<p>Extensive Networks & Partnerships</p> <p>Partnerships enable a combination of the distinctive aptitudes and resources of multiple actors to be brought to bear on common projects for shared purposes. Our capacity for innovation in a complex world depends on the degree to which we can reach across boundaries to address goals that ultimately are predicated on the public good. The success of our academic projects and our financial sustainability is likely to come about as a consequence of, among other things, resilient strategic partnerships. The purpose is to grow a limited number of focused partnerships with local and international collaborators, arising mostly from our research priorities and our contextual opportunities</p>	<p>Partnerships</p> <p>Maintain presence & increase partnerships through:</p> <ul style="list-style-type: none"> • Africa • Brics • ARUA 	<p>Council will champion the realization of enabling access to the University for all academically deserving students by:</p> <ul style="list-style-type: none"> • Deploying its intellectual resources towards finding the best funding solutions; • Working with management/students, as appropriate, to engage the state and other organizations in order to address the systemic challenges in education (6)
<p>Excellence in Governance, Management & Support Services</p> <p>The University requires business systems to support the academic enterprise. Scholarship and intellectual leadership skills are no longer the sole requirements for running higher education institutions; efficient management, networking and fundraising are equally important.</p>	<p>Operational efficiency Transformation of student life</p> <ul style="list-style-type: none"> • Promote & align student governance protocols & policies • Qualitative measurement of key milestones in academic admin • Improve operational efficiency & a focus on service in Finance, Fees Office & Financial Aid & Scholarships Office. 	<p>Council must discharge its Statutory responsibilities by:</p> <ul style="list-style-type: none"> • Ensuring that management gives sufficient attention to the financial sustainability of the University, including systems of financial control and planning, and that monitoring of transparency in determining the budget is given priority; • Ensuring that all Council committee structures fulfil their obligations with integrity and to the best of their ability; • Ensuring that all reports required by legislation (e.g. Annual report/Annual Financial statements) are submitted timeously and provide an accurate and factually correct reflection of the business and sustainability of the University; • Ensuring that all rules and policies and the approval thereof are in the best interest of the University;
		<ul style="list-style-type: none"> • Ensuring compliance with the senior appointment procedures as determined by the University, so that the best interests of the University are served; • Creating a healthy environment, free of prejudice, gender and race discrimination, supportive of all university stakeholders regardless of their status taking into account power differentials. (5) a-f
<p>An IT Savvy University</p> <p>Wits will position itself as an information technology (IT)-savvy university that uses technology to enhance all its core process, including providing new and innovative ways of engaging students and staff in academic activities. This includes making the University accessible through mobile technologies irrespective of time and place. Research, teaching and learning will benefit from open-access approaches, including institutional repositories, open educational resources and open publication, all of which use creative commons licensing, together with traditional copyright maintenance where appropriate. Administrative support for our core academic activities will take advantage of the latest technology and approaches, and all IT implementations will consider people, process and technology to ensure success.</p>	<p>Implementation of ICT Rollout</p> <ul style="list-style-type: none"> • Implement rollout of ICT Network • Measured and managed project of the milestones 	

<p>Wealthy & Well Resourced</p> <p>Abundance of resources is often viewed as the second element that characterises nearly all world-class universities – in terms of the substantial costs involved in sustaining a complex, research-intensive institution. Government funding of university systems around the world has been dwindling over the past two decades. Further, the challenge of pursuing global competitiveness from an African context is rendered more demanding by the reality of inadequate social resources. Wits will therefore need to put in place mechanisms and programmes designed to generate the means necessary to ensure its long-term financial sustainability as an institution, as well as the proper resourcing of its scholarly and business activities - especially in the light of developments landscape in 2015.</p>	<p>Financial sustainability</p> <ul style="list-style-type: none"> • Ensure financial stability (manage operating surplus & loss) • Sustain projects related to new fund raising money • Focus on the revitalisation of Braamfontein • Manage the Frankenburg Project • Efficient operation of physical asset and Property & Infrastructure. 	<p>Council will make decisions that promote and protect the long-term sustainability, inclusiveness and autonomy of this institution as a research based university, well as creating a safe environment for the expression of a multiplicity of views. (4)</p>
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2.3 WITS KEY PERFORMANCE DRIVERS 2017

Wits Key Performance Drivers 2017									
The Senior Executive Team (with approval from Council) determined Key Performance Drivers as set out below in accordance with the University 's vision and strategic goals. The success of a strategy depends on three components: description of the strategy, measurement of the strategy, and management of the strategy (Kaplan & Norton, 2004). Part of The Institutional Scorecard 's use is to improve the accountability of the SET (Senior Executive team) in driving excellence and improvement by measuring and managing the identified drivers below					2017				
Strategic Goals				Source	Wgt	Base	Target	Stretch	Notes
1		Teaching Effectiveness & Enrolment			30%				
	1	Undergraduate Enrolment - New 1st years	Registrar		6341	5910	5800		Excludes Part time and Online 5%. Must enrol 6200 to allow for 6% attrition. DHET allows for 5 % variance
	2	Undergraduate Graduations	DVC Academic		4303	4380	4400		* This is measured by the number of students who have completed the requirements for degree purposes
	3	Post Graduate Enrolment- Honours, Masters and PhD + PG Diplomas at NQF level 8	DVC Research & Postgraduate Affairs		12642	12665 Need approx 250 extra	13044 need approx 500 extra		PG Enrolments in line with growth plan to reach approx 45-50% by 2022. The stretch is a 3% increase over target which may be achievable. Need 250 in target & 500 for stretch
	4	Post Graduate graduations- Honours. Masters and PhD Completion	DVC Research & Postgraduate Affairs		2904	3101	3312		* This is measured by the number of students who have completed the requirements for degree purposes. Numbers are calculated by using the target of 2016 as the base for 2017 and then a 6.8% increase for Target and Stretch, which is based on the overall throughput rate. These numbers could increase significantly once the data for 2016 become available
	5	Science, Engineering and Technology profile	DVC Academic		49%	49.2%	49.5%		This represents the overall % of SET registrations in the university. Targets set against 2022 Vision of 50% SET
2		Research Output & Research Profile			20%				
	1	Accredited Research Output	DVC Research & Postgraduate Affairs		1482	1512	1542		As approved by the DHET. What is our submission? Base = 1570 Target = 1650 Stretch = 1700
	2	Number of NRF rated Researchers	DVC Research & Postgraduate Affairs		385	415	430		
	3	Proportion of Publications in ISI and IBSS indexed journals	DVC Research & Postgraduate Affairs		84%	85%	86%		
	4	Number of academic staff publishing and reporting research, measured on a rolling three year average basis.	DVC Research & Postgraduate Affairs		713	784	863		Based on a nominal number 1100 permanently appointed academic staff, for the 2014 - 2016 period. Is the base the 2016 achievement?
	5	Number of Publications produced by post doc	DVC Research & Postgraduate Affairs		133	156	159		The score in 2015 was 133

	6	Internationalisation & Partnerships Quality research partnerships in Africa, Brics, ARUA and International	DVC Research & Postgraduate Affairs		Q				Indicators will be: How well is ARUA doing? How many active partnerships?
3		Technology and Infrastructure	10%						
	1	Implementation of ICT plan - Rollout of Network	COO		Q				Measured by planning, design and implementation milestones to be established once the site survey is completed.
	2	Efficient Operations of Physical Asset Management and PIMD	COO		Q				Reposition Estates Management so that it functions in the best interests of the University. 1) Establishmnet of an accurate and reliable asset register 2) Ensure all buildings are properly transferred into the name of the University 3) Improve the management of all utilities from both a billing and cost perspective 4) Reposition PIMD as an efficient and cost effective maintenance provider 5) 100% adherence to project timelines
	3	Energy & Management - saving on electricity usage	COO		55 GWH		52.8 GWH		Cleaning up accounts, getting necessary rates in place, 4% reduction subject to R15 million investment. Baseline is based on 2013 – 2015 data: 55 000 000 kwh Target is the 2017 data (4% reduction): 55 000 000 – 2 200 000 = 52 800 000 kwh
	4	Water Management	COO		Q				Create a baseline study
4		Finance (Stability)	15%						
	1	Financial Stability (Operating Surplus/ Loss)	CFO		-37	-56	-36		Base = Forecast 2016 ;Target = Budget 2017; Stretch = estimate of what may be possible in the current climate should matters improve (50% of budgeted deficit)
	2	Frankenwald & Braamfontein Revitalisation	Director - Braamfontein Revitalisation Project		Q				Council approved the shortlist of 4 development partners and authorised development discussions to proceed with them via the issuing of a RFP. CoJ and GDHS have initiated discussions on a relationship with the University on Frankenwald.
	3	Fundraising projects - new money raised	DVC Advancement, HR & Transformation		77	84	100		Target = 10% increase
5		Transformation	10%						
	1	Staff Profile - % RSA Black African Academic Staff as a proportion to all staff	DVC Advancement, HR & Transformation		16%	17%	18%		The percentages for the base % was extracted from the HRIS on 31 of October 2016
	2	Staff Profile: % of Female Professors (Full and Associate)	DVC Advancement, HR & Transformation		36%	37%	38%		The percentages for the base % was extracted from the HRIS on 31 of October 2016
	3	Staff Profile - % RSA Coloured Academic Staff as a proportion of all staff	DVC Advancement, HR & Transformation		4%	5%	6%		The percentages for the base % was extracted from the HRIS on 31 of October 2016

	4	Number of staff with Doctoral Qualifications	DVC Academic		868	888	900		Includes Associate lecturers on contract, new appointments and permanent and temporary academics with PhD's
	5	Curriculum Reform	DVC Academic		Q	Q	Q		Should include all new programmes and amendments to curricula approved by APDC. Also updates on Faculty workshops on curriculum reform.
6		Transformation of Student Life	10%						
	1	Finalisation and approval of Student Governance Structure & Electoral System	Dean of Students		Q				Student Governance and leadership - Promote and align student governance protocols and policies: 1. Coordinate SRC, School/Faculty Councils, Postgraduate Association and Clubs, Societies & Organisations Elections 2. Design and deliver Induction programmes for the said student governance structures 3. Develop, align and review policies and constitutions. 4. Provide leadership programmes to capacitate emerging and current student leaders. 5) A council approved new electoral system ready for 2017
	2	International Students' Experience -Governance Voice	Registrar		Q				Establish how the voice of international students is heard. Representation in Governance Structures. Survey of international student experience must be run.
	3	Student Residences	Dean of Students		Q				1) Increase capacity, diversity and beds by more than 150 from 6000 to 6150 2) Engender collaborative academic and student support in residences through tutor programs and peer/ buddy's volunteering. Funding to be derived from the special T&L grant. 3) Improve training of House Committees and enhance the quality of residence support for First Year students. Induction of House Comms (initiation, code of conduct, sexual harassment)
	4	Sports at Wits	Dean of Students						1. Number of Registered Club Members- 13800- 7/10 2. Wits Sports Results- Shield Winners, Rugby u/20 Assupol league Champs, Basketball men's USSA champs, Gauteng Cricket Premier league T20 semi-finalists, basketball women finalists in USSA, GUBL and ICSL, Hockey VS Semi Finals, Football Varsity Sport, Water polo League Champs- 6/10 3. Recruitment- 10X the number of SA Schools applicants for 2017 8/10 4. Media Exposure- speaks to ROI, will request figures from Shirona newsclips 5. Transformation of Sports teams and staff- figures available on request 7/10 6. Three improved and expanded Wits Sport Fitness and Wellness offerings as of 2017- 8/10 7. USSA and Schools Tournaments Hosting Strategy- 7/10. Implementation of plan to address grievances.
7		Operational Efficiency & Effectiveness	Registrar	10%					

1	Qualitative measurement of key milestones in academic administration	Registrar	Q				Application, online registration, Examination and Graduation processes and events run smoothly & agreed turnaround times are met
2	Improve operational efficiency and focus on service in Finance, Fees Office and FASO.			Q			All finance related processes with regards to the student life cycle as above are adhered to within agreed turnaround times. Implement SLO's with a defined escalation process to monitor improvement.
Total Weight & Score							
100%							



3. LEGISLATIVE MANDATES

The Higher Education Act, Act 101 of 1997 provides the legislative mandate that determines the University's legal standing. The Institutional Statute gives effect to this act and any law relating to the University, and promotes the effective and responsible management and governance of the University in respect of matters not expressly prescribed by any law.

The University commits to complying with the broader legislative framework in addition to the Higher Education Act and continues to ensure that its administrative structures have been set up to ensure proper compliance with all statutory responsibilities. It takes very seriously its obligation, as a publicly funded institution, to exercise good corporate governance in respect of all of its activities through effective leadership, which is characterized by the ethical values of responsibility, accountability, fairness and transparency. This encompasses:

- the creation and ongoing monitoring of an appropriate and dynamic system of checks and balances to ensure the balanced exercise of power within the University;
- the implementation of a system to ensure compliance of the University with its legal and regulatory obligations;
- the implementation of a process whereby risks to the sustainability of the University's business are identified and managed within acceptable parameters; and
- the development of practices which ensure the accountability of the University to its stakeholders and the broader society in which it operates.

Other legislative prescripts impacting on the University include:

- The White Paper for Post Schooling Education and Training, approved by Cabinet in 2013 defines the country's vision for the post-school system, with the University recognising its main role in the conducting of research as its contribution to the main priorities as set out in this Paper.
- The National Development Plan (NDP) with South Africa's constitutional values entrenched therein and underpinned by the need to redress the ills of the past, promote non-racialism and non-sexism.

SELECTED ACTS listed below impact on the everyday business of the University:

- the draft Protection of Personal Information Bill;
- the Promotion of Access to Information Act (PAIA), Act 2 of 2000;
- the South African Qualifications Authority Act, Act 58 of 1995;
- the Basic Conditions of Employment Act; Act 75 of 1997;
- the Labour Relations Act, Act 66 of 1995;
- the Skills Development Act, Act 97 of 1998;
- the Skills Development Levies Act, Act 9 of 1999;
- the Constitution of South Africa 1996;

- the Copyright Act, Act 98 of 1978;
- the National Environmental Management Act, 107 of 1998;
- the Occupational Health and Safety Act, Act 85 of 1993;
- the Broad-Based Black Economic Empowerment Act, Act 53 of 2003;
- the Pension Funds Act, Act 24 of 1956;
- the Electronic Communications and Transactions Act (ECTA), Act 25 of 2002;
- the Consumer Protection Act (CPA), Act 68 of 2008; and
- the Regulation of Interception of Communications and Provision of Communication-Related Information Act (RICA), Act 70 of 2002

Wits subscribes to the principles of good corporate governance through the King Code of Governance Principles and the King Report on Governance (King IV):



4. KEY PERFORMANCE INDICATORS

4.1 ENROLMENT TARGETS

Key performance indicator	Target Year n (2016 DHET enrolment plan)	Mid-year performance indicators	2016	2017 Targets	Strategies / projects / activities to achieve output
			as at Jan 2017	From Aug 2016 Enrolment plan	
A. ACCESS					
HEADCOUNT TOTALS					
First-time entering UG	5910	6 460	6 457	6 427	Includes estimates for distance and part-time Excludes occasional
Headcount enrolments	32728	36 838	36 987	37 187	
Headcount enrolments (Foundation provisioning)					Daily monitoring of realtime enrolments to ensure no over/under enrolments. Monitor attrition rate post mid year exams. Stringent application of the University's admission requirements. Automated tracking service which monitors realtime enrolments, thus allowing the University to manage enrolments proactively.
Headcount enroments total UG	20900	24 315	24 305	24 111	
Headcount enrolments total PG	11498	12 523	12 682	13 076	
Enrolments by major field of study					
Science, Engineering, Technology	15146	17 680	17 859	18 331	
Business/management	5362	7 345	7 382	7 229	
Education	2985	3 024	3 024	2 796	
Other humanities	9233	8 788	8 722	8 661	
Distance education enrolments	0			300	

B: SUCCESS

Graduates UG	4039	not available	4 388	4 277	Each faculty has a specific academic unit/programme - eg. "Road to Success" programme in Commerce, Law & Management. Focus on teaching and learning with adherence to time management skills/study skills. This is monitored at faculty level with report backs to Senate. FYE - First Year Experience - first years requires a compulsory online assessment of ICT skills, and offers a comprehensive orientation of University life with a range of programmes, activities and discussions. The programme aims to develop resource awareness and knowledge generation, and extends beyond the first week of school and orientation with activities throughout the year that are ongoing and directed at ensuring that students maximise their chances of academic success, also with a focus on safety, security, disability and gender awareness.
Graduates PG	3588	not available	3 936	4 032	Faculty specific tracking of postgrad milestones to ensure students graduate in minimum time. PG Co-ordinator meetings. Facilitation of PGA office involvement in PG "wellness"
Success rate			80,7	83,39%	Student Engagement Survey (SASSE) which is applicable to all undergraduate students. 2nd Year of data tracking focusses on socio economic factors, such as the food bank as well as the campaign for growing vegetables on campus Wits in collaboration with (UFS), will repeat the research of universities across South Africa on student engagement levels. This survey will provide us with an understanding of the extent to which conditions that matter to student success are present at Wits. Develop initiatives that help students to maximise their chances of success in higher education.

UG OUTPUT BY SCARCE SKILLS

			Credit FTE / Enrolled FTE	
Engineering	353	not available	552	534
Life & physical sciences	479		430	407
Animal & human health	461		574	616
Teacher education	601		380	553
Success rate			84,29	86%

C : Efficiency

Headcount of Permanent Instructional/Research Professional Staff	1229	1121	1121	1260	Associate Lecturers appointed on 3 year contracts to complete PhD's. n-Gap appointments in all faculties in the university. Eight positions were funded by the Department of Higher Education and Training. Developing the next generation of academics. Key Performance Indicator to increase number of staff with Doctoral qualifications.
% staff with doctoral degree	58%	60,1%	60,1%	59,2%	
number of nGapstaff					
Ratio of FTE students to FTE instructional / research staff		16,49	16,56	15,42	

D : Research output

Publications unit per FTE staff	1,351	1,48		1,23	Research output in the form of publications and higher degree completions is encouraged through the Research Incentive System. Progress is also monitored regularly, allowing for early interventions.
Research masters graduates	624	not available	640	637	Preliminary figures - will change
Doctoral graduates	204	not available	198	219	

New 1st Year UG Enrolment Counts with Targets by Program per Faculty-2017

Program Type Desc is not equal to / is not in Occasional Student Postgrad, Undergraduate Occasional Students			
Faculty	Program Code	Program Title	UG Target
Humanities	AB000	Bachelor of Arts	557
	AB002	Bachelor of Arts (Law Major)	86
	AB003	Bachelor of Arts (Law Major)	0
	AF000	Bachelor of Arts in Dramatic Art	29
	AF001	Bachelor of Arts in Fine Arts	29
	AF002	Bachelor of Music	14
	AF003	Bachelor of Arts in Performing and Visual Arts	9
	AF004	Bachelor of Social Work	65
	AF005	Bachelor of Arts in Speech and Hearing Therapy	33
	AF009	Bachelor of Music: Extended Curriculum	14
	AF010	Bachelor of Arts in Film and Television	29
	AFA11	Bachelor of Arts in Digital Arts	40
	HF000	Bachelor of Education (Foundation Phase Teaching)	74
	HF001	Bachelor of Education (Senior Primary Teaching)	100
	HF002	Bachelor of Education (Secondary Teaching)	316
Humanities - Total			1395
Commerce, Law & Management	CB000	Bachelor of Commerce	163
	CB005	Bachelor of Economic Science	39
	CB008	Bachelor of Accounting Science	517
	CB010	Bachelor of Commerce	33
	CB012	Bachelor of Commerce	47
	CB013	Bachelor of Commerce	89
	CB014	Bachelor of Commerce (Accounting)	168
Commerce, Law and Management - Total			1056
Engineering and the Built Environment	EBA00	Bachelor of Engineering Science in Biomedical Engineering	76
	EBA01	Bachelor of Engineering Science (in Digital Arts)	40
	EFA00	Bachelor of Science in Engineering (Chemical)	87
	EFA01	Bachelor of Science in Engineering (Civil)	170
	EFA03	Bachelor of Science in Engineering (Electrical)	165
	EFA05	Bachelor of Science in Engineering (Mechanical)	114
	EFA06	Bachelor of Science in Engineering (Aeronautical)	48
	EFA07	Bachelor of Science in Engineering (Industrial)	25
	EFA08	*Bachelor of Science in Engineering (Metallurgy & Materials)	*0
	EFA08	Bachelor of Science in Engineering (Metallurgy and Materials)	85
	EFA09	Bachelor of Science in Engineering (Mining)	140
	EFA10	*Bachelor of Science in Engineering (Chemical)	*0
	EFA11	*Bachelor of Science in Engineering (Civil)	*0
	EFA13	*Bachelor of Science in Engineering (Electrical)	*0
	EFA15	*Bachelor of Science in Engineering (Mechanical)	*0
	FB000	Bachelor of Architectural Studies	90
	FBA04	Bachelor of Science (Construction Studies)	160
	FBA05	*Bachelor of Science (Urban and Regional Planning)	*0
	FBA05	Bachelor of Science in Urban and Regional Planning	50
	FF004	Bachelor of Science in Property Studies	72
Engineering and Built Environment - Total			1322

UG Enrolment Counts with Targets by Program per Faculty-2017

Health Sciences	MB000	Bachelor of Health Sciences (Biomedical Sciences)	172
	MB001	Bachelor of Clinical Medical Practice	41
	MB003	Bachelor of Health Sciences (Biokinetics)	18
	MB004	Bachelor of Oral Health Sciences (Oral Hygiene)	19
	MF000	Bachelor of Medicine and Bachelor of Surgery	220
	MF001	Bachelor of Nursing	60
	MF002	Bachelor of Science in Physiotherapy	54
	MF003	Bachelor of Science in Occupational Therapy	64
	MF004	Bachelor of Pharmacy	84
	MF005	Bachelor of Dental Science	37
Health Sciences - Total			769
Science	SB000	Bachelor of Science	1140
	SB011	Bachelor of Science - Biological Sciences	*0
Science - Total			1140
Full time Total			5682
WITS PLUS - Part Time	AB001	Bachelor of Arts	370
	CB001	Bachelor of Commerce	141
	CB015	Bachelor of Commerce	*0
WITS PLUS - Part Time Total			511
Grand Total			6193
*Where count is 0 = new programme code			



4. 2 STUDENT ENROLMENT TARGETS

Key performance indicator	Target Year n (2016 DHET enrolment plan)	Mid-year performance indicators	2016	2017 Targets	Strategies / projects / activities to achieve output
			as at Jan 2017	From Aug 2016 Enrolment plan	
A. ACCESS					
HEADCOUNT TOTALS					
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Other humanities	9233	8 788	8 722	8 661	
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B: SUCCESS					
Graduates UG	4039	not available	4 388	4 277	Each faculty has a specific academic unit/programme - eg. "Road to Success" programme in Commerce, Law & Management. Focus on teaching and learning with adherence to time management skills/study skills. This is monitored at faculty level with report backs to Senate. FYE - First Year Experience - first years requires a compulsory online assessment of ICT skills, and offers a comprehensive orientation of University life with a range of programmes, activities and discussions. The programme aims to develop resource awareness and knowledge generation, and extends beyond the first week of school and orientation with activities throughout the year that are ongoing and directed at ensuring that students maximise their chances of academic success, also with a focus on safety, security, disability and gender awareness.
Graduates PG	3588	not available	3 936	4 032	Faculty specific tracking of postgrad milestones to ensure students graduate in minimum time. PG Co-ordinator meetings. Facilitation of PGA office involvement in PG
Success rate			80,7	83,39%	Student Engagement Survey (SASSE) which is applicable to all undergraduate students. 2nd Year of data tracking focusses on socio economic factors, such as the food bank as well as the campaign for growing vegetables on campus Wits in collaboration with (UFS), will repeat the research of universities across South Africa on student engagement levels. This survey will provide us with an understanding of the extent to which conditions that matter to student success are present at Wits. Develop initiatives that help students to maximise their chances of success in higher education.

UG OUTPUT BY SCARCE SKILLS			Credit FTE / Enrolled FTE		
Engineering	353	not available	552	534	Continue to grow faculty specific strategies that have been developed - Wits is in the 2nd year of UFS students articulating into third year of Engineering. Also in collaboration with Univen to follow the same path. Renewed curriculum development in programmes that are relevant to needs of society and economy. Prioritisation of student funding in collaboration with SETA's and industry for scarce skills programmes.
Life & physical sciences	479		430	407	
Animal & human health	461		574	616	
Teacher education	601		380	553	
Success rate			84,29	86%	

C : Efficiency					Associate Lecturers appointed on 3 year contracts to complete PhD's. n-Gap appointments in all faculties in the university. Eight positions were funded by the Department of Higher Education and Training. Developing the next generation of academics. Key Performance Indicator to increase number of staff with Doctoral qualifications. used total academic staff FTE (permanent + temporary)
Headcount of Permanent Instructional/Research Professional Staff	1229	1121	1121	1260	
% staff with doctoral degree	58%	60,1%	60,1%	59,2%	
number of nGapstaff					
Ratio of FTE students to FTE instructional / research staff		16,49	16,56	15,42	

Publications unit per FTE staff	1,351	1,48		1,23	Research output in the form of publications and higher degree completions is encouraged through the Research Incentive System. Progress is also monitored regularly, allowing for early interventions.
Research masters graduates	624	not available	640	637	Preliminary figures - will change
Doctoral graduates	204	not available	198	219	

4.3 EARMARKED GRANTS

Grant	Earmarked Allocation (R)	Breakdown of allocation		Linkage to performance indicators	Midyear performance indicator
		Budget (R)	Projects		
Teaching Development Grant	R 20 292 000	R 730 300	Development of a Postgraduate Diploma in Education the field of Higher Education	KPI - Increase graduation numbers intrinsic link to strategic imperatives: - Access with success - Professional development focussing on teaching - Blended learning & technology (refer to teaching & learning plan - pg 6)	Tracking and monitoring of budget allocation and milestones required to enable successful output.
		R 1 055 650	Promotion of the Adoption of Effective Online Teaching Practices, Fostering Enhanced Student Engagement		
		R 741 000	Scaling up the Development of Sharable e-learning Content		
		R 1 000 000	Hosting a Teaching & Learning Conference		
		R 26 500	Seminars on Innovations in Teaching & Learning		
		R 39 695	Development of Health Sciences Lectures in Simulation Skills		
		R 200 000	Professional Teaching in the Faculty of Humanities (Pilot Project)		
		R 937 000	PhD Teaching Assistants: Improving Teaching & Learning and Development of the Next Generation of Academics		
		R 69 336	Tutor Training & Mentoring for the Mathematics Sciences		
		R 2 831 541	Recruitment of Associate Lecturers in the Faculty of Science - Growing the Next Generation of Scientists		
		R 82 500	Mentorship of PGDip Students		
		R 559 944	Student learning support programme in two schools in the Faculty of Engineering & the Built Environment (EBE)		
		R 90 000	Staff Exposure to Research in Teaching & Learning		
		R 796 000	Educational Research Programme in two schools in the Faculty of Engineering & the Built Environment (EBE)		
		R 930 000	Research Teaching in Higher Education (Pilot Project)		
		R 127 000	South African Survey on Student Engagement		
		R 150 000	Managing the TDG		
		R 6 245 879	Development of Teaching & Learning Centres in Faculties		
		R 403 000	At Risk Student Social Mentoring Programme		
		R 1 287 890	Faculty of Health Sciences Support Programme		
		R 772 075	Developing Student's Digital Literacies Across Wits		
		R 647 550	Improve Throughput of 1st year Students in the Faculty of CLM & Provide Effective Support for At Risk Students		
		R 569 140	Clickers		
		R 20 292 000			
Clinical Training Grant	R 66 927 000	R 31 900 000	Clinical staffing	Access and Success Academic Excellence	
		R 8 670 000	Non clinical academic staffing		
		R 12 730 000	Support and technical staffing		
		R 6 357 000	Operational costs		
		R 7 270 000	Equipment		
		R 66 927 000			
Research Development Grant	4 040 000	R 4 040 000	Direct support for early career academics (ECA) Writing retreats and time buyouts PG Student supervisor training Research Project-eLearning focussed Supplement Sellschop award for ECA Capacity development in the Research Office	Striving to be an increasingly research intensive university that is internationally competitive and yet locally relevant. KPI links to PG graduations. Monitoring and measuring research outputs & profile	Tracking and monitoring of allocation
Foundation provision grant	321 000	321000	Ministerial approved extended curriculum programmes	KPI tied to teaching effectiveness, enrolment, academic success and throughput	Monitoring of budget and milestones.

5. ANNUAL PERFORMANCE PLAN: BUDGET AND PROJECTED INCOME AND EXPENDITURE: 2017-2019

5.1 KEY ASSUMPTIONS AND BUDGET OVERVIEW

1. Council and residences budgets:

Deficits are projected in 2017 and 2018 with expected improvement in the financial position from 2019 and beyond when the impact of the revised enrolment plan kicks in. Assumptions are as follows. The projections are as per annexure 1 below.

Subsidy projections for 2017 and 2018 are based on current enrolment plan. Subsidy projection for 2019 are based on revised enrolment plan for 2017 academic year with higher full time and part time student numbers. The subsidy for zero fee increase in 2016 will be rolled into the block subsidy from 2017 onwards as per revised draft Ministerial statement dated July 2016. The amount of subsidy attributable to Residences in respect of 0% fees increase for 2016 has been escalated at CPI and deducted from block subsidy.

Fees projections have been based on revised enrolment plan. Fee increases assumed to be CPI+2%, i.e. 8% as per cap announced by Minister for Higher Education & Training in September 2016.

Interest income holiday on administered and pooled equity funds will contribute R48m in 2017 - but this arrangement is only for 2 years (R10m cost contingency provided to cater for funds with conditions that do not permit this arrangement). From 2019 interest reverts to administered and pooled equity funds.

Three year salary agreement ends in 2017 (7% academics and 6% for support). It has been assumed that salaries will increase by 6% for both academic and support staff from 2018. Additional salary costs have been projected to cater for the planned expansion in Wits Plus (part time and online courses).

Trade-offs committee recommendation for 2017: 0% increase in operating costs for faculties and library and 2% reduction for other operating costs but non-operational institutional costs such as bad debt provisions estimated to increase in line with increased student numbers and post-retirement medical aid provision as per actuarial valuations. CPI assumed to be 6% for the period.

Financial Aid kept flat in 2017 but escalated at same rate as fee increases from 2018.

Trade-offs committee recommended research budget to increase to R120m in 2017 - thereafter research costs have been escalated at 6% CPI.

Insourcing cost projections are based on Insourcing Task Team recommendations but capped at R100m by Council and cost of implementation of R20m escalated at 6%p.a. Residences portion absorbed by Residences budget.

Residences are ring fenced and self-funding as per HE Act - all additional costs due to insourcing will be apportioned to residences accordingly. However, due to insourcing costs and the cap in fee increases it is inevitable that Residences will be in deficit – it is expected that Residences will reduce the deficit over the next few years bringing it to breakeven position but until that happens Council will have to cross subsidise them.

2. Specifically funded activities

In respect of restricted, specifically funded activities an overall growth of 6% has been projected. This category of activity has to be self-funding and managed as per individual contacts with respective funders.

3. Capital expenditure

The university embarked on the ICT upgrade project in 2016 following approval of loan funding by DHET. The full costs of the project is R505m and funding has been secured from financial institutions to make this possible. Normal and routine capital requirements will be kept to the bare minimum over the next three years so as to conserve cash due to additional costs arising from insourcing, implementation of the ICT project and capping of fee increases.

4. Cash flow projection

The cash flow projection balances for 2017 to 2019 include earmarked grants, thereby inflating the university cash balances. Please refer to annexure 2. The true operating forecast cash balances for 2017, 2018 and 2019 are R235m deficit, R29m surplus and R70m deficit respectively. Efforts are made to conserve cash through reduced capital investment and prioritising the ICT upgrade project (debt servicing) and operational requirements. Additional costs due to insourcing are expected to put cash flows under immense pressure. Working capital requirements at the beginning of the year are particularly high as the university only receives its first subsidy instalment from government in April. The university has a monthly cash cost for salaries and operating expenditure of approximately R300m.

Table3: BUDGET 7 PROJECTED INCOME STATEMENT

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG																	
UNIVERSITY BUDGETED & PROJECTED INCOME STATEMENT: For the years 2017-19																	
	EDUCATION AND GENERAL						EDUCATION AND GENERAL						EDUCATION AND GENERAL				
	Council Controlled	Specifically Funded Activities		Student and Staff Accommo- dation	2017		Council Controlled	Specifically Funded Activities		Student and Staff Accommo- dation	2018		Council Controlled	Specifically Funded Activities		Student and Staff Accommo- dation	2019
	Unrestricted	Restricted	SUB TOTAL	Restricted	TOTAL		Unrestricted	Restricted	SUB TOTAL	Restricted	TOTAL		Unrestricted	Restricted	SUB TOTAL	Restricted	TOTAL
	R'000	R'000	R'000	R'000	R'000		R'000	R'000	R'000	R'000	R'000		R'000	R'000	R'000	R'000	R'000
INCOME																	
Recurrent items																	
State subsidies & grants	1,378,408	100,100	1,478,508		1,478,508		1,399,431	99,958	1,499,389		1,499,389		1,557,520	105,955	1,663,475		1,663,475
State subsidy for zero fee increase 2016			0	16,581	16,581		0		0	17,576	17,576		0		0	18,630	18,630
Tuition and other income	1,595,400		1,595,400	287,319	1,882,719		1,746,253		1,746,253	310,305	2,056,558		1,885,953		1,885,953	335,129	2,221,082
Short course (non-subsidy) income	285,409		285,409		285,409		302,533		302,533		302,533		320,686		320,686		320,686
Research grants and donations		404,739	404,739	-	404,739			429,023	429,023	-	429,023			454,765	454,765	-	454,765
Other income	338,815		338,815		338,815		356,744		356,744		356,744		321,815		321,815		321,815
SUB TOTAL	3,598,032	504,839	4,102,871	303,900	4,406,771		3,804,961	528,981	4,333,942	327,880	4,661,823		4,085,974	560,720	4,646,694	353,759	5,000,454
Unexpended grants and donations	-	33,616	33,616	-	33,616		-	41,781	41,781	-	41,781		-	44,288	44,288	-	44,288
	3,598,032	538,455	4,136,487	303,900	4,440,387		3,804,961	570,762	4,375,723	327,880	4,703,604		4,085,974	605,008	4,690,982	353,759	5,044,742
EXPENDITURE																	
Recurrent items																	
Staff costs	2,161,364	165,261	2,326,625	32,924	2,359,549		2,299,691	175,177	2,474,868	34,899	2,509,768		2,437,673	185,688	2,623,360	36,993	2,660,354
Other operating expenses	1,458,588	373,194	1,831,782	299,186	2,130,968		1,569,735	395,586	1,965,321	317,137	2,282,458		1,641,449	419,321	2,060,770	336,165	2,396,936
	3,619,952	538,455	4,158,407	332,110	4,490,517		3,869,427	570,763	4,440,189	352,037	4,792,226		4,079,122	605,008	4,684,131	373,159	5,057,289
NET (DEFICIT)/SURPLUS	-21,920	-0	-21,920	-28,210	-50,130		-64,466	-0	-64,466	-24,156	-88,622		6,852	-0	6,852	-19,400	-12,548
CAPITAL EXPENDITURE																	
ROUTINE CAPEX	181,377			12,292	193,669		63,291			10,000	73,291		65,000			10,000	75,000
ICT UPGRADE	57,700			12,292	69,992		60,000			10,000	70,000		65,000			10,000	75,000
	123,677				123,677		3,291				3,291		-				

Annexure 2:

Table 4: CASH FLOW PROJECTIONS OF REVENUE AND EXPENDITURE

Annexure 2:
Cash flow projections of revenue and expenditure
For the years 2017 to 2019

Cash Flow Projections of Revenue and Expenditure for year 2017-2019			
	2017	2018	2019
	R'000	R'000	R'000
Revenue (A)	4,835,473	4,966,464	5,191,604
State Subsidy - Block Grant	1,378,408	1,433,544	1,519,557
State Zero/6% Increase Grant	-	-	-
State Earmarked Grants	82,136	82,136	82,136
Tuition Fees and Residence Fees (includes Donor Student fees etc)	1,646,895	1,705,116	1,756,676
Research, Donor Funding and Other Receipts	1,409,836	1,492,026	1,579,147
ICT Loan - Inflow of loan funding	229,000	71,000	-
Interest Income	89,199	92,643	54,087
Expenditure (B)	5,070,218	4,937,566	5,261,943
Personnel Costs	2,455,783	2,635,055	2,827,414
Operating Expenditure	1,735,695	1,849,495	2,023,693
Outsourced workers Top up payments/management costs	20,000	21,200	22,472
Cleaning Contracts	34,887	36,631	38,829
Capital Expenditure/Earmarked grants	421,382	134,276	138,733
Loan repayment/Interest Expense	40,876	44,548	48,563
ICT Projects - Network	336,595	191,360	137,239
Post Retirement Medical Aid - Capital Investment	25,000	25,000	25,000
Net Increase/(Decrease) in cash (A-B)	-234,745	28,898	-70,339
Cash at beginning of year - Including earmarked grants	480,778	446,029	474,928
Cash at end of year - Including earmarked grants	246,033	474,928	404,588
Earmarked grants Balance end year	254,975	266,184	266,184
Cash at end of year - Excl earmarked grants	191,054	208,743	138,404

5.2 BUDGET CAPITAL PLAN

Table 5: Budget Capital Plan Long term capital expenditure plan and proposed borrowings.

This section in the APP should show the major capital projects that are planned over the MTEF period and should indicate the funding source and borrowings.

Table 5: Long-term capital expenditure: 2016 - 2019

Description	Project value	Source of funds	Own funding	(Borrowings) Donors	2015	2016	2017	2018
Project name	Approved budget	DHET received						
Genmin First Floor Refurbishment for TCSE Offices	R 3 775 072		741 312	2 988 439	2 710 722	1 019 030		
Centre for Exercise Science and Sports Medicine (CESSM)	R 6 000 000	1 500 000	4 295 926		4 512 342	1 283 584		
Parktown Management Campus Lodge Refurbishment	R 4 400 022		4 397 348		3 997 325	400 022		
Refurbishment of John Moffat Building for School of Architecture and Planning	R 5 365 000	2 500 000	2 865 000		3 370 132	1 994 868		
Parktown Education Campus Centre Creation of SARUA Offices	R 1 000 000		981 029		981 029	0		
Wits Medical School Library Entrance Improvements	R 1 970 999		891 288	985 999	1 877 287	0		
Wits Parktown Campus St Andrews Road Entrance Construction and Upgrade	R 16 650 000		16 547 903		16 448 133	99 770		
Circuit Bus Off Campus Bus Stops in Hillbrow and Parktown	R 1 160 525		1 103 547		760 099	343 448		
Wits Rural Facility (WRF) Bushcamp Student Accommodation	R 5 818 770		5 687 026		3 787 004	1 900 021		
Transnet Matlalatso Centre in Senate House	R 2 640 290		2 640 290		0	2 640 290		
Tshimologong Precinct Development: IBM Research Laboratory	R 32 005 624		1 339 251	30 666 373	17 695 064	13 226 934	1 083 626	
Rahima Moosa Mother and Child Hospital Extension	R 14 000 000	2 000 000	1 000 000	11 000 000	7 986 881	5 415 642	597 478	
Origins Centre New Rock Art Gallery Store and Construction	R 17 000 000		2 000 000	15 000 000	5 813 090	8 930 311	2 256 598	
Wits Art Museum (WAM) Acoustic Ceilings Installation	R 1 628 972		0	1 628 972	979 078	0	649 894	
GEOS Clean Isotope Laboratory, School of Geosciences	R 5 057 657		357 657	4 700 000		5 007 498	50 159	
GCR0 Office Development – 6th Floor University Corner	R 7 684 734		0	7 684 734		4 112 073	3 572 661	
CLM Post Graduate Centre: Rembrandt Gallery Refurbishment	R 6 000 000		0	6 000 000	368 338	0	5 631 662	
WITS Health and Wellness Centre: Braamfontein West Campus	R 6 867 932	500 000	1 700 000	4 667 932		5 444 977	1 422 955	
Management Campus Redevelopment: Refurbishments & Parking Phase 1: (WBS) Wits Business School	R 6 000 000		0	6 000 000		2 844 094	3 155 906	
Management Campus Redevelopment: Refurbishments & Parking Phase 2: (WSG) Wits School of Governance	R 5 583 602		5 583 602	0		2 315 572	3 268 030	
Management Campus Redevelopment: Repurposing of 8 PKV Houses	R 5 500 000		0	5 500 000		0	5 500 000	
Management Campus Redevelopment: Reinstatement of the Oval & Parking Phase 2	R 8 000 000		0	8 000 000		0	8 000 000	
GAES Environmental Teaching & Research Laboratory	R 4 470 000	800 000	0	3 670 000		356 899	4 113 101	
Khanya Block: Therapeutic Sciences and School of Education E-Zone Facility	R 6 800 000	6 800 000	0	0		3 208 230	3 591 770	
Richard Ward 5th Floor Undergraduate Computer Laboratory	R 1 700 000		0	1 700 000		0	1 700 000	
APES Greenhouse, Goods Lift Replacement & Gate House Growth Room Capacity Upgrades	R 5 500 000	500 000	1 000 000	4 000 000		1 291 377	4 208 623	
Frankenwald Estate Property Development	R 1 000 000		1 000 000	0		507 585	492 415	
Tshimologong Precinct: Founders Square (JCSE) Joburg Centre for Software Engineering	R 14 653 789		1 000 000	13 653 789	2 377 584	8 973 164	3 303 041	
Tshimologong Precinct Development: Phase 2	R 19 000 000		0	19 000 000	0	6 505 329	12 494 671	
David Webster Student Housing Extension and Refurbishment	R 42 100 000	40 100 000	2 000 000		261 581	2 679 697	21 257 964	17 900 758
Barnato Hall of Residence Extension: Student Housing Development	R 42 400 000	35 100 000	7 300 000		225 000	327 641	26 416 109	15 431 250
Fractionating Column and Petroleum Lab for Research in RWB	R 6 000 000	4 000 000	2 000 000		3 907 798	1 818 625	273 577	0
New Drama Building for African Languages, Humanities and Social Sciences	R 25 000 000	16 759 000	8 241 000		707 099	606 558	686 343	23 000 000
Parktown Education Campus Policy Unit (EPU) and Deaf Studies Centre (Teacher Education)	R 18 500 000	14 000 000	4 500 000		68 400	1 232 869	12 698 731	4 500 000
Specialist Equipment and Software for Disability	R 3 000 000	1 000 000	2 000 000		0	0	0	3 000 000
WITS Disability Unit Office Relocation and Expansion	R 4 500 000	2 500 000	0	2 000 000	4 032 623	467 377		
Parktown & Braamfontein Substation, Transformer & Switch Gear Upgrade & Replacement Program	R 18 356 973	17 856 973	500 000			1 542 946	16 814 027	
WEC School of Public Health Stand Alone Generator System	R 1 485 000	1 485 000	0			0	1 485 000	
Building Management System (BMS) Recommissioning and Upgrade Braamfontein Campus West	R 1 591 609	1 224 523	367 086			367 086	1 224 523	
High Voltage Cable Repair and Replacement Braamfontein Campus	R 4 936 054	643 027	4 293 027			2 150 000	2 786 054	
Replacement of Sturrock Park Generator System	R 1 000 000	1 000 000	0			0	1 000 000	
Medical School Lecture Venues Airconditioner Upgrade and Replacement	R 1 015 916	0	1 015 916			1 015 916	0	
Medical School Dissection Hall Ventilation System Major Repairs and Upgrade	R 1 050 000	329 290	720 710			720 710	329 290	
Medical School Tower Block Lift Replacement Program Phase 2	R 4 365 581	1 347 709	3 017 872			1 252 291	3 113 290	
Bidvest (Milpark) Football and Rugby Stadium Maintenance and Compliance Improvement	R 3 326 679	1 200 000	1 126 679	1 000 000		3 314 470	12 209	
Solomon Mahlangu Abolition Facility Maintenance and Refurbishment Program	R 1 077 775	51 134	1 026 640			1 077 775	0	
Physics and South West Engineering Building Balustrade Repairs	R 1 024 440	674 440	350 000			366 565	657 875	
Waterproofing Buildings: Robert Sobukwe, FNB, Poleosciences, Origins Centre Basement Damp Proofing	R 5 150 000	3 792 410	1 357 590			4 953 233	196 767	
Waterproofing of the Biology Building	R 1 500 000	1 304 650	195 350			195 350	1 304 650	
Origins Centre Building Exterior Facade Plaster Repair and Paintwork	R 1 200 000	91 776	1 108 224			608 224	591 776	
	R 0		0					
Total	R 405 813 016	159 059 933	96 251 274	149 846 238	82 866 610	102 518 049	155 940 777	63 832 008

6. INSTITUTIONAL RISK REGISTER

Emerging risks discussed at Council Risk Committee, Risk Management Committee & Insurable Risk Committee

- Student protests.
- There is a need for a new funding model for the higher education sector.
- NSFAS funding for 2016 – and the impact on the registration of students for 2016.
- Not enough post graduate scholarships to fund post graduate students resulting in post graduate targets not being met.
- Faculty of Health Science: Dependence on partners such as Provincial government and NHLS that are under financial and management stress.
- Not meeting the vision of being a global university due to international students being marginalised. There is a perception amongst international students that they are seen as outsiders and are being alienated.
- Higher Education Quality Sub Framework (HEQSF) is legislated and prescribes minimum credits which the DoHET will fund. Professional bodies require higher credits for accreditation – the gap between the DoHET requirements and the Professional bodies needs to be bridged.

This is managed through a structured process which embeds risk governance. A calendar has been developed for the updating of risk registers throughout the University, and is monitored and reported on at the Risk Management meetings.

SET Risk Dashboard

25 October 20

Risk	Cold	Warm	Boiling	Weak	Good	Assurance Provided			0% 25% 50% 75% 100%		
						1st	2nd	3rd			
1	<p>Higher Education crises. Student and staff protest and instability at universities: Ongoing protest action result in the University constantly operating in crises management mode. The #FeesMustFall campaign threatens the completion of the 2016 academic year and intake for 2017. It is a major threat to the achievement of the Wits 2020 strategy and could be a death sentence for Wits as a world ranked research intensive university. Further impacts could include the loss of accredited researchers and a significant drop in number of research publications, loss of high-calibre staff and students and less international students being attracted to the University.</p>						Y	N	N		VC
2							Y	Y	Y		
3	<p>Potential instability caused by the insourcing of workers: Potential organizational instability. Impact on current service providers and their employees; Timing risk as contracts with current support services are renewable at different times; Uncertainty about the costs associated with the insourcing of services.</p>						Y	Y	Y		SET, CFO
4							Y	Y	P		
5	<p>Safety and Security risk: Potential harm to staff, students and third parties from safety, health and crime-related hazards. Exposure to the city's crime and grime. Safety risks associated with the University's activities, equipment, machinery, substances or hazardous processes. Safety and crime prevention at residences. Potential non-compliance with the Occupational Health & Safety Act.</p>						Y	Y	P		VP & DVC Advancement, HR and Transformation, COO
6							P	Y	N		
	<p>Reputation risk: Damage to the university's reputation caused by internal or external factors. Risks to international, continental and national distinctiveness.</p>										

SET Risk Dashboard

Risk	Current Risk Temperature			Trend	Control Effectiveness		Assurance Provided			Action Progress	Risk Owner
	Cold	Warm	Boiling		Weak	Good	1st	2nd	3rd		
<p>Operating instability caused by deteriorating infrastructure:</p> <p>3.1 ICT strategy funding constraints. Current IT disjuncture with what the University needs. Challenges with bandwidth, speed and wireless, internal controls, data integrity and disaster recovery planning. SMS project management risks.</p> <p>3.2 Deteriorating condition of existing buildings and facilities; maintenance backlog, maintenance funding constraints, results of the DoHET review, inadequate space. Uncertainties of the Braamfontein redevelopment. Shortage of student accommodation.</p>							P	Y	P		VP & DVC Advancement, HR and Transformation, CFO
<p>Transformation challenges and changes to the institutional culture:</p> <p>Evolution of the Institution's cosmopolitan character, i.e. race, class, gender, international. Competition from Government and Higher Education institutions for talented black staff. Challenges to attract and retain staff (especially academics). Challenges to staff commitment, social inclusion, lack of work ethic. Staff resources stretched, high teaching loads. Volatile political climate and confrontations between students and university. Student leadership issues. Student unrest.</p>							Y	Y	N		SET
<p>T&L:</p> <p>Teaching platform, use of Government facilities. Enrolment and through-put of PG degrees (number and time to complete). PG output. UG quality of incoming students. Perception of employers of our graduates. Retaining the perception of our degrees. Quality of T&L programs. Curriculum transformation.</p>							Y	Y	Y		DVC Academic
<p>Research performance risk:</p> <p>Potential variance in research productivity, i.e. output by staff and students. Changing research culture globally and its threats and opportunities for cutting-edge knowledge production. Risk that the university shifts its focus away from Research goals.</p>							Y	Y	Y		DVC Research and Post Graduate Affairs, DVC Academic
<p>Risk of Support Services performance failure:</p> <p>Support Services and Faculties often work in silo's and are not aligned. The interrelatedness of their responsibilities is not always considered. Potential failure of support from Support Services (especially PIMD, CNS, FASO, FEES, Library); poor service delivery culture; risk of breakdown in management controls; risk of non-compliances where under-resourced.</p>							P	Y	P		SET, DVC Advancement, HR and Transformation

Legend						
Risk	Describe	the risk name and the associated root causes or issues.				
Current risk temperature	What is the current risk temperature:					
Trend	Has the risk exposure increased, decreased or stayed the same. How does it compare with the risk temperature from the previous assessment.					
Control effectiveness	How effective are the current controls:					
Independent assurance Three lines of defense	red = poor, amber=fair, green = very good					
	1st line of Management: Assurance, Risk Owners (Line Managers & Employees).					Y- Yes
	2nd line of Function: Assurance.					N - No
Action progress	3rd line of Independent Assurance Specialist Audits, Internal Audit, External Audit, Regulatory					P - Partial
Owner	Have the action plans been completed.					
	red = not yet commenced, amber = in progress, green = complete					
	Who is the risk owner, responsible for monitoring and reporting on the risk?					

Owners	
VC	Vice Chancellor
SET	Senior Executive Team
CFO	Chief Financial Officer
DVC Academic	Deputy Vice Chancellor Academic
Registrar	Registrar
VP & DVC Advancement, HR and Transformation	Vice Principal and Deputy Vice Chancellor – Advancement, Human Resources and Transformation
Deans	Deans
DVC Research and Post Graduate Affairs	Deputy Vice Chancellor Research and Post Graduate Affairs



CONCLUSION

The mission of the University of Witwatersrand is to grow its global stature as a leading research-intensive university and a gateway to research engagement and intellectual achievement in

Africa. This it will achieve by building on the principles of intellectual excellence, international competitiveness and local relevance.

We are committed to providing high-quality, internationally competitive education, founded on high academic standards, cutting-edge research, public engagement, and productive partnerships with leading institutions throughout the world. The Annual Performance Planning exercise for 2017 has been aligned to these goals using the SMART principles.

Please refer any queries to
registrar@wits.ac.za



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

Annexure B
COUNCIL OBJECTIVES REPORT



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

2016

COUNCIL OBJECTIVES REPORT

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PREAMBLE

The University of the Witwatersrand aspires to be a leading research-intensive university, firmly embedded in the top 100 world universities by 2022, our centenary year. The Vision 2022 Strategic Framework positions Wits as an internationally leading research-intensive university located in Africa.

Wits' mission is to grow its global stature as a leading research-intensive university and a gateway to research engagement and intellectual achievement in Africa. This will be achieved by building on the principles of intellectual excellence, international competitiveness and local relevance. As an institution built on principles of intellectual excellence, we are committed to providing high-quality, internationally competitive education, founded on high academic standards, cutting-edge research, public engagement, and productive partnerships with leading institutions throughout the world.

Achievement of the above mission entails commitment to the following values:

- Independent enquiry and trust
- International comparability
- Intellectual excellence and integrity
- Academic freedom and institutional autonomy
- Collegiality
- Social engagement and responsiveness
- Diversity
- Accountability
- Debate and critical engagement

Against the backdrop of the above vision, mission, principles and values, the Council of the University (hereafter referred to as "Council") adopted a set of objectives within the framework of the University's strategic priorities. The Council objectives are complemented by a set of Key Performance Indicators for 2016 - these were monitored and reported on in various governance structures in the course of the year.

1. 2016 CONTEXT- HIGHER EDUCATION LANDSCAPE IN SOUTH AFRICA

After the resolution of the protests in 2015, with a zero per cent increase on university fees, it was clear that the broader issue of free education would still dominate student politics in 2016.

The legitimate concerns of the students were widely supported and it was hoped that the Fees Commission announced by the President would provide a platform for resolving the issue. This optimism carried us through the first six months of 2016, and Wits was able to contain minor protests around registration but not without additional expenditure on increased security. However, the interim 'resolution' of the issue was not to last, as the Fees Commission was delayed and the Government's offer to fund the increase of the NSFAS and 'missing middle' students was seen to be 'too little, too late' by many students and Student Representative Councils. Nationwide protests led to the closure of universities across the country. Wits closed for a period of approximately two weeks. Unable to secure an agreement with the students, the university was forced to re-open with a significant private security and police presence to complete the academic year.

We should not under-estimate the social and economic effects on the University of these protests and the ongoing impasse. The ongoing under-funding of tertiary education, has continued to place significant pressure on university finances. The protests and their aftermath fractured the university community to some extent. Agreements over the legitimate concerns and demands of the students were supported by many, but the means towards that end were hugely contested. This began to raise questions about common values and caused, or exposed, significant fracture lines in the university and society. Throughout 2016 various attempts were made to generate ongoing discussion and debate on these issues: university funding, transformation, decolonization, institutional culture included. Even as students' protests recurred in the second part of 2016, Wits continued to work towards resolving the Fees Crisis. It also held firm to its commitment to afford and protect the rights of students to protest and to study, in line with the Constitution and its visions of a robust and deliberative democracy.

Finally, an important outcome of the 2015 protests was the agreement, supported by students, Senate and Council, to insource a range of Wits workers. Thus much of 2016 was devoted to discussions and administration around the insourcing process and there was a concerted effort on the part of staff to find ways to fund this cost. It is worth noting that Wits University staff across the board agreed to do more with less to make insourcing possible. The first workers will be insourced at the beginning of 2017.

2. OBLIGATIONS AND RESPONSIBILITIES

Council's obligations and responsibilities include

2.1 Discharge of the Statutory Responsibilities of the University

The discharge of statutory responsibilities by the University is a principal objective of Council, and is conducted in strict accordance with the Revised Regulations for Annual Reporting by Higher Education Institutions (2012). The University's statutory Annual Report for the year ending 31 December 2016 will be submitted to the Department of Higher Education and Training by 30 June 2017. The 2016 Annual Report will subsume the report on the Council Objectives for 2016. It will also be accompanied by the Integrated Report.

Statutory responsibilities in accordance with the Higher Education Act as reflected in the Statute of the University

The following matters were considered and approved by Council in 2016 to ensure satisfactory attainment of the discharge of the University's statutory responsibilities. Matters considered in December 2016 are not included.

Executive Management, Membership and Committee Matters

Council

The following appointments/re-appointments were made to Council:

- Dr Randall Carolissen was reappointed as a Ministerial appointee
- Ms LeeAnn Masilela (PGA chair)
- Mr Kefentse Mkhari (SRC president)
- Dr Len Sizani (Council appointee)

Annual Declaration of Interest by Council members

Council members declared their annual declaration of interests by xxx as required by the Higher Education Act.

Conduct of Council Member

Council constituted an ad hoc committee to investigate alleged violation of the Council Code of Conduct by a member of Council. The investigation was not yet concluded.

Renewal of Dr Len Sizani's membership on various Governance committees

Council approved a request to renew Dr Len Sizani's membership on various Governance committees.

Human Resources Committee

A revised remit and membership composition for the Human Resources Committee was approved in December 2015. A recommendation was approved at the most recent meeting to retain three Senate representatives on the membership as per the former composition, until 31 December 2017 when the term of all three representatives would expire. Thereafter the new composition, as approved by Senate in November 2015 and Council in December 2015, would be effective reducing the Senate representation from three members to two members to be elected by Senate irrespective of the constituency within Senate. Professor Barney Pityana was elected as an external Council representative and appointed as the Chairperson for a three-year period. Mr Cas Coovadia and Dr Len Sizani were also elected to the Committee as external Council members. Council also approved the appointment of Professors Andrew Crouch, Zeblon Vilakazi, Cathi Albertyn and Mary Scholes to the Committee.

Council ICT Committee

Following the resignation of Mr K Jarvis from the Council ICT Committee, a member appointed by reason of his special knowledge/expertise, effective August 26, 2016, Council approved the appointment of Professor Collin Wright as his replacement.

Honorary Degrees Committee

Council approved the appointment of Dr Maurice Goodman and Mr Cas Coovadia, both external members of Council, to the Honorary Degrees Committee until 31 December 2017 and 31 December 2018 respectively.

University Forum

Council requested management to devise ways and means of expanding the role and visibility of the University Forum as well as its transformative role in view of the legislative and statutory mandate of the Forum. The University Forum is the governing body responsible for advising Council on principles issues such as senior appointments and transformation – Council approved a recommendation that the Chairperson of the Forum attend meetings of the Council as an observer.

Senior Appointment Selection Committee

The terms of office of members of the Senior Appointments Selection Committee had expired and there had been a need to re-appoint members to the Committee. Council nominated and appointed Mr Sipho Ngidi as the main member on the Committee and Mr Rob Hamer and Dr Brian Bruce were nominated and appointed as alternates.

Origins Centre Board

Council approved the appointment of Professor Brett Pyper as a member to the Board.

Appointment of the Vice-Principal

Professor Tawana Kupe was appointed as the Vice-Principal for a period of one year, commencing on 1 July 2016.

DVC: Knowledge, Information Management, Infrastructure and Operations returning to FEBE and approval of an Acting Appointment

Council approved a request by the Vice-Chancellor for the broadening of the scope of the responsibilities of the Director: Reimagining Wits Properties Project (RWPP) to incorporate the portfolio of the DVC: KIMIO in an acting executive capacity to 30 September 2016 and for the Library portfolio to report henceforth to the DVC: Research and Postgraduate Affairs.

Reorganisation of the Vice-Chancellor's Office

The disestablishment of the post of DVC: KIMIO to be replaced with that of an executive director position to be known as the Chief Operating Officer was approved. The reorganisation of the Vice-Chancellor's Office was debated at the Executive Committee of Council where the proposal served initially. The motivation for the creation of the new post emanated from the impending insourcing, which would include substantial managerial implications as well as the management of the infrastructure, which would require the services of a highly experienced person.

Appointment of the Chief Operating Officer

Council approved the appointment of Mr Fana (Piet) Sibanyoni as the Chief Operating Officer for a five-year performance-based appointment.

Appointment of the Chief Financial Officer

Council approved the appointment of Mr Prakesh Desai as the Chief Financial Officer for a three-year performance-based appointment with the implementation of a succession plan to ensure operational continuity beyond his term of office. Upon the expiry of the three-year appointment, an additional two-year contract for Mr Desai could be considered and recommended to Council should it be necessary.

Reports

Council took note of the following reports:

- 2016 Financial Management Reports
- Internal Audit Progress Report
- External Audit Report to Management

Consolidated Annual Financial Statements as at 31 December 2015

Council considered and approved the Consolidated Annual Financial Statements as at 31 December 2015 for submission to the Department of Higher Education and Training.

2015 Annual Report

Council approved that the Annual Report for the 2015 year – the Annual Report for 2015 would be submitted to the Department of Higher Education and Training and Parliament.

2015 Integrated Report

The University produced its third Integrated Report during 2016. The 2015 Integrated Report would be submitted to the Department of Higher Education and Training and Parliament.

Interim Financial Reports for DHET

Interim financial reports, which also formed part of the 2016 Mid-Year Performance Report, was approved for submission to the Department of Higher Education and Training

Financial Profiling of Students

Council requested that an analysis be conducted on the profile of first-year students at Wits in relation to their socio-economic status. The analysis in this report compiled by the Strategic Planning Division seeks to provide an overview of where Wits' undergraduate students come from and what their university readiness and socio-economic challenges are. It is believed that by developing a rich understanding of who our students are and where they come from, the University can be better prepared to meet the needs of these students. The collection of first-year student biographical data began in January 2016 during registration, and a preliminary analysis has been conducted, and was shared with the University community.

Agreements

Collaboration Agreement between the Wits School of Governance and the Thabo Mbeki Foundation

A request for the University, through its Wits School of Governance (WSG), to enter into a collaboration agreement with the Thabo Mbeki Foundation (TMF) was approved. The collaboration will support the TMF in its roles of conflict management in Africa and in the implementation of the African Charter on Democracy, Elections and Governance.

Memorandum of Agreement (MOA) between Telkom SOC Limited and the University acting through the Wits Business School for the Establishment of a Chair in Digital Business

Council adopted a MOA between Telkom SOC Limited and the University acting through the Wits Business School for the Establishment of a Chair in Digital Business.

Enabling and Funding Agreement with the Eskom Power Plant Engineering Institute

Council approved a request for the conclusion of an enabling and funding agreement with the Eskom Power Plant Engineering Institute.

Lease Agreement between the Trustees of the Nelson Mandela Children's Hospital (NMCH) Trust and the University of the Witwatersrand, Johannesburg

Council approved a request for the conclusion of the lease agreement between the Trustees of the Nelson Mandela Children's Hospital (NMCH) Trust and the University of the Witwatersrand, Johannesburg.

Rules, Policies, Procedures and Guidelines

Council noted and/or approved –

- An amendment to Rules for Student Discipline;
- An amendment to the Policy for the Promotion of a Fire-Arm Free Campus;
- The 2017 Substantive Rules and Syllabuses Changes;
- A proposal for the management of audio meeting recordings;
- The revised Policy on the Full Cost Recovery on Third Stream Income including Externally Funded Consultancy Work (CORY);
- The revised Leave Policy;
- The revised Recruitment, Selection and Appointment Policy;
- The revised Appointment and Promotion to Reader/Professor Policy (HRA/07);
- The revised Appointment and Promotion to Senior Tutor/Principal Tutor, Lecturer/Senior Lecturer, Research/Senior Researcher and Associate Professor/Adjunct Professor Policy (HRA/08);
- The revised Appointment of Adjunct Professor, Associate Professor and Professor: Procedure Policy (HRA/09); and
- The revised Conditions of Service.

New (revised) Institutional Statute

The new Institutional Statute was approved for submission to the Minister of Higher Education and Training for consideration and approval. Thereafter the Statute will be submitted to Parliament for gazetting. Feedback from the DHET is currently being awaited. In line with the revised Statute, Council considered and approved a proposal for the standardisation of membership terms for Council members, effective from the date that the necessary approval has been obtained.

General matters

Medical Aid Benefit

A request for the medical aid benefit for full-time continuous employees to be made optional for those employees earning below a salary threshold as determined by the Ministerial earnings threshold was approved. Eligible employees who choose to opt out of the University's medical aid Scheme (WitsMed) must provide proof of belonging to another medical aid to the University. For further information, please contact the Human Resources department.

University Witwatersrand Retirement (Provident) Fund

A date for the Annual General Meeting between the Financial Services Board and the Interim Board of Trustees of the University Witwatersrand Retirement Fund (UWRF) was arranged for August 2016 and during that meeting, the elections for the new Board of Trustees of the UWRF took place.

Long Service Awards

Council, after having noted that various consultation processes had taken with the three recognised unions at Wits around long service awards, resolved that the practice of recognising long service would continue but without the financial award provisions. In future, long service would be recognised through an award ceremony and the awarding of a certificate to eligible employees.

Performance Management

The task team on a performance based model, comprising of two sub groups, one with SET and academic Senators, and one with SET and professional and administrative staff Senators, had agreed on a model for performance management. The principles for the model for academic and professional and support staff are currently being developed, and would serve at Council in 2017.

Variable Pay for Senior Executives

Council deliberated a request for a possible policy change regarding variable pay for executives and resolved that the current practice should continue until the expiry of the terms of office of the current senior executives or until the implementation of a new performance-based remuneration model.

Undergraduate and postgraduate enrolments

Council approved a revised enrolment plan for 2017 to 2019 for submission to the DHET. During 2016, Council monitored undergraduate and postgraduate enrolments throughout the year.

Proposals from renaming of buildings

Council approved the renaming of Central Block to the Robert Sobukwe Building and Senate House to Solomon Mahlangu House.

ICT Network and Security Infrastructure Project

Council approved an upgrade of the University's ICT network and security infrastructure. The project would see the upgrade of the aging ICT infrastructure and would among others, increase access for students.

Insourcing

Council approved the implementation of insourcing from 1 January 2017, provided that the academic project and the financial sustainability of the University should not be negatively affected and that affordability remains the defining criterion, and costs beyond R 100 million should be subject to Council approval. The services pertaining to cleaning, catering, landscaping, security, transport and non-specialised waste management would commence on 1 January 2017 for those service contracts that expired on 31 December 2016 and as contracts ended – University management was mandated to bring forward the end date of contracts ending after 1 January 2017, where possible, provided that this was done on a no cost basis. The services of an appropriately skilled consultant were procured to assess which maintenance workers should be insourced. The CCMA was commissioned to assist the University and the ITT, and the existing retail forum with developing a Workers' Charter for retail workers. The top-up allowance would be increased from R4 500 to R6 000 for the period 1 June to 31 December 2016. The workers would be insourced as per the Wits Grading system and the minimum wage was set at R7 500 in 2017. The contingency costs should include additional expenditure associated with the insourcing of further categories of workers, which may be offset against the minimum wage.

Institutional Scorecard

Council continuously monitored the accountability of the Senior Executive Team through the use of the Institutional Scorecard. The Senior Executive Team, with the approval of Council, determined the key performance drivers for 2016, and which were in accordance with the University's vision and strategic goals – these drivers were reflected in the Institutional scorecard and drove excellence and improvement by measuring and managing the identified drivers. (Refer to pg. 63)

Wits Junction Finances

Council considered the financial position of the Wits Junction and referred the operational budget back to the Wits Junction Board for further review. The budget was in deficit due to the insourcing of workers in the residence and the RMB loan, which were both onerous to the financial position of the Wits Junction. In addition, the occupancy rate of the Wits Junction had not been aligned to the model, making repayments against the RMB loan challenging.

Origins Centre

Council considered the financial position of the Origins Centre, which had been housed in a non-profit company. After a review of the Centre and the consideration of various options, Council resolved that Centre be relocated into the Faculty of Science and management be tasked to ensure the financial sustainability of the Centre.

Conditions of Service pertaining to the University's closed medical aid scheme

Three unions presented their views on whether Clause 11 in the Wits Conditions of Service should be amended. Clause 11 refers to the staff medical aid fund and the following clause was debated in particular: 'Except in the case of an employee who elects to be a member of a medical aid scheme as a dependant of some other person (spouse, partner, child, parent, etc.), membership of the Staff Medical Aid Fund is compulsory for an employee from the date of appointment provided she/he is found eligible in terms of the rules of the Fund.' Following extensive deliberations, Council agreed to the amendment of Clause 11 to allow for fairness, equity and choice. It was agreed that an ad hoc committee, representative of unions, management, relevant stakeholders and experts, should consider and develop options, including medical scheme choices, possible merger of medical schemes, suggestions for further reform of Wits medical scheme and any other possible option that could meet the needs of the University staff, particularly those with low income. The process is to begin immediately and should be finalised by no later than the first ordinary Council meeting in 2017 for approval, so that the approved process and model can be implemented from that Council meeting.

Closure, repurposing and replacement of the Parktown Village and Esselen residences and North Lodge

Council considered the input of both management and various residences house committees on the closure, repurposing and replacement of the residences and North Lodge. Council, after having considered the inputs of both management and the residences representatives, agreed that more data on crime statistics was required and further consultation was needed before Council could make a final decision in December 2016.

Property Development

Braamfontein

The University has initiated the urban revitalisation of the Braamfontein Precinct under the auspices of a Re-Imagining Wits Property Project. Design Principles for Wits Properties and joint ventures have been generated under the auspices of the wider Wits Spatial Development Framework for the Braamfontein area to frame all future developments. Discussions with all major private sector developers were entered into for the provision of the extra beds needed for substitute accommodation requirements. The University's contribution to the knowledge economy through the establishment of a digital innovation hub in Braamfontein is expressed through the Tshimologong Precinct on Juta Street. Phase 1 of the Tshimologong Precinct has been completed successfully within the control budgets allocated for Founders Square: R14 653 789.00 and the IBM Research Building: R30 666 373.00 Phase 2 of Tshimologong will be completed by June 2017 within the allocated control budget of R19 million.

Frankenwald

Following the withdrawal of the legal objections to the development of Frankenwald, the Council Exco recommended a strategy for the release and/or development of the land, which required the establishment of a joint Council/Foundation sub-committee to be chaired by Mr Sipho Nkosi and a technical committee to be chaired by Mr Taffy Adler. These two sub-committees met and finalised an Expressions of Interests (Eoi) document which was approved by Council. The EOI process has now run its course and proposals arising from the various applicants are to be considered by the Council/Foundation Committees. A request was also received from the new Executive Mayor to explore the possibility of an outright purchase of Frankenwald by the municipality. A proposal on the way forward will be submitted to Council at its December 2016 meeting. The Frankenwald development was intended for the purpose of ensuring the long-term sustainability of the University.

Risk Management

The University's primary objective for risk management is to embed its risk governance arrangements into faculties, schools and professional and administrative services. Risk management is embedded in the culture of the institution and risk management activities including reporting are arranged in a coordinated manner. A risk management plan/calendar has been developed to ensure that risk dashboards/registers are prepared by the respective deans, heads of school, heads of department/function and University centres/institutes.

Financial matters

Financial control and planning, including monitoring of transparency in determining the budget and full information regarding the establishment of budget priorities
[Refer to the strategic objective "wealthy & well resourced" further on the report]

2016 Budget Review

The revised 2016 Budget was approved.

2.2 Statutory responsibilities in respect of other legislation

The Institution is required to comply with a broader legislative framework in addition to the Higher Education Act. Primary amongst these are the Labour Relations Employment Equity and Income Tax Acts. The University's administrative structures have been set up to ensure proper compliance with all statutory responsibilities.

The institution has continued to maintain a high level of statutory compliance throughout the period under review. Council has also adopted a Code of Conduct, held a strategic planning workshop, members were required to complete and submit their annual declaration of interests and completed a declaration of interest register at every meeting, as required vby the Higher Education Act.

2.3 Fulfilling the public mandate

Council ensures that the University is conscious of its role as a public higher education provider and that the work of the University is always directed towards maintaining high standards of teaching, research and public engagement.

2.3 Academic freedom

The Senate Academic Freedom Committee had two meetings in 2016. The scheduled third meeting was cancelled due to the disruptions associated with student protests.

Three important issues were debated.

1. There is concern that banners, T-shirts and graffiti had emerged on campus that contained messages that were hurtful and/or harmful to particular racial and gender groups. There was discussion about whether statements such as 'Fuck White People' constituted hate speech. The Academic Freedom Committee would work with staff and student groups, as well as with other structures on campus, to address how to create an environment that was inclusive and tolerant. We agreed to formulate a document that could clarify the boundaries of speech and approach the problem in an educative rather than punitive fashion. The document should be disseminated through dialogues and seminars.
2. The Academic Freedom Committee has in the past convened a Protest Monitoring Group that had been useful in holding a watching brief in heated protests. The Group was initiated to ensure that the guidelines for protest were adhered to by all parties. However, the SRC representative raised concern that the Group was not independent and that students are worried that the Protest Monitoring Group might end up as an intermediary between students and management. It was agreed that the underlying issue was to create an open and democratic institutional culture. We have contacted the University Forum and offered to work collaboratively on this.
3. The Committee is committed to hosting an Academic Freedom Lecture. In our view this would offer an opportunity for public debate on fundamental questions facing both the university and society more generally. We have no funds for such an event, however. In 2016, our plans to organize this were undercut by the protests.

3 OBJECTIVES AS PER SELECTED STRATEGIC PRIORTIES

3.1 Academic Excellence and the Wits Experience

Wits is committed to providing distinct, intellectually stimulating, challenging and rewarding research and educational experience to all its students and staff, and providing a vibrant intellectual experience that allows students and staff to analyse, critique and understand the cultural, social, political and economic contexts in which their knowledge generation and acquisition are located..

Enrolment size and shape

The University has enrolled students in accordance with the agreed Enrolment Plan 2013 - 2019. In terms of this enrolment plan, the university has set targets over the last few years of an intake of approximately 6000 new students per annum. These targets were largely achieved in 2013, 2014 and 2015. Due to various factors, the most important being the concessions made through the readmissions processes as well as the DHET decision to pay the historic debt of the 2014 -2015 cohort of students, the university has seen an increase in its student numbers overall from the projected 33000 to 36500 full time students and 540 part time students. This resulted in over registrations in most faculties, but particularly in the Faculties of Commerce, Law and Management, as well as in Humanities. The enrolment target of 6226 for new students for 2016 was therefore not achieved. Just over 6400 new students were registered in 2016.

Due to this being a national phenomenon, the DHET requested universities to revise its enrolment plan for the period 2017 – 2019. Following the DHET Enrolment Planning Workshop on 16 March 2016, Wits has revised its enrolment plan to significantly increase its number of undergraduate part-time students and to initiate a distance/online enrolment component whilst at the same time continuing to increase the proportion of post-graduate students in line with its strategic plan.

The opportunity to revise the 2017-2019 Wits enrolment plan has enabled the university to re-synchronize the DHET enrolment plan with the Wits 2022 Strategic Framework. The drivers underpinning the revision are:

1. Government requirements;
2. Financial balancing; and the
3. Strategic imperative of being a research intensive university.

The revised enrolment plan is intended to strike a balance between variables of a financial, infrastructure and pedagogic nature whilst enabling the university to progress its strategy to grow the proportion of postgraduates and increase research output without creating a financial crisis while within a still ensured financial sustainability

The university has planned to begin enrolling distance students for the first time in 2017 and reach a target of 1,000 distance students by 2019.

The university has approached the DHET to assist with fast tracking the approvals for distance programmes so that enrolment for these programmes could begin in 2017.

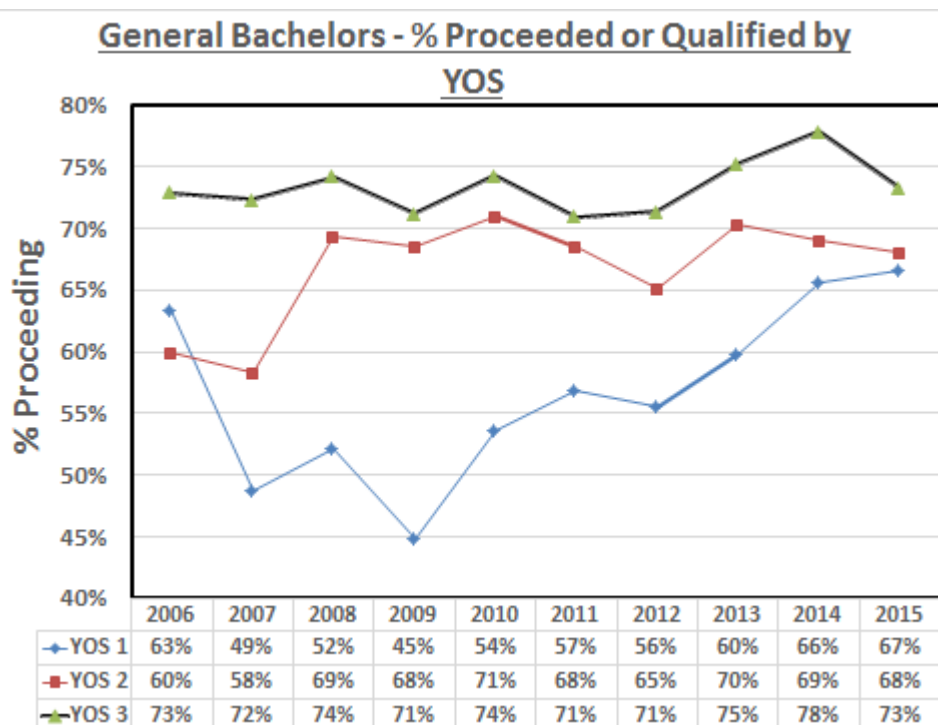
The revised plan was adopted by Senate on 2nd June 2016 and then by Council on 10th June 2016. It has since being submitted to the DHET for approval and will become the formal contract by which subsidies will be allocated.

Success and throughput

The university have put several measures in place to address the challenges associated with student success and throughput. As part of the national project known as the Quality Enhancement Project, the university, through the Office of the DVC Academic, has put in place a support system for 1st year students. This support system is coordinated within faculty offices and is known as the “At Risk” or “Student Success Programme” Since the introduction of this system in 2013, we have observed throughput rates at first year level rising from 60% in 2012 to 68% in 2015. We expect that the throughput rates for 1st years in 2016 will be affected by the recent #feesmustfall actions and disruptions at the university. Preliminary results suggest that the 2016 throughput rates will be affected by a margin of 2%. For 2nd and 3rd year throughput rates, we observe fluctuation over several years, with an average pass rate of 68% for second years and 74% for 3rd years. The pass rates for 4th

and 5th year students, mainly in the professional degrees are between 85 and 90%. The graph below depicts the trends in pass rates of the general Bachelor's Degrees.

In 2017, we will further strengthen support for 1st year students to enable us to reach the desired 1st year pass rates of 70%. We will also give more attention to support for 2nd and 3rd year students. The aim is to obtain 2nd and 3rd year pass rates of 75% and 80% respectively.



The better throughput rates in the last three years also lead to increased graduation rates. The table below gives an indication of how the UG graduation numbers and PG numbers have increased over the years.

UG/PG		2010	2012	2013	2014	2015	2016
Undergraduate	Enrolled	20305	20636	21090	21552	21883	24356 (Aug 2016)
	Qualified (graduated)	3726	3895	3988	4140	4194	4403 (estimated)
Postgraduate	Enrolled	9587	9903	10077	10994	11818	12662 (Nov 2016)
	Qualified (graduated)	2681	2962	3142	3547	3387	3314 (Estimate)

Although there was a decrease in the graduation numbers for PG in 2015, the expectation is that we will exceed our graduation targets for both UG and PG in 2016. A further 2% increase in graduations is expected in 2017 based on the projected number of 2nd year students and pass rates.

These increases in both graduations and throughput resulted in increased subsidies from the State. This is reflected in the 2016 funding allocation where a better than expected subsidy was received. This will again be the case for 2017 and 2018 (there is a 2 year time lag between the submitted data to DHET and the payment of subsidy).

Student support

Council will satisfy itself that the University has adequate structures and policies in place to manage student services

Student Affairs

Student Affairs is a core co-curricular department committed to an integrated approach to student learning in all aspects of their student walk and at undergraduate and post-graduate levels. Student Affairs recognizes and values that student learning is most effective when students have an enabling student learning environment within and outside classroom which facilitates inter alia, excellent student experience characterized by among other things; a. the ability to meaningful connections across educational experiences, both curricular, co-curricular and extra-curricular. In essence, Student Affairs is an epistemic support department and communicate aimed at providing services which enhance student life in support of the core academic project. In addition, one of its primary roles is to create an effective support programme for first year students within the university to ensure academic success and formation of committed Alumni after gradueness.

Recognizing that learning happens throughout the student experience, the units within the division of Student Affairs design and implement learning programs which advance students holistic development. Student Affairs provide personal and academic support services and group activities which strengthen students' readiness to learn while identifying and addressing barriers to learning. The division is actively engaged in promoting student access and success and supports student well-being.

Student Support and Wellbeing

We realise that alongside a student's academic life, a student needs to manage their day-to-day life which includes accommodation, travel, basic necessities, stationery and food. From time to time when juggling such demands, a student needs assistance and the Dean of Students Office is one of the offices that provide this support.

The Dean of Student's office works closely with the SRC to assist students utilizing funds raised by the SRC for the SRC Humanitarian Fund. The Wits SRC Humanitarian Fund was established in 2010 to assist students whose needs have not been met by NSFAS funding or by bursaries/scholarships. This Fund aims to provide for students who suddenly find themselves in emergency situations: without food or basic necessities, or where students require funds towards registration or tuition fees. The Dean of Student's Office assists with the administration of the SRC Humanitarian Fund.

The SRC Humanitarian Fund #Access Campaign was an urgent response by students for students to give those who qualified financially and academically to receive NSFAS funding but were denied it a life line. All students supported from the funds raised were students who qualified for NSFAS but were declined due to the shortage of funds. The #Access campaign raised R4million.

First year Experience Programme (FYE)

The First Year Experience Program is a student-centred program under the auspices of the Division of Student Affairs with a mandate to bridge the gap between high school and university life and/ or responsibilities. It assists First Years in their transition from high school to university by providing co-curricular and extracurricular activities that enable student optimal and functional capacities and

capabilities relevant for the 21st century, globalised and digitized world, thus facilitating adaptation toward academic access and success.

The FYE Programme has five main focus areas namely Orientation, ICT Skills, Learn for Life sessions (e.g. time management, learning styles, goal setting), academic reading and writing skills (this also includes critical thinking skills) and student development (cultural awareness, youth expo).

Orientation week is an essential week for first years who are completely unfamiliar to the Wits learning environment, culture and atmosphere. During this period first years are welcomed and orientated into the university through programs that assist them in accomplishing among other skills, the following:

- building relationships with other first years;
- navigate their way throughout the campuses
- Learning and familiarising themselves with the suite of services, resources and facilities available to them such as lecture Halls, computer labs, CCDU and libraries. FYE does its best to ensure the process is enjoyable by making it a combination of facilitated talks, campus tours and campus challenge filled with games.

The most well attended training session in the FYE calendar is the ICT skills sessions on basic computer skills, word processing and excel. In the first month at University all new first year students are required to write an ICT assessment. This gives students who are not familiar with using a computer a chance to attend the FYE training sessions prior to completing the on-line ICT assessment. These results are shared with the Undergraduate Assistant Dean in each Faculty.

First Year Experience Ambassadors

FYE Ambassadors are a select group of student leaders dedicated to serving Wits University in the capacity of advocates for new students by fostering support in academic performance, achievement, and social development. FYE Ambassadors work in collaboration with the FYE program, the Student Development and Leadership Units, Faculties and other support units within the University. FYE Ambassadors work as an Orientation Leader during the Orientation programme, assists with FYE classes, promote student activities, events and campus involvement. FYE Ambassadors serve as an overall leader and role model for new Wits students. All FYE Ambassadors are equipped with skills in Personal Leadership and Mastery, Financial Literacy including Financial Aid Awareness, Presentation Skills, Diversity Management and the achievement Academic Excellence. In essence, the First year ambassador uses the notion of peer-education as a transitional facilitative and mentorship processes for facilitating first year student experiences.

Back to Ekasi

One of the programs run this year by the FYE ambassadors was the Back to Ekasi event which was geared towards uniting the diverse student body at the university. It aimed to take students on a trip down memory lane by recreating an atmosphere which would be similar to many of their homes and townships. Furthermore, the event was used as a platform to remind students of the services offered by the First Year Experience Programme and the Student Affairs Division. The First Year Experience Ambassadors were tasked with planning and running the event that included marketing and handling the logistical components of the event. The ambassadors were responsible for the flash mob, setting up before the event and cleaning up after the event, liaising with the various stakeholders involved in the event. The event not only focused on recreating a familiar atmosphere for the students but it was also

aimed to get students active by participating in various outdoor games synonymous with growing up in a township. This event was a learning experience for students as many of the games required teamwork.

International Student Support Programme(ISSP)

Wits University offers a variety of high quality *international student programs* which encourage students to thrive both academically and socially. The ISSP provides a platform for International students to pride themselves in their indigenous cultures and contribute the cosmopolitan culture at Wits and to encourage growth and succession, a number of departments hosted events for international students. In 2016 the following events were hosted:

- Study in Europe Fair SA

15 February 2016 - The provision of an international experience to study outside South Africa is implemented in collaboration with the Embassy of France in South Africa. The main aim is to provide students with the opportunities to widen their horizons and to learn more about other learning environments outside South Africa, and in particular Europe. It also allows students exposure to talk to European university representatives. The fair is a unique opportunity to meet European university representatives personally and to look for information which is sometimes not readily available the Internet. This event was attended by both local and international students.

- Tour of Braamfontein

The Braamfontein tour is aimed at exposing student to the surrounding geographic and cultural experiences which sometimes directly and indirectly impact on their social or academic experience. The tour was arranged and run by FYE Ambassadors. Mostly International students attended the tour and the feedback from students was positive. Students were provided with a map and information about the Braamfontein precinct.

- Launch of the Standard Bank Youth Expo

13 April 2016 – This it was a platform for Wits students to meet the Senior Manager for Youth Customer Financial Solutions at Standard Bank. It provided students with an opportunity to network and form acquaintances with students from different nationalities and from different countries.

Scholarships/Funds and Bursaries

- Beit Trust Student Support Fund

Annually the University of the Witwatersrand, Johannesburg receives funding from the Beit Trust in London to assist students from Malawi, Zambia and Zimbabwe with relief from hardship. This fund serves to elevate hardship associated with accommodation, food, travel, books, stationery and toiletries.

- Abe Bailey Travel Bursary 2016

The Abe Bailey Trustees provides an educational tour of the United Kingdom for 3 weeks in November/ December. The aim of bursary is:

- to effect greater understanding and co-operation among those various language and cultural backgrounds
- to foster enterprise, commitment and effective participation in a common future to promote South African unity

- The Undergraduate Awards

University of Witwatersrand, Johannesburg is affiliated with The Undergraduate Awards since 2015. Undergraduate students are encouraged to submit research, projects and pieces of course work in various categories to the Undergraduate Awards.

On the 2nd of May 2016 the University learnt with great sadness of the loss of seven students in a minibus accident that took place the evening before. The students had been travelling back from a prayer meeting in Limpopo as part of their religious activities as members of the ZCC church.

Upon learning of this the University lowered its flag at half-mast in memory of the students. The University sent a delegation which included the Vice-Chancellor Professor Adam Habib, the Dean of Student Affairs Dr Puleng Lenka-Bula and members of the Wits Student Representative Council to meet with the families of the deceased students. The delegation met with the MEC for Health in Limpopo to assist in the DNA verification process to identify the remains of the students in order to notify the students' next of kin. They further visited the six survivors from the accident in the various hospitals in Mokopane.

A week later on the 13th of May the University in consultation and collaboration with the families of the students organised a memorial service at the Great Hall in honour of the students which was an event that was well attended by fellow students, staff as well as members of the community in support of the families and friends of the deceased.

During the period the University kept in constant contact with the affected families and offered assistance through our Counselling and Careers Development Unit where counselling is given to assist with the grieving process.

The University continues to keep in contact with the families and through the Wits ZCC Student Fellowship Society of which the students were members keeps its door open to students who may have been close to the deceased and may need ongoing counselling.

This was a great loss for the University community and still one that many are still coming to terms with. Gone but never forgotten.

The Development and Leadership Unit (DLU)

The Development Unit (DLU) aims to create a vibrant student life Experience. Our mission is to create an environment that is enabling, empowering and one that allows the space for constructive debate,

critical enquiry, civic engagement and challenging the status quo for the benefit of the students and society at large.

Our vision is to develop high and positive impact world leaders for a better society. We aim to achieve this by creating a unique out-of-classroom environment, which enables DLU to maximise the opportunities for student personal growth and intense self-discovery through exciting and challenging co-curricular activities and student leadership training.

Achieving Complete Excellence (Ace) Programme

The ACE Programme is designed for students that want to reach their full potential through Personal Mastery, Leadership Excellence and skills enhancement. Workshops offered through ACE Programme as follows:

Communicating for Success

- Time Management
- Money Matters
- Gender equality
- Socio-Economic and social justice
- First Year Experience Cookout

Student Employment Experience Development (Seed) Programme

The SEED Programme provides a variety of learning tools for self-development and job readiness. SEED workshops were structured in a way that profiled successful entrepreneurs who shared their journey s and successes. Workshops presented as follows:

- Personal Branding
- Maximizing Your Talents – Entrepreneurship

Journeys of Discovery

The Arts Festival held in the City of Grahamstown in the Eastern Cape Province, showcased the best in arts and entertainment that South Africa has to offer. Various programmes such as theatre workshops, musical experiences and excursions we available for the students to explore. This aided in acquainting participants with a better and thorough knowledge of the ARTS.

Winter Leadership Camp

DLU's annual flagship programme, the Winter Leadership Camp, is an initiative which is in its 12th year of success. The programme is centred on the development of leadership skills through leadership capacity building and leadership quality refinement. By providing out-of-classroom experiential related learning, students shared in various rigorous programmes focused on leadership, civic engagement, communication and presentation skills, personal leadership and branding, team building and emotional intelligence. Camp delegates were tasked with identifying a community problem and coming up with an innovative, yet sustainable solution to solve the problem. 6 projects were identified and being rolled out.

Internal Partnerships

Internal partnerships presented through a variety of platforms to enhance the collaborative efforts and mission of Student Affairs through collaboration with various bodies whilst providing the student with self-enhancing, developmental initiatives. Partnerships as follows:

- International Students My City Challenge (In collaboration with the Wits International Office and the Golden Key International Honour Society)
- Human Rights Dialogue (In collaboration with the Golden Key International Honour Society). The Human Rights Dialogue- panel discussion was held on the topic “The Significance of Human Rights in 2016.
- Red My Lips Leadership Roundtable (In collaboration with the Wits Gender Equity Office, POWA (People Opposing Women Abuse) and the Teddy Bear Clinic Children Offenders Programme).
- Nelson Mandela Week: Human Chain (In collaboration with the Golden Key International Honour Society)
Nelson Mandela Leadership Roundtable: (In collaboration with the Golden Key International Honour Society)
- #BeingAWildFlower Campaign: Co-founded by the Wits Golden Key and is a programme that aims to address the negative perceptions that women have about each other.
- Women’s Day Breakfast and Networking (In collaboration with the Golden Key International Honour Society, Accounting Students Council, the L’Oréal Institute, VOW FM and the Sunnyside Hall of Residence)
- The Vagina Monologue (in collaboration with Medhurst Residence (House Committee))The Future of Astronomy: Careers in Science (in collaboration with WITS Post Grad Association and the American Embassy)
- #IHeartFest: Mindfulness (in collaboration with WITS CCDU)

External Partnerships

Internal partnerships presented through a variety of platforms to enhance the collaborative efforts and mission of Student Affairs through collaboration with various external bodies whilst providing the student with self-enhancing, developmental initiatives. Partnerships as follows:

- International Students My City Tour: Hop On-Hop Of (In collaboration with the Wits International Office and the City of Johannesburg)
- Quantum Physics Leadership: Danah Zohar
- WDB Women in Dialogue Conference “Making Poverty History” (In collaboration with Women’s Development Bank and University of Pretoria)
- Navigator Programme: Common Purpose South Africa (In collaboration with Common Purpose SA)
- Old Mutual #OMGwap (In collaboration with Old Mutual and the Moneytree Group SA)
- SAWID: Celebrating 60 Years of Women’s Collective Activism for Social Change. Looking Ahead: African Women’s Agenda for 2030 (In collaboration with SAWID and UNISA)
- TiA League: Young Women in Leadership (In collaboration with Medhurst Womens Residence)
- Miss Commonwealth South Africa

Wits School Council Training

Team Dynamics session provided a foundation on which fundamental principles of being part of a team entails. This was an opportunity for Social Sciences Student Council to “break the ice” whilst engaging in activities that not only emphasise the team work dynamics. Conflict Resolution: Addressed clash of leadership roles and execution styles. Communicating for Success focused on exploring ways of communicating for success. Programme provided Student Council with the foundations, tools and information they need to become successful, competent communicators in all aspects of their lives.

Strategic Planning: As representative structures for students in their School it was deemed imperative for the council to have a strategic plan for their term of office and work on a leaving a good legacy.

Trained School Councils as follows:

- School of Social Sciences
- School of Engineering: MIA
- School of Education (ESC)

Wits Golden Key Chapter

- Golden Key Mentorship Training (In collaboration with CCDU)
- Golden Key Corporate Breakfast
- Golden Key Induction Ceremony

Wits Citizenship and Community Outreach (WCCO)

Universities today are seeking ways to be more useful to society and contributing to the “public good”. Civic engagement in the form of volunteerism is one component of Wits University’s broader engagement strategy through the Wits Citizenship and Community Outreach (WCCO) programme. WCCO has more than 100 projects including once off campaigns and events that student volunteers are involved with. These include NGO who welcome placements of volunteers in their organisations, Clubs and Society community outreach initiatives, Student Council initiatives and individual and group projects. The following are some projects that are ongoing and that are growing from strength to strength to become valuable resources in their communities:

- *Tutoring and Mentoring programmes* are among the most popular programmes for Wits volunteers.
- *Homework Assistance programmes* benefit children at Children’s Homes that are in close proximity to the university.
- One of the important events is an annual *The Wits NGO Fair*, which this year hosted 60 NGO’s who displayed their work to the university community.
- WCCO has responded to the needs of students who are hungry through: a) *The Wits Food Bank*, b) *“Masidle Sonke”* daily meal programme and c) the *Wits Food Garden*. The Food Bank distributed more than 4000 food packs during 2016. And more than 1000 students have benefited daily from the daily meal project. Whilst the yield is still small in the Food garden, fresh vegetables from the garden is a healthy part of the food parcels provided by the food bank.
- Another of WCCO’s flagship programmes is the *Global Citizens for Social Justice co-curricular programme* which is based on a series of discussions, debates and lectures held on a Thursday evening over a six week period. Some of the topics for discussion included: Introduction to the concept of Social Justice, global development challenges, Health, Education and Social Justice, discussion on the concept of civic space, climate change social justice.

- WCCO hosts students from international universities providing students with opportunities to volunteer locally. Twenty students from the *University of Maryland* participated in a Study Abroad Programme this year.
- WCCO also hosts the annual *The One Day Without Shoes Campaign* where 300 pairs of shoes were collected for distribution to those people who are in need. This year's annual rural camp involved sending ten, 3rd and 4th year medical students to Ventersdorp district hospital in the North West and to Sabie hospital in Mpumalanga, to provide support services where human resources are limited.
- The annual *Mandela Day event* promoted giving among the Wits community by challenging schools and faculties to donate food to the Food Bank. *National Women's Day* was celebrated at a Women's Slam titled "*Unapologetically Feminine.*" Two Hundred packets of sanitary towels were collected as entrance to the event. In the spirit of acknowledging student volunteering, WCCO and Wits RAG conducted a *Volunteer Olympics* as a fun event for volunteers. WCCO hosted a seminar in partnership with the Centre for Education Policy Development (CEPD) titled "*Should Volunteering be compulsory at Universities in South Africa?*" Wits volunteers hosted the 5th annual *Wits Spell Master Competition* with 100 Grade 6 learners.
- WCCO is utilized for *Social Work Student Placements*. 6 Students conducted their practical work through WCCO. They undertake casework, group work and community work through the WCCO.

The following are some of the student-led volunteer projects supported and facilitated by WCCO:

- ASSIST – Is a tutoring and Mentoring programme In Alexandra. Wits volunteer tutors provide tutoring to Grade 10 , 11 and 12 learners on Monday and Wednesday afternoons and on Saturday mornings.
- Umbumbano – Is a tutoring programme for 50 learners at independent schools in Braamfontein. Tutoring takes place at WCCO on weekends.
- Umqhele Tutoring Programme - Tutoring programme for grade 11 learners at Umqhele Secondary School in Ivory Park.
- We Do Maths 2 - Tutoring programme for 2nd year maths students at Umthombo on Saturdays
- Newgate College – Tutoring Programme for Grade 10 to 12 learners on Saturdays
- Christ Church Care Centre is a children's home opposite Junction where many volunteers provide homework support to the children at the home. This happens throughout the week
- Jabulani Khakibos Kids is a shelter for street boys. Wits volunteers provide mentorship and homework assistance to the boys at the shelter.
- Botho Bathong – is a student initiated NGO which assists Malaika orphanage to generate resources through fundraising and collections of clothes, food, books etc.
- Thusanang Student Initiative – is a student initiated NGO which aims at assisting students at Medical School with food, additional lessons etc.
- Norvalis House is a home for disabled adults – Wits volunteers provide an entertainment programme for residents at Norvalis House.
- Best Faculty Advisory – Wits volunteers provide career information, motivation and assistance to Grade 12 learners in Gauteng and Limpopo

Wits students have the passion and commitment to make a difference and contribute to building communities. They require support, inspiration and guidance to fulfil their potential of becoming responsible citizens and worthy leaders. WCCO works closely with students to help them realize their potential for the public

Campus Health & Wellness Centre (CHWC)

Campus Health & Wellness Centre (CHWC) provides a comprehensive primary health care service which enhances the health and wellbeing of the Wits community i.e. students, staff and their dependants. The service is delivered within the precinct of the University.

CHWC actively contributes to the wellbeing of the Wits community who in turn participate in the core business of the University in terms of teaching, learning, research activities, knowledge generation and community engagement. The general health and wellbeing of the Wits community is our concern and we continuously strive for excellence in the provision of quality health care services to maximize the academic throughput of students by improving their health and wellness through active encouragement and supporting healthy lifestyles.

The Primary Health Care (PHC) service is nurse driven. Primary health care consultation to date (2016) is 9,920 for various students and staff health needs.

- Health promotion Services:
 - Reproductive Health Campaigns
Sexual contact is the most common route of sexually transmitted infections including HIV. Clinicians often have the unique opportunity to discuss topics of an intimate nature in a professional setting. With this privilege comes the responsibility to be respectful and non-judgmental. The goal of advocating safer sexual practices is to provide not only information, but also counselling to help individuals or groups to make the most appropriate choices for risk reduction. Six (6) campus wide campaigns were held this year, and in 2017 they will be increased to eight (8).
 - Tobacco smoking campaign May 30
Hookah pipe (hubbly-bubbly) , e- cigarette smoking is a growing trend among Wits students, and the youth in general, so is cigarette smoking among young females. A poster blitz campaign whereby the posters with factual messages on the dangers of smoking including hookah pipe were placed at popular student sites on Campus. The campaign was low key due to the fact that the midyear exams were in progress.
 - Cancer screening
Cancer screening aims to detect cancer before symptoms develop. The benefits of screening in terms of prevention, early detection and subsequent treatment are enormous. Staff and students were approached, information was shared and individuals were encouraged to undergo screening tests. The targeted group was trained to perform self -breast examination, 30 pap smears between August - and October 2016 were done. For the males 10 prostate - specific antigen blood tests were carried out. Two (2) presentations were carried out in two female residences. The residence programmes were interrupted by the student protest action.
- Prevention care:
 - Vaccinations
Campus Health & Wellness Centre (CHWC) supports the Health Sciences Faculty in rolling out vaccinations against common communicable diseases particularly prevalent in the hospital setting where the teaching and training is undertaken. Vaccines rolled out to students include Hepatitis B, Measles, Mumps, Tetanus Toxoid, Chicken Pox, and Meningitis. 500 students were vaccinated this year and in 2017 this figure will be increased by 100.

- Occupational Exposure to Hazardous Material 53
Student consultations was for occupational exposure to hazardous materials with a potential risk to infection or injury. The majority of incidents occurred among the MBCH 5th year students. Post exposure prophylactic medication and monitoring were carried out to prevent and or limit the extent infections and injuries.
- HIV Counselling & Testing
The HEAIDS programme of HESA has played a vital role in supporting of this initiative. 6 campaigns were held to be increased to 8 in 2017 across all campuses. Treatment, care and support were offered to individuals whose tests were reactive to the HI Virus of which it was a small percentage. A referral network has been established with the WRHI and hospitals in the near vicinity for antiretroviral treatments. The University has adopted a strong institutional response to mitigate the impact of HIV and AIDS on the Wits community through sensitive and proactive leadership. A university HIV/AIDS committee with a wide representation sits on a quarterly basis to receive and discuss reports on HIV and AIDS related programmes.
- Preventative Reproductive Health Care
3,002 consultations for various female reproductive health services were provided. The majority of cases required pharmacological interventions. The Gauteng Dept. of Health is supportive through the provision of pharmaceutical medication for this area of care.
- Curative health care consultations were 5200 in 2016, this to be increased by 5% to 5,460
Emergency call- outs, response time to be reduced to 10 minutes, the average in 2016 has been 12 minutes.

Counselling and Careers Development Unit (CCDU)

In alignment to the Wits 2022 Vision in particular “Academic Excellence and the Wits Experience” the CCDU professional therapy; career counselling practices and student development services were focused on the following priorities:

- Provision of excellence in supportive, counselling and psycho-educative programmes for the student community
- Initiatives to support and enhance psycho-social wellness, retention and throughput.
- Facilitation for students of an optimal experience of University life.
- There was an escalation in the numbers of students requesting counselling and the demand was extensive with almost double the intakes of students from February 2015 compared with February 2016. The pattern was similar in March, April and May. Shorter term counselling strategies, additional groups and mental health advocacy have assisted in addressing capacity issues to an extent, however the need for capacitating reactive services continues. The part -time social worker for CCDU and Campus Housing and Residence Life, has significantly contributed to assisting with the demand for counselling services and in particular with the provision of residence related interventions. Limited additional hours from the sessional therapist were also helpful in assisting with the demand.
- There continued to be an increase in requests for counselling for a range of issues inclusive of self-harming behaviours; suicidality; stress; anxiety; depression; bereavement; family and relationship issues. AKESO psychiatric services continued to be very helpful in assisting with psychiatric intervention and hospitalization for suicidal student
- Groups on Stress and Anxiety; Adjustment to University; Healthy Relationships Dialectical Behavioural Therapy (DBT) Skills training groups focused on Distress Tolerance; Interpersonal Effectiveness and Emotion Regulation ;Mindfulness ; Bereavement groups; Coping with Stress and Anxiety; were well received by various cohorts of students

- Workshops/Presentations have been delivered on Relationships and Sexuality; Exam anxiety; Adjustment to University Life to first years and a presentation on Ethics for Psychologists, to drama therapy masters students.

Collaborative programmes/projects with academic and support service stakeholders included a range of offerings for students. These included:

- A programme focused on the preparation of first year students for the “teaching experience” facilitated by the School of Education, for the first year Education students included psycho-social input by CCDU. Staff of the unit facilitated workshops for these students on Adjustment; Emotional Intelligence and Preparation for Teaching. A full day workshop on critical diversity literacy and engagement was also facilitated for a cohort of these first years by CCDU staff.
- Medical School 6th year training in basic counselling/supportive skills, as part of the 6th year curriculum have been well received by the respective monthly cohorts of student and will resume in the new year for the 2017 cohort.
- Mentoring trainings were facilitated with Golden Key students; International Students; some Residence students; the ZCC students and Fine Arts students. Mentoring training for peer mentors for the first year “At Risk” programme ,was completed with the objective of these students being capacitated to mentor first year students in the Faculties of Science and Humanities
- Mental Health advocacy focus was on CCDU services; advocacy on wellness and resilience and on reaching students via social media and poster blitzes CCDU intern psychologists ‘community and advocacy projects included: Anti Suicide and Depression awareness; “Kindness campaign;” Substance Abuse and Addiction. “Grounded Strength” campaign in collaboration with VOW, focused on topics such as resilience, suicide, depression, time management and procrastination. . The CCDU #Resilience Newsletters were made available on line.
- The Silent Protest took place on the 17th August and was a collaborative project between Drama for Life; Counselling and Careers Development Unit; Development and Leadership Unit; Gender Equity Office; Voice of Wits.
- CCDU provided the life skills training for the learners in the Targeting Talent Programme in July. This was the 10th year the Unit has been involved in supporting and training of the learners. CCDU also offered support for students being funded by Rural Education Aid Programme and Moshal Foundation
- Peer training in HIV advocacy and related issues was facilitated with the new peer cohort in early March. A student dialogue with trained CCDU peer educators/advocates from the HIV /AIDS programmes was opened to UJ students who were also involved in the peer educator programme. This was focused on sexuality; healthy/unhealthy practices; transactional sex and blesser/blessee- a concept raised at this year’s International AIDS conference. It was an opportunity for an exchange of ideas between the universities and was well received. The dialogue was facilitated by CHOMA, an organization focused on Prevention of HIV toward an HIV free generation
- The Safety First; HIV prevention programme for service staff was held at the beginning of July and focused on Occupational health and Safety; Sexual Harassment; Male Circumcision, reproductive health and HIV education.
- There was a substantial increase in requests for life coaching by a range of students to focus specifically on areas on motivation; goal setting and time management. Additional slots were offered prior to the mid-year exams and during the latter part of the year to provide for the demand.
- Career Development Services psychometric assessments were offered for prospective students in grade 11 and 12 and career counselling for a range of Wits students

- The “Journey to Employability” programme as part of the Graduate Recruitment Programme (GRP) offered a range of workshops such as: Resilience in the Workplace; Managing Diversity in the Workplace; The Humanities Graduate & the Job Search.
- A successful and well received IT and Engineering Career Fair was very well attended by students with 29 recruiting companies on the 12th April. On the 10-12th May a vibrant and well attended 3 day Career Fair with close to 60 companies was hosted CLM students. There was a successful Careers Fair hosting recruiting companies for final year students at Old Mutual on the 28th July. This opportunity was created for thousands of final year students in all Faculties, to visit recruiters from a range of around 75 companies regarding employment prospects for 2017
- GRP interns received ongoing training and supervision for the GRP and Journey to Employability projects and offered valuable assistance with the career fairs co-ordination and planning
- The Graduate Recruitment breakfast on the 4th March was a successful interactive morning with participating recruiting companies.
- The Training workshops in “Students in Distress” for staff were engaging, interactive and well received by the participants
- During the “Fees Must Fall” protests, the substantial extent of requests by traumatized students for trauma debriefing/ counselling/interventions in October and November were unprecedented.
- Several groups were held for trauma debriefing as well as individual debriefing and counselling for the trauma experienced by so many students
- Disability Rights Unit and Drama for Life therapists assisted during October with the need for additional capacity for support and counselling
- The services offered by the South African Depression and Anxiety Group were greatly appreciated as an additional important referral resource for telephonic counselling for students in crisis.

Student Governance Office

After the SRC Administration Review was finalised, Student Governance Office (SGO) separated from Student Development and Leadership Unit from November 2015. The remit of the Student Governance office is to provide development, administrative and support services to the Student Representative Council; Postgraduate Association; Student Forum; Clubs, Societies and Organisations; School and Faculty Councils and all student leaders in the University of the Witwatersrand through the design and execution of policies, programmes and interventions to promote holistic student development. SGO facilitated a free and fair SRC for SRC, PGA, School and Faculty Councils between February and September 2016. Induction and capacity building programmes for newly elected leaders were conducted in collaboration with Development and Leadership Unit. The SRC General Elections for 2016/17 processes commenced on 22 July 2016 and concluded on 30 August 2016. All 15 seats were won by candidates from the Progressive Youth Alliance (PYA). The constituting meeting for the 2016/17 SRC took place on 15 September 2016. Mr Kefentse Mkhari who is a second year BSc. student was elected as President. The five member executive team comprises of two women and three who commenced the term of office on 1 November 2016.

Furthermore, a successful referenda with a high voter turn-out was conducted at the Junction residence to determine if the Lions Rugby team should continue reside or leave the Junction. Review and aligning of policies and constitutions was undertaken for 2016.

The Student Representative Council (SRC)

The SRC hosted a successful orientation week with a beer garden hosted from Monday to Thursday, culminating to a Freshers' party on Friday night. Clubs, Societies and Organisations held an exhibition in a marquee for the entire week to promote and recruit membership. To bridge the gap between the Parktown and main campus clusters, the SRC hosted a vibrant Afternoon Drive party at Education Campus in April 2016. The SRC prides itself on the achievement of renaming of Senate House to Solomon Mahlangu House, this change was endorsed by the University Naming Committee. The Institution suffered a blow when seven students who had attended a church service at Mokopane, in Limpopo died from a fatal car accident. The SRC supported the bereaved families and students unwaveringly and went to the scene of the accident to be with all affected parties, a memorial service in conjunction with the University Management was conducted in memory and honour of the deceased.

Sport Administration

Wits Sport continued the implementation of the "Revitalisation of Wits Sport Strategy" which has put our Wits Sports team firmly on the path to professionalism with the view to becoming more competitive on the sports field via appointing and attracting top coaches in their field, upskilling our administrative staff, forming and strengthening internal and external relationships as well as creating a sound recruitment network and driving third stream income generation.

Strategic Partnerships 2016 Review

Wits Sport forged and strengthened the following relationships during 2016:

- Golden Lions Rugby Union via accommodation, recruitment and Dale College partnerships;
- Gauteng Cricket Board via the hosting of clinics, the existing relationship with the Wits Head Cricket coach, the exploring of a Wits/GCB Cricket Academy;
- NBA/ Wits Basketball via the exploring of a Wits/NBA Basketball Academy;
- USSA National Executive Committee via the hosting partnership with Wits University and the University of Johannesburg;
- Wits Sport and Canterbury forged a partnership via Canterbury winning the Wits Sport Clothing tender whereby they are responsible for the affordable provision of generic and where possible sports specific clothing for our teams;
- Penta Systems Wits Sport unique partnership to bring about the Wits Fitness and Wellness Centre was reached the final stage of construction and is due to be completed by end 2016, for opening in February of 2017;
- Wits Sport, Wits Enterprise and Humanities have partnered to draft, implement and gain approval for a Wits driven coaching articulation (NQF 5-9) academic programme;
- Wits Sport is at the time of writing engaged in the final phase (Since September 2014) of a sponsorship partnership deal with Discovery who through an integrated marketing approach would like the naming rights of the Wits Sports Hall and to form a long term meaningful partnership;
- Wits Sport has forged a partnership with South Point which leads to 6 (six) Wits student-athletes receiving free accommodation for one calendar year (at the time of writing this number may increase to 8 (eight));
- Wits has a sponsorship from VW for one sponsored vehicle per year, which is driven by the Function and Events Officer;
- Wits Sport and Wits Vibe have partnered to form a Wits Supporters Club, which brings in a sizeable third stream income to Wits Sport. Furthermore, I can report that this initiative has grown to the extent where a VW up will be given away to one loyal Wits Supporter in early 2017;

- Wits Sport hosting their first Alumni Reconnection function in 2016 with more codes planned for 2016; this approach should be seen in conjunction with the Wits Sport Bursary Transformation proposal;

Academic Monitoring Report:

103 students were seen for brief screening sessions. The major of our students are coping well academically, with only 6 students being identified as being at risk for academic exclusion. The students in the Monitoring and At-Risk category were given interventions such as study skills, time management etc.

12 Best Moments of 2016

- Basketball Men USSA **Champions**
- Rugby Varsity Shield **Champions**
- Rowing Ladies Fours USSA **Champions**
- Waterpolo Ladies Premier League **Champions**
- Tang Soo Do : 33 Medals at World Martial Arts Championships
- Rugby U/20 Assupol Cup **Champions**
- Basketball Ladies, USSA, GUBL and ICSL finalist
- Varsity Hockey Semi-finalist
- Hockey Premier League: Men finalist , Ladies semi-finalist
- Cricket Premier League T20 Semi-finalist
- Rugby - Gauteng Sports Awards Team of the Year Nominee
- Waterloo - Gauteng Sports Awards Coach of the Year and Upcoming Player of the Year Nominee

Campus Housing and Residence Life

At Wits our residences are Living and Learning centres. You are at Wits to gain an education, so your academic work must be your highest priority, but you must also find a bit of time to relax and to socialise, and – very importantly – to exercise. Support is provided in each residence to students that are experiencing difficulties (academic or personal).

Priority areas are:

- Training/Educating Wardens & House Committees Preventing “hazing” of freshers
- Insourcing & related management and financial burdens
- Coping with lack of funding (consequence of #FMF)
- Closure of PKV & ESN
- Opening two new residences (650 beds)
- Building a new wing at David Webster Hall for completion by Jan 2018
- Planning & funding extensions at Barnato Hall
- Completion/replacement of residence WiFi & enlargement of IT mini labs
- Conceptualising first-year residences
- Promoting sport within and between residences
- Addressing mental health issues (staff and students)
- Promoting healthy lifestyles, including healthy eating
- Working closely with WCCO and DLU in various of their projects
- Finding a different approach to leadership development – for all students

- Website enhancements & improved publications / communications
- Planning the change of CHRL leadership for 2018/19

The co-curricular mandate of student affairs entailing the provision of academic, psycho-social and other support to ensure student access and success in the diverse aspects of a student's walk from application, graduation and formation as a great alumni.

'Tell me and I forget, teach me and I may remember, involve me and I learn.' -Benjamin Franklin

3.2 TEACHING AND LEARNING

Language Policy

The implementation of the Language Policy is progressing at a steady pace. The Language Board has been established and steady progress has been made with the database on African Languages taught at WITS. The University has already started looking at part of Phase 2 of the implementation of the Language Policy by asking all new signage to be in more than one language. The University's letterhead has been changed as of late November to reflect the approved African Languages as part of the branding. Although not part of Phase 1 of the rollout of the policy, but due to requests from the university community, meetings have been held with the Wits Language School and there are several possibilities regarding rollout of the Wits language policy.

Curriculum Reform

The University approved a number of significant curricula during the 2016 academic year. The most important of these have been the alignment to the new HEQSF which the Minister of Higher Education and Training announced for completion this year. The Academic Planning and Development Committee (APDC), a subcommittee of Senate approved the revised curricula at its second meeting this year. The majority of the curricula were determined to fall in the category A, which were deemed to only require minor changes. The new curricula will be implemented in 2018.

At the same time, the APDC also approved a range of new programmes which were submitted to the DHET for approval.

A Summary of Wits' Qualification Applications Submitted for Approval, Accreditation and Registration			
Qualification	Internal and DHET approval	HEQC accreditation	SAQA registration

Postgraduate Diploma in Specialised Accountancy	<ul style="list-style-type: none"> • QAPO to submit to DHET on the 22 June 2015 • DHET approved on the 22 January 2015 	<ul style="list-style-type: none"> • Submitted to HEQC on the 8th February 2016 and awaiting outcome. 	
Master of Nuclear Technology Leadership	<ul style="list-style-type: none"> • QAPO to submit to DHET on the 22 June 2015 • DHET approved on the 25th August 2015 	<ul style="list-style-type: none"> • Submitted to the HEQC on the 3rd December 2015 and awaiting outcome. 	
Bachelor of Education in Foundation Phase Teaching	<ul style="list-style-type: none"> • QAPO submitted to TEPEC on the 8 January 2016 and response recommending some changes received on the 19 February 2016. • QAPO resubmitted on the 3 March 2016 and TEPEC response requiring certain issues to be addressed received on the 4th May 2016. • QAPO concurrently submitted to DHET for PQM clearance on the 23 March 2016. • QAPO re-submitted to TEPEC on the 9th May 2016. • Obtained TEPEC approval on 1st June 2016. 	<ul style="list-style-type: none"> • Received PQM clearance from DHET on the 7th July 2016 • QAPO submitted to HEQC for accreditation on the 8th July 2016. 	

Bachelor of Education in Intermediate Phase Teaching	<ul style="list-style-type: none"> • QAPO submitted to TEPEC on the 8 January 2016 and response recommending some changes received on the 19 February 2016. • QAPO resubmitted on the 3 March 2016 and TEPEC response requiring certain issues to be addressed received on the 4th May 2016. • QAPO concurrently submitted to DHET for PQM clearance on the 23 March 2016. • QAPO re-submitted to TEPEC on the 9th May 2016. • Obtained TEPEC approval on 1st June 2016. 	<ul style="list-style-type: none"> • Received PQM clearance from DHET on the 7th July 2016 • QAPO submitted to HEQC for accreditation on the 8th July 2016. 	
Bachelor of Education in Senior Phase and Further Education and Training Teaching	<ul style="list-style-type: none"> • QAPO submitted to TEPEC on the 8 January 2016 and response recommending some changes received on the 19 February 2016. • QAPO resubmitted on the 3 March 2016 and TEPEC response requiring certain issues to be addressed received on the 4th May 2016. • QAPO concurrently submitted to DHET for PQM clearance on the 23 March 2016. • QAPO re-submitted to TEPEC on the 9th May 2016. • Obtained TEPEC approval on 1st June 2016. 	<ul style="list-style-type: none"> • Received PQM clearance from DHET on the 7th July 2016 • QAPO submitted to HEQC for accreditation on the 8th July 2016. 	

Post Graduate Certificate in Education in Senior Phase and Further Education and Training Teaching	<ul style="list-style-type: none"> • QAPO submitted to TEPEC on the 8 January 2016 and response recommending some changes received on the 19 February 2016. • QAPO resubmitted on the 3 March 2016 and TEPEC response requiring certain issues to be addressed received on the 4th May 2016. • QAPO concurrently submitted to DHET for PQM clearance on the 23 March 2016. • QAPO re-submitted to TEPEC on the 9th May 2016. • Obtained TEPEC approval on 1st June 2016. 	<ul style="list-style-type: none"> • Received PQM clearance from DHET on the 07th July 2016 • QAPO submitted to HEQC for accreditation on the 8th July 2016. 	
Advanced Diploma in Technical and Vocational Teaching	<ul style="list-style-type: none"> • Approved by APDC on the 4th April 2016. • Approved by Senate on the 2nd June 2016. • Submitted for TEPEC approval on the 20th June 2016. • COPEC response requiring certain issues to be addressed was received on the 22nd July 2016 		
Advanced Diploma in School Leadership and Management	<ul style="list-style-type: none"> • Approved by APDC on the 4th April 2016. • Approved by Senate on the 2nd June 2016. • Awaiting school to submit TEPEC template. • Submitted for TEPEC approval on the 24th June 2016. • Awaiting TEPEC response 		

The faculties within the university also held a number of workshops to address the ongoing call for “decolonization of the curriculum”. Deans have given comprehensive reports to the Transformation Steering Committee as well as the University Forum on the progress made in establishing structures to address curriculum transformation. Most (if not all) reported that the faculties have Teaching & Learning Committees (or UG Committees) which work together with the Faculty Transformation Committees. In some cases (Humanities, Health Science) there were workshops held in the faculties to address

curriculum transformation. This is an ongoing process. A Lekgotla on “Understanding Curriculum Transformation” was arranged by the Centre for Learning and Teaching Development (CLTD) to help to guide the discussion around curriculum transformation. A follow up Symposium on Curriculum Transformation is planned for mid-February 2017.

Student Admissions

The University experienced an increase in its enrolment numbers at the beginning of the academic year. This resulted in more than 3000 additional students registering in 2016 as a result of decisions by NSFAS to pay outstanding debt of students for 2015. This has placed strain on some academic programmes, and in some cases lead to health and safety concerns due to full classes. The university realises that the only way to further increase access for students is through either a part-time mode, or through an online mode. The University will therefore double its intake of part-time students next year. We have also just recently signed an agreement with Academic Partnerships to roll out online programmes in selected areas of Business, Management, Administration and Education. The online programmes are also planned to be implemented in the second semester of 2017, subject to approvals from the DHET and CHE. These initiatives are focused on mature students who would otherwise have to forfeit their employment to return to university fulltime to improve their qualifications.

The university has started a process to amend the admissions processes for programmes such as Mining Engineering, Audiology and Speech Pathology and Accounting after an analysis of the current and previous cohorts of students in these programmes and assessing the national need.

Admissions for 2016

Table 1: Postgraduate Application statistics 2013-2016

Postgraduate Applications		2013	2014	2015	2016
PG	Grad from any other non-Wits	6	3	1	1
PG	Graduated Foreign University	1987	2438	2773	3540
PG	Graduated Non Wits <= 2 Years	3098	4455	5516	3960
PG	Graduated Non Wits > 2 Years	2206	2902	3393	4515
PG	Graduated Non Wits Current			38	3573
PG	Graduated from Wits	6	6	1	2
PG	Graduated from Wits <= 2 Years	3371	4233	4765	5144
PG	Graduated from Wits >2 Years	988	1136	1254	1340
PG	Non Degree Applicant	1695	1346	654	477
PG	Non Degree UG Applicant		2	1	
PG	Non Wits Tertiary	1	1		1
PG	Past Matric		1		

PG	Unknown	6	1	3	
PG	Wits Tertiary	8	6	5	3
		13372	16529	18402	22559

Table 2: Undergraduate Application Statistics 2013-2016

Undergraduate Applications		2013	2014	2015	2016
UG	Current Matric	19668	28649	29108	38952
UG	Current Matric + Foreign	55	41	54	57
UG	Current Vocational Matric	5	6	7	22
UG	Foreign Current School Leaving	958	1046	1360	1422
UG	Foreign Past School Leaving	788	995	1159	1372
UG	Foreign with Tertiary Exp	462	578	698	824
UG	Grad from any other non-Wits	5		2	3
UG	Graduated Foreign University	3	4	2	3
UG	Graduated Non Wits <=2 Years	16	23	9	1
UG	Graduated Non Wits > 2 Years	26	22	44	
UG	Graduated Non Wits Current				1
UG	Graduated from Wits	4	1		
UG	Graduated from Wits <= 2 Years	32	25	16	4
UG	Graduated from Wits >2 Years	22	14	23	1
UG	Non Degree Applicant	114	86	35	4
UG	Non Degree UG Applicant	19	89	99	166
UG	Non Wits Tertiary	3620	5272	6253	8269
UG	Past Matric	5263	7837	9844	15355
UG	Past Vocational Matric	5	3	7	13
UG	Unknown	14	51	60	6
UG	Wits Tertiary	2584	2794	3159	3529
		33663	47536	51939	70004

3.3 RESEARCH AND KNOWLEDGE LEADERSHIP

The context for the Strategic Research Plan is provided by the Wits Vision 2022 according to which Wits aspires to be an internationally leading research intensive university firmly located in Africa. In its last year the Strategic Plan for Research will continue to guide the elevation of research performance of the University, which has been quite extraordinary over the last three years. Thus the prioritised four pronged approach, namely seeking to attract distinguished professors to the University, incentivising current academics to be research productive, increasing the number and productivity of postdoctoral fellows and increasing the postgraduate portion of our student cohort, will continue to shape our activities in 2017. The current focus on quality research that impactful will also remain in place.

Current progress

Although it is too early to make final statements, 2016 seems to be another good year for research at Wits. Early signs of this are based on results extracted from the Scopus and the Web of Science (ISI) indices. Scopus shows that Wits affiliated authors have produced (as at 25 October 2016) 1 572 research articles in journals, with a further 250 in press. Given that 2016 publications continue to be added to the database up to about March 2017, we are set to pass last year's output in mid-January 2017. The index also shows 77 published conference proceedings, book chapters and books.

Arguably of more importance is the ISI index which is populated with generally higher quality publications. As at 25 October 2016, it shows that we have already exceeded last year's output by 186 items. If the current trend continues, Wits will exceed 2 400 ISI papers, books, chapters and conference proceedings. Of these papers, 16 are regarded Highly Cited which means that as of May/June 2016, these papers have received enough citations to place them in the top 1% of their academic field. Two of these 16 are regarded as Hot Papers which puts them in the top 0.1% of their field. These Highly Cited papers are an achievement in themselves, but they also contribute to improved university rankings.

Lastly, recognising that knowledge transfer in all its forms is an integral part of the research process, it is a pleasure to note that 21 major discoveries/research announcements have been made this year. At the time of reporting, these had triggered over 83 000 Eurekalert post views and have an advertising value equivalent of nearly R 7.5 million.

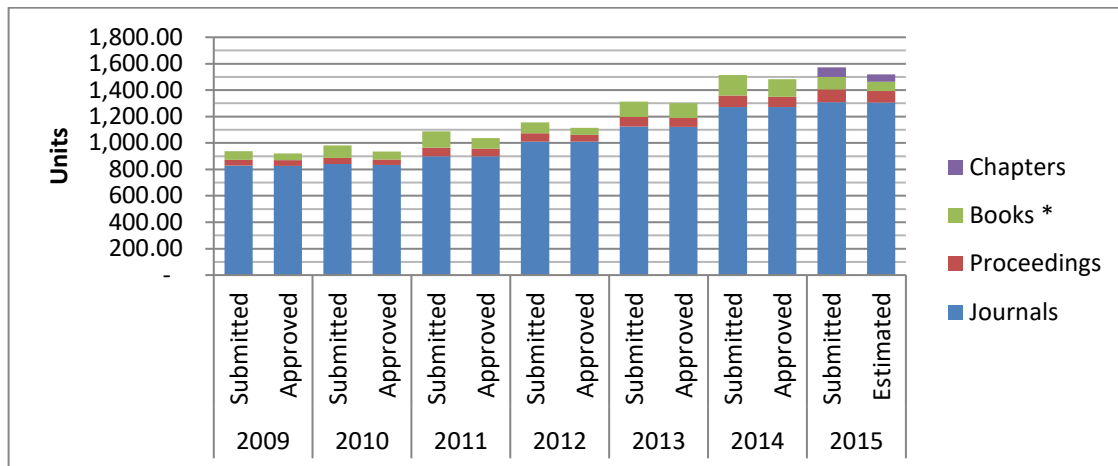
The ARWU (Academic Rankings of World Universities, also known as the Shanghai Ranking) has been released and Wits has overtaken UCT for the first time on this ranking. Wits came in at 207 in the world and UCT at 225, which represents an approximate increase of 43 places for Wits and a drop of 13 places for UCT. Furthermore, Wits has two broad subject fields in the top 200 (i.e., 151-200), namely Social Sciences and Humanities (that have enjoyed that ranking for three years in a row), and Medicine and related Health Sciences. Wits is now first in the country in two of the rankings released thus far this year. In the latest ranking, the Times Higher Education (THE) Rankings, Wits came in at 182 and UCT at 142. These were the only two South African universities in the top 200 in the Rankings.

Wits strives to be a research intensive University that is locally relevant and internationally competitive, producing cutting-edge research in science, engineering, health and the humanities. The 2015/2016 period confirms significant progress in this regard.

Research Output

The counting methodology used by the Department of Higher Education and Training shows that Wits submitted 1 572 units of research in 2015. This figure continues a seven-year growth trajectory and a 71% overall increase.

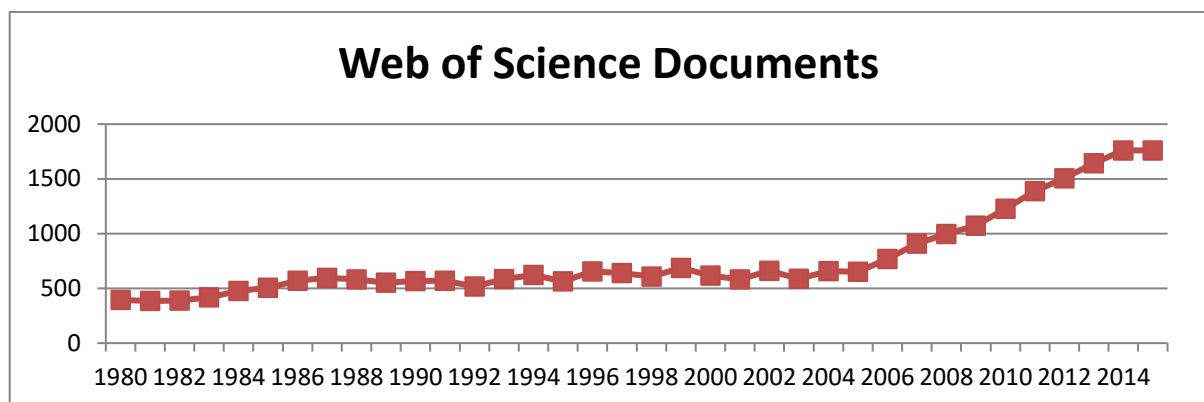
The productivity of individual researchers also reflects research intensity. Weighted research output units, which include graduate student completion, indicate a productivity rate of more than 2.6 units of research per permanently employed academic at Wits.



Number of research units as per Department of Higher Education and Training counting methodology

Web of Science Publications

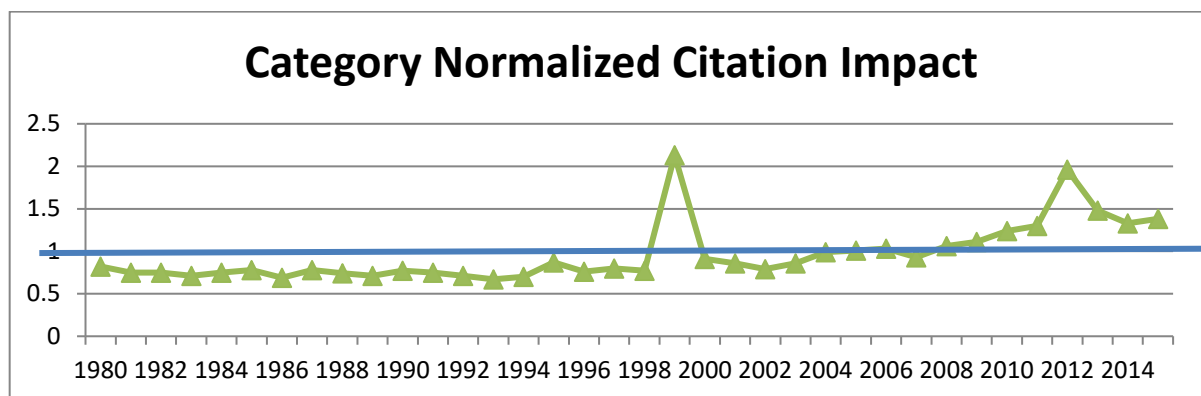
In 2015 Wits-affiliated authors published 2 169 peer-reviewed journal articles in Web of Science indexed journals, a 64% increase over the past seven years. Web of Science is an online scientific citation indexing service, which provides a comprehensive citation search.



Type of publication	Number	Journal	Number	Research Domains	Number
Articles	2 169	<i>Plos One</i>	114	Science & Technology	2 141
Reviews	170	<i>South African Medical Journal</i>	63	Social Sciences	526
Clinical trials	22	<i>Journal of High Energy Physics</i>	48	Arts & Humanities	96
Conference papers	-	<i>European Physical Journal Web of Conferences</i>	34		
Letters	34	<i>Journal of the Southern African Institute of Mining and Metallurgy</i>	30		
Editorials	114				
Other	56				
Errata	18				
Books	8				
Total	2 591				

The International Scientific Indexing (ISI) journals that Web of Science features are renowned for quality and impact. Wits has over 85% of its publications in quality, global journals.

Web of Science has an analytical tool called *InCites*, which measures the quality and impact of research benchmarked against global performance. The Category Normalized Citation Impact showed that the impact of work by Wits authors in 2015 was 4.1, which is 40% above the global standard.



This is a measure of quality and impact. It is normalized with reference to size and discipline and is an index value with 1 being the global figure.

National Research Foundation-rated Researchers

The National Research Foundation (NRF) rating system is a key driver in the NRF's aim to build a globally competitive science system in South Africa. It is a valuable tool for benchmarking the quality of our researchers against the best in the world. NRF ratings are allocated based on a researcher's recent research output and impact as perceived by international peer reviewers.

- A-rated: Leading international researcher
- B-rated: Internationally acclaimed researcher
- C-rated: Established researcher
- P-rated: Prestigious awards recipient
- Y-rated: Promising young researcher

NRF rating	Institutes	Commerce, Law and Management	Engineering and the Built Environment	Health Sciences	Humanities	Science	Total
A	5	-	1	8	4	8	26
B	6	9	6	30	20	41	112
C	5	21	22	35	40	52	175
P	1	-	-	-	-	-	1
Y	1	9	8	10	14	25	67
Total	18	39	37	83	78	126	381

Diversifying the Academy

The Senate and Council of Wits University approved a budget of R45-million to transform the academy. Fourteen appointments have been made to date and almost 20 enabling grants awarded to academics across the five faculties. These academics have already joined the University:

- Dr Darlene Miller, School of Governance
- Dr Meryl Du Plessis, School of Law
- Dr Mpho Matsipa
- Dr Ann George, Centre For Health Science Education
- Dr Daphney Conco, Public Health
- Mr Luther Monareng, Occupational Therapy
- Ms. Sizakele (Siza) Khoza, Nursing Education
- Ms Thulile Khanyile, HIV Pathogenesis Research Unit
- Dr Heidi Richards, Chemistry and Animal, Plant and Environmental Sciences
- Dr Nceba Mhlahlo, Physics
- Dr Rahab Kgatle, Computer Science and Applied Mathematics

3.4 EXTENSIVE NETWORKS AND PARTNERSHIPS

The Advancement and Partnership Division

This Division was been tasked with repositioning the University in relation to other key actors in society, so as to strengthen the levels of investment made in the University. The profile of the institution, its reputation and credibility are central to informing the investment decisions made by the state, industry, philanthropic foundations, individuals, potential students and staff members. The principal purpose of this Division is to optimise investment and support to Wits through three offices:

- the Development and Fundraising Office (DFO);
- the University Relations Office (URO); and
- the Alumni Relations Office (ARO)

The DFO provides the capacity required to build increasingly close relationships with private and public sectors and foundations. The DFO's core function is to provide assistance in proposal-writing, research and fundraising to academics and researchers in all spheres of the University's endeavours.

A vital means of drawing networks of influence closer to the University is to work with our alumni. The ARO has devised an ambitious programme of social networking, events, branding, and communications as part of a campaign to provide a particular affiliation and connection with the University and affirm their good opinion of Wits. This reputational capital is vital to our ongoing success in attracting support. To this end the University is committed to establishing and servicing alumni clubs, chapters, and associations, and facilitating meetings as well as maintaining a comprehensive database of alumni and friends of Wits.

The URO comprising Marketing, Communications and Public Relations (incorporating Functions and Events), plays an important part in ensuring that the University provides social and intellectual leadership in society and that the University's brand is actively promoted to the many University stakeholders.

Wits and the Media

The University of the Witwatersrand continues to maintain a leading role in the South African media arena.

It uses both the traditional and digital media as a conduit to reach key stakeholders and the public through the promotion of Wits' research, rankings, academic projects, experts, academics, students, key events, conferences and public lectures.

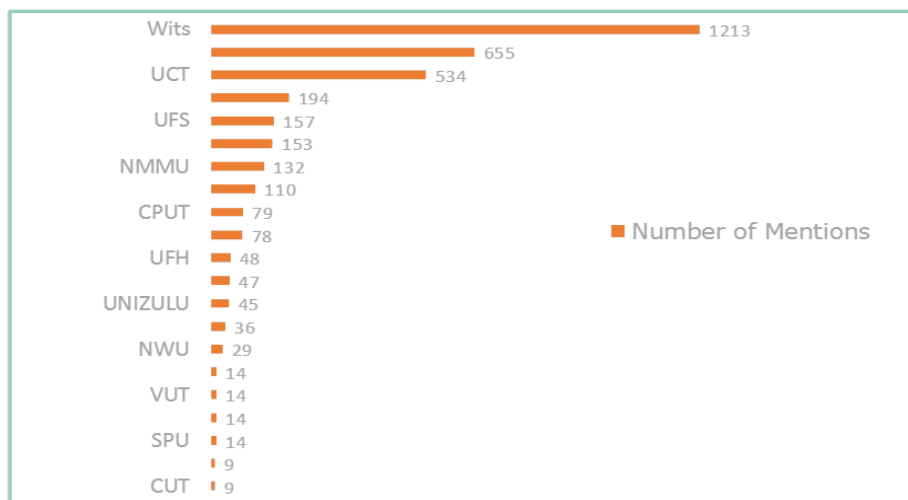
Its strategy for 2016 was firstly to promote Wits' research, academic standing and social leadership endeavours. Secondly, it restructured its capabilities to become more tech savvy in developing its own communities through online and social media. The new award-winning Wits website now serves as a hub for all digital and new media activities. In 2016 alone, Wits has grown the number of its followers on Twitter by over 15 000 and on Facebook by about 10 000. A multimedia hub with the latest video technology and equipment has also been established and resourced this year.

In the period 1 November 2015 – 29 November 2016, Wits had 42 208 items published in the media with an Advertising Value Equivalent of R 1 692 550 776.35 in terms of impact in the mainstream South African media (print, broadcast and online). Some key projects are mentioned below.

Wits partnered with eNCA and the Independent Group in a series of public debates that were televised live in the run up to the local government elections. Some of the other notable publicity campaigns undertaken this year include the publicity around the launch of the Tshimologong Precinct, SA's new tech hub, formidable research developed at CERN, Wits' big data capabilities, innovations in physics, the national minimum wage, the Jozi Book Fair, a lecture series focusing on the NDP, diversity studies, HIV/AIDS research and MOOCs and Wits' online learning strategies.

The University received the most attention during the #FeesMustFall protests, but also claimed the majority of the share of voice.

Table 3: Share of voice in traditional media



Source: USAF (19 Sep – 31 Oct)

3.5 EXCELLENCE IN GOVERNANCE ,MANAGEMENT AND SUPPORT SERVICES

The Management structure of the University – in terms of schools, faculties and support structures

As at 31 October 2016, the University had a total of 4227 staff members comprising 1205 and 1983 permanent academic and professional and administrative staff, respectively. The total also includes 496 academic and 543 professional and administrative staff on fixed term contracts of employment.

The Senior Executive Team

Professor Adam Habib	Vice Chancellor and Principal
Professor Andrew Crouch	Deputy Vice Chancellor: Academic
Professor Zeblon Vilakazi	Deputy Vice Chancellor: Research & Postgraduate Affairs
Professor Tawana Kupe	Vice Principal & Deputy Vice Chancellor: Advancement, HR & Transformation
Mr Taffy Adler	Acting Chief Operating Officer from March 2016 – 31 October 2016
Professor Beatrys Lacquet	Deputy Vice Chancellor: Knowledge, Infrastructure, Knowledge & Information & Operations (KIMIO) until March 2016
Mr Fana Sibanyoni	Chief Operations Officer from 1 November 2016
Ms Carol Crosley	University Registrar
Dr Puleng Lenka-Bula	Dean of Student Affairs from 1 March 2016
Ms Linda Jarvis	Chief Financial Officer until 31 August 2016
Ms Amanda Kort	Acting Chief Financial Officer from 1 November 2016. Newly appointed incumbent, Mr Prakash Desai will commence duties on 1 st January 2017. Ms Trix Kennealy acted from September 2016
Professor Imraan Valodia	Dean, Faculty of Commerce, Law & Management
Professor Ian Jandrell	Dean, Faculty of Engineering & the Built Environment
Professor Martin Veller	Dean, Faculty of Health Sciences
Professor Ruksana Osman	Dean, Faculty of Humanities
Professor Helder Marques	Dean, Faculty of Science

Academic Directors and Heads of School

Table 5 below reflects the composition of Academic Directors and Heads of School by gender and race. It is evident from Table 5 that staff in this category has an over-representation of male (74%) and White (59%) staff members.

Table 5

HUMANITIES			
AsPro Brett Pyper	Arts	Male	White
AsPro Mehmood Vawda	Social Sciences	Male	Indian
Dr Elizabeth Meintjes	Literature, Language and Media	Female	White
Prof Karin Brodie	Education	Female	White
Prof Maria Marchetti-Mercer	Human & Community Development	Female	White
SCIENCE			
Adj. Prof Stephen Jurisich	Statistics and Actuarial Science	Male	White
Prof Dean Brady	Chemistry	Male	White
Prof Elizabeth Jonck	Mathematics	Female	White
Prof Fethi Ahmed	Geography, Archaeology and Environmental Studies	Male	Indian
Prof Frances Duncan	Animal, Plant and Environmental Sciences	Female	White
Prof Joao Rodrigues	Physics	Male	White
Prof Raseelo Moitsheki	Computer Science and Applied Mathematics	Male	African
Prof Robin Veale	Molecular And Cell Biology	Male	White
Prof Roger Gibson	Geosciences	Male	White
Prof Loyiso Nongxa	Centre for Mathematical and Computational Sciences	Male	African
DVC: RESEARCH AND POSTGRADUATE AFFAIRS			
Prof Barend Erasmus	Global Change and Sustainability Research Institute	Male	White

Staff movements

Table 6 and 7 below reflect the appointments made and terminations experienced in the period between 1 November 2015 and 31 October 2016, in the Peromnes grades 1 – 5. Evident from Table 3 is that a majority of staff members appointed to this category of staff at the University were White (67%) and Male (81%). Table 4 reflects that a majority of staff members in Peromnes grades 1 – 5 who left the University were White (69%) and Male (63%).

Table 6

Name	Job Name	Race	Gender	Category	Organisation Name
Puleng Lenka-Bula	Dean of Students	African	Female	PAS	Student Affairs
Frans Schoeman	Director	White	Male	Academic	Unit for Undergraduate Medical Education
Elizabeth Jonck	Head of School	White	Female	Academic	School of Mathematics
William Daniels	Head of School	Coloured	Male	Academic	School of Physiology
Richard Langlois	Professor	White	Male	Academic	School of Economic & Business Sciences
Ngianga-Bakwin Kandala	Professor	African	Male	Academic	School of Public Health
Raymond Durrheim	Professor	White	Male	Academic	School of Geosciences
Shabir Madhi	Professor	Indian	Male	Academic	Respiratory And Meningeal Pathogens Research Unit
Alan Fowler	Professor	White	Male	Academic	Graduate School of Business Administration
John Carter	Professor	White	Male	Academic	School of Physics
David Gray	Professor	White	Male	Academic	School of Physiology
Alan Fowler	Professor	White	Male	Academic	Graduate School of Business Administration
Derk Brouwer	Professor	White	Male	Academic	School of Public Health
Odireleng Ntwaeaborwa	Professor	African	Male	Academic	School of Physics
Steven Burgess	Professor	White	Male	Academic	Graduate School of Business Administration
Dorrit Posel	Professor	White	Female	Academic	School of Economic & Business Sciences
Roger Sheldon	Professor	White	Male	Academic	School of Chemistry
Penelope Moore	SARChi Chair	White	Female	Academic	Virology
Charles Matumba	Senior Manager	African	Male	PAS	Financial Control Office
Scott Hazelhurst	Professor	White	Male	Academic	School of Electrical & Information Engineering
Ekow Otoo	Professor	African	Male	Academic	School of Electrical and Information Engineering

Table 7

Department	Name	Reason for Termination	Staff Category	Job Name	Race	Gender
COO	Mr. Xolani Hadebe	Resignation	PAS	Director	African	M
COO	Mrs. Theresa Main	Resignation	PAS	Director: Services	White	F
DVC (Academic)	Mr. Nhlanhla Cele	Resignation	PAS	Director: Strategic Planning Office	African	M
DVC Advancement, HR and Transformation	Ms. Elaine Milton	Resignation	PAS	Director	White	F
DVC Advancement, HR and Transformation	Ms. Shelley Roberts	End of Contract	PAS	Manager: External Relations	White	F
DVC (Research and Post Graduate Affairs)	Prof John Thackeray	End of Contract	Academic	Academic Director	White	M
DVC (Research and Post Graduate Affairs)	Mr. Iain Burns	Retirement	PAS	Head: Research	White	M
Faculty of Commerce, Law & Management	Prof Thomas Mogale	Resignation	Academic	Head of School	African	M
Faculty of Health Sciences	Prof David Gray	Retirement	Academic	Head of School	White	M
Faculty of Health Sciences	Prof Peter Cooper	Retirement	Academic	Professors	White	M
Faculty of Health Sciences	Prof Pravin Manga	Retirement	Academic	Professors	Indian	M
Faculty of Humanities	Prof Anitra Nettleton	Retirement	Academic	Professor	White	F
Faculty of Science	Prof John Carter	Retirement	Academic	Head of School	White	M
Faculty of Science	Prof David McCarthy	Resignation	Academic	Professor	White	M
Faculty of Science	Prof Ewa Cukrowska	Retirement	Academic	Professor	White	F
Student Affairs	Dr Pamela Dube	Resignation	PAS	Dean of Students	African	F

Staffing

In consultation with Council, the Senior Executive Team (SET) amended the structure and responsibilities of SET by phasing out the position of Deputy Vice-Chancellor: Knowledge, Infrastructure, Knowledge and Information and Operations (KIMIO) and replacing it with that of the Chief Operating Officer. This new position was filled on 1 November 2016 by Mr Fana Sibanyoni. The reporting lines of the Library function were changed from the defunct position of DVC: KIMIO to DVC: Research and Postgraduate Affairs. When the term of Office of Professor Crouch as Vice-Principal ended on 30 June 2016, Professor Tawana Kupe was assigned this role effective from 1 July 2016, following Council approval.

The Human Resources Directorate reviewed the following policies, which were approved by Council in 2016:

- Leave Policy
- Academic Appointment and Promotion Policies
- Conditions of Service
- Amendment to the Long Service Awards

In order to ensure the robustness of policy discussions and governance of HR matters at the University, the remit and composition of the Human Resources Committee were reviewed. The reconstituted Human Resources Committee has representation of external members of Council and is chaired by Professor Barney Pityana.

The process of reviewing human resources policies processes is ongoing, based on needs of the University and changes in the labour relations regime in the Country.

Transformation and employment Equity(T&EE)

Strategic Plans

Wits University has developed a plan to accelerate Transformation and ensure an inclusive and competitive institution. Following engagements with a range of stakeholders across the University in April and May 2015, the Vice-Chancellor's Statement on Transformation was developed and circulated. After taking into account responses to the Vice Chancellor's Statement, an Executive Statement and Strategic Plan was developed and approved by both Senate and Council.

The Executive Statement and Strategic Plan identifies eight key areas that Wits needs to address.

1. Diversifying the Academy
2. Curriculum Reform
3. Student Admissions the
4. Promoting a Diverse and Cosmopolitan Residence Life Experience
5. Institutional Culture
6. Institutional Naming
7. Language Policy
8. Insourcing of all Outsourced Activities

To accelerate transformation the University has dedicated R45 million to the Diversifying the Academy Programme of which R35 million was allocated to attract new South African African and Coloured scholars and R10 million was set aside as enabling grants for scholars in the same demographic group who are already part of the Wits academy. These grants will enable these colleagues to work towards achieving the required criteria for promotion to the Associate Professor and full Professor ranks.

Institutional Naming

The Institutional Naming Committee has been expanded to include representatives from all stakeholders in the University, including students. The University's Naming Policy has been revised and was approved by Senate and Council late last year. Two meetings of the new Committee have already taken place. The first was an ordinary meeting, and the second was a special sitting to review proposals that were made in 2015 to rename buildings at Wits. However, as the policy was under review last year, the meeting was held over to 2016.

A call for proposals was issued for the renaming of the University's places and spaces and the Committee considered a number of proposals that were put forward. These included submissions to rename a building after Robert Sobukwe as well as a proposal to rename a building or space from names that celebrate, commemorate or are symbolic of struggles for gender equality or achievements. The Committee will apply its mind to these proposals at its next meeting.

Several submissions to rename Senate House were also reviewed and the Naming Committee unanimously agreed that Senate House should be renamed Solomon Mahlangu House.

The recommendation was put forward to the wider University community including Alumni to solicit their views. Just under 900 comments were received which were almost evenly split among those in support of the recommendation and those against. Some of the comments suggested that we should have a formal and structured process of voting something which is not currently part of our policy making process. The Naming committee will deliberate on this suggestion at one of its next meetings and make a recommendation. The following trends were noted in the comments that were received: the older and white Alumni were more likely to be opposed to renaming and the younger more multi-racial Alumni were more likely to be in favour of renaming and the relevant governance structures for consideration or ratification as appropriate. The recommendations were accepted by Senate and Council without any opposition.

We are now at the stage of working on a programme and dates of for the formal renaming. This involves contacting and consulting the families of Solomon Mahlangu and Robert Sobukwe. It is likely the formal ceremonies will be held in September or October. Formal contact has been made with the Sobukwe family.

A second call for proposals to rename some buildings and spaces at Wits will be made in the next two months.

Institutional Culture

As part of transforming the institution, the Transformation and Employment Equity Office has rolled out four dialogue sessions to give the university community a platform to discuss pertinent issues and critically engage in a safe environment. Topics covered so far are:- 'Eradicating racism', 'Decolonisation and Transformation', 'the intersectionality of queerness, race and gender', "The Politics of Intersectionality and Intrasectionality in Allyship". Most of the sessions were well attended and the

university community enjoyed them. Videos of the sessions will be available on line for viewing by early 2017. We will continue to hold these robust discussions to find solutions that will facilitate and influence an inclusive and empowering culture in our university.

The TEEO will roll out the Focus Group sessions early 2017 in order to facilitate discussions around the themes that emanated from the Climate surveys. The university community will be notified once the preparations have been concluded and the invitations will be sent out by the marketing department accordingly.

Promoting A Diverse And Cosmopolitan Resident Life Experience

Two task teams were established last year to promote diversity in residences. The first was to explore the existing criteria for admission into residences and to make recommendations in this regard. This has been undertaken and new criteria are being drafted which will be circulated to stakeholders in the University community for comment.

Access To Higher Education

The University is committed to the principle of access to quality, free higher education for all who cannot afford it and is working with various structures within the University as well as with external stakeholders including the public and private sectors, the National Students' Financial Aid Scheme (NSFAS) and others to develop an alternative model to fund higher education.

Wits is well placed to make a submission to the Commission of Inquiry into Higher Education Funding established by the President last year. The funding of students - the question of whether there are fees and for who - is not separate from the type of universities or higher education system that we want and in our case what kind of university Wits should be. In discussing the funding of students we will inevitably be addressing the larger and necessary question of a vision for the system and its institutions.

A process has been established that allows for all members of the University to participate if they wish to do so. Members of the Wits community should make written submissions or present their ideas to a panel chaired by Professor Hlonipha Mokoena from the Wits Institute for Social and Economic Research. The panel will evaluate the submissions, distil the contributions and develop alternative funding models for submission to the Commission by June 2016.

Transformation Governance

Two committees have been formed to ensure accelerated implementation, policy development and oversight. The first is the Transformation Implementation Committee which will meet on a monthly basis and be chaired by the Vice-Chancellor and Principal, Professor Adam Habib. It will include the five Executive Deans, three Deputy Vice-Chancellors, the Head of the Transformation Office and two academic staff members. This Committee will oversee the appointment of African and Coloured South African staff. It will also disburse grants to existing African and Coloured staff to support the creation of an enabling environment for their achievement of the criteria that are required for promotion to the professoriate. The Committee will also assume responsibility for the Vice-Chancellor's Equity Fund that is targeted at the appointment of staff from all designated groups. It will have oversight over the implementation of all eight programmes identified in the Executive Statement and Strategic Plan.

The second Committee is an expanded Transformation Steering Committee to be chaired by Professor Tawana Kupe, the Deputy Vice-Chancellor: Advancement, HR and Transformation. This Committee will review and advise on Transformation policies and have general oversight of Transformation matters at the University. It will have representation from all key University constituencies.

Sexual Orientation and Gender Identity Advocacy programmes (SOGI)

Safe Zones@Wits is a programme which was piloted at Wits in 2011. It follows a similar programme of the same name from San Diego State University and has been adopted to look into a global South perspective. It is based on the premise that people who are allies challenge and change heteronormative and cisnormative spaces such as those found in higher education for the better by providing solidarity and support to those

affected by prejudice on the basis of sexual orientation and gender identity. It comprises of training such allies in understanding and giving very basic counselling support to LGBTIAQ+ persons at Wits and beyond (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Queer and other sexual orientations and gender identities). It also comprises advocacy such as public lectures and seminars. At the time of this report, Wits University had trained over 120 allies to date.

Wits Pride is in its eighth year and explores new grounds in and beyond Wits borders. The Wits Pride project was initiated in 2008 by student society Activate Wits and has received institutional support from Wits from 2010 onward. The project was formed as a means to raise awareness of and show solidarity with members of the Wits community and beyond who identify as LGBTIAQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Queer and other sexual orientations and gender identities). It is housed in the Wits Transformation and Employment Equity Office under the Sexual Orientation and Gender Identity Advocacy programmes. The project has grown from an annual march and social event to a week that has historically included sporting matches, art exhibitions, drama interventions, public dialogues, workshops, information tents and other items. The core aim of the project remains central to the context: to educate

and maintain an inclusive campus that celebrates people who identify as gender variant or beyond heterosexual orientations as well as to explore intersectionality with regards to LGBTIAQ+ identities.

2016 Initiatives

Plan to roll out gender neutral toilet signage across all campuses. Signage will be placed inside each toilet advising how to report harassment/discrimination in line with international best practice. Monitoring and evaluation will be overseen by Wits Transformation and Employment Equity Office, in partnership with PIMD. For international Transgender day of Remembrance, a pledge in support of transgender members of the university community was signed by university management and is available online.

Version 6 of the Safe Zones@Wits manual will be released by the end of 2016 in line with recommendations by the Safe Zones@Wits Core Team. There has been a significant expansion of the Safe Zones programme to the University of the Free State. Over fifty persons are now Safe Zones@UFS allies. In addition, there is negotiation in progress to implement Safe Zones@UJ.

Wits Transformation Photo Competition

This initiative begun in 2008 as an institutional culture programme funded by Carnegie, and has since been an annual event on the university calendar. The competition recognises that transformation can be difficult to speak about and calls on students to 'voice' their views using photography to show what they feel is relevant in conversations about transformation – factoring in both the positive and negative aspects. These images are judged by an external panel and the results announced at the opening of an exhibition. In 2015 nearly fifty, students entered the competition. The theme called upon entrants to examine their own reflections on transformation in intersections with class, race, gender, sexual orientation, culture, etc. In partnership with Black Like Me, winners were given hair care hampers and cash prizes. Their work was on display at John Moffat Foyer. Due to budget constraint this competition was not done in 2016.

Social Justice Policies and Programmes

The Anti-Discrimination policy was approved by Council on the 17th April 2015. Following the approval of this policy, as part of the implementation plan the following interventions were undertaken:

- The transformation champion's workshop was held in May.
- The policy awareness sessions in September with the faculty HR managers to initiate a process of supporting the faculties on institutional culture and to identify causes of conflict among others.
- The residence inquiry in September and October in partnership with the Gender Equity Office and the Institutional Culture Committee.
- Identified a service provider namely Conflict Dynamics to train the Wits Mediators.
- The Disability Policy was approved by Council in 2013.
- The TEEO is in the process of revising the policy in order to strengthen the process and procedure of addressing issues of racism and harassment in a serious manner. Once this policy has been finalized, it will be circulated and consulted with the relevant stakeholders for adoption and endorsement and finally to Senate and Council for approval.

People with Disabilities – Disability Rights Unit

The University is committed to the promotion of equal opportunity for all people and strongly supports the rights of persons with disabilities to be involved in higher education both as employees and students. The University fosters and encourages positive and unprejudiced attitudes towards persons with disabilities and will make provisions, in so far as resources reasonably permit, for services and accommodations needed by a persons with a disability. The Disability Rights Unit (DRU) falls within the Registrar's Division and provide various levels of specialized support for students and staff with disabilities at the University. DRU endeavours to make the learning and working environment a rich and rewarding one through the design of innovative accessible learning and working environments. DRU currently serves approximately 1000 students with disabilities and continually strives to ensure that all persons with disabilities have equal access in order to participate freely and actively in all facets of university life. DRU supports various types of disabilities including: visual, physical, hearing, speech, psychological, learning (e.g. Dyslexia), Attention Deficit/Hyperactivity Disorder (ADHD), chronic illnesses, and temporary disabilities.

Table 10: Summary table of Social Justice Policies

Name of Policy	Status	Consultation	Progress	Way Forward
HIV&AIDS	Review process is complete	Yes: Extensive (workshops, online)	Tabled to HRC, UF, Senate and approved by Council	Approved Advocacy and training
Anti-Discrimination & Harassment	Under review	In progress	To be tabled to JWG, HRC, UF and Senate	Approved in January 2017
Employment Equity	Under review	In progress	To be tabled to JWG, HRC, UF and Senate	Approved in January 2017
Language	Under review	In progress	Tabled to VCO, Academic Committee, TSC	TSC, Public consultation, online, JWG, UF, Senate and Council. Expected approval end 2015

Wits Employment Equity Plan

The TEEO revised the 2015-2019 plan to ensure compliance and alignments with the codes of good practice and the EE Act. This plan will commence from 2016-2020 to replace the previous plan. Consultation processes with the university community on affirmative action measures, have commenced. The revised draft plan will be duly presented to the appropriate structures of the University for consultation and adoption. The Wits Employment Equity policy was reviewed in 2016 in line with best practice and the amended provisions of the Employment Equity Act. A number of consultative meetings were held across the various campuses and the draft policy will be taken through the appropriate structures for deliberations and adoption.

The Extent to which Equity targets in the workplace have been realised

The University has complied with its statutory obligation of submitting an Employment Equity Report to the Department of Labour via online facility in November 2016. The performance of the University in relation to:

Employment Equity Report in 2016 is as follows:

Table 11: Demographic Profile of all staff

Population	2010	2016 Actual	2017 Target
African	38%	42%	43%
Coloured	5%	7%	8%
Indian	10%	10%	10%
White	35%	28%	27%
International	12%	13%	12%
Total	100%	100%	100%

Table 12: Academic staff demographic profile

Population	2010	2016	2017 Target
African	10%	15%	17%
Coloured	3%	4%	5%
Indian	9%	10%	10%
White	55%	46%	45%
International	24%	25%	23%
Total	100%	100%	100%

In conclusion the new Strategic Plan to accelerate Transformation to ensure diversity and an inclusive institutional culture has been a turning point in the transformation agenda of the university. We believe that this strategy will really assist in changing the demographics of the university and the lived experiences of the university community.

Delegated Power

The University Council determines what signing powers are delegated to employees of the University. These determinations are contained in the Delegation of Authority document which is regularly reviewed. It incorporates delegation to appropriate office bearers for:

- i) legal contracts;
- ii) agreements;
- iii) documents defining transactions pertaining to the University's assets, affairs or interests;
- iv) Financial transactions, including limitations imposed on different categories of signatories.

The document sets out who has authority to approve transactions and to sign documents, including financial and bank accounts, contracts, settlements, loans, grants leases, and other transactions needed for operating the institution. The document determines who engages and dismisses staff on behalf of the Council. It also defines who shall institute or defend legal actions involving the University. The University's administrative and approval mechanisms align with the delegated powers of Council and accord with the requirements of good governance and fiduciary accountability.

The authority levels will be adjusted to take into account the operational needs of the University. The last adjustment made was the increase in the signing levels for standard and non-standard contracts, procurement contracts, Human Resources contracts and 3rd Income Revenue Stream. Below are the provisions that have changed in the specified period.

Table 4: Standard and non-standard and procurement contracts

Levels	Contract Approval Authority	Maximum Duration
Vice-Chancellor (in consultation with the Chief Financial Officer)	All contracts up to R 70m	≤ 5 years
Chief Financial Officer	All contracts up to R 35m	≤ 3 years
Deputy Vice-Chancellor (DVC)	All contracts up to R 6m	≤ 3 years
Deans # Registrar #	All contracts up to R 2m	≤ 3 years
Two most senior deputies to the Chief Financial Officer # Head of School; Business Manager #	All contracts up to R 500 000	≤ 3 years

Any contracts greater than R70m or for a period longer than 5 years must be referred to Council for approval. Council will determine who is authorised to sign such contracts.

- The Chief Financial Officer / a Dean may apply stricter financial limits.
- Should only sign if the substance of the agreement falls within the signatory's area of knowledge and experience.

Table 8: Human Resources contracts

Levels	Settlement and arbitration awards
Vice-Chancellor	M R 10m
DVC: AHRT	M R 5m
Senior Director: Human Resources (HR)	M R 1m

M = Subject to a mandate being given to the appropriate person in Employee Relations to negotiate to the maximum value in the table stated above. Where it involves litigation outside the Labour Courts and Labour Appeals Court, consultation with the Legal Adviser is necessary.

E

Table 9: 3rd Income Revenue Stream

DESCRIPTION	Vice-Chancellor	DVC: AHRT	DVC	DEAN
Exploitation of Intellectual Property Rights, Brand names and Trademarks	x R 200m	x R 100m	\$ R 10m	\$ R 5m
Approval for externally funded work	x R 200m	x R 100m	\$ R 10m	\$ R 5m
Approval of Research Projects and contracts budgets	x R 200m	x R 100m	\$ R 10m	\$ R 5m

- \$ = DVC Research approves to R5m
X = Approves within the stated limit, provided the DVC Research has signed.

3.5 AN IT SAVY UNIVERSITY

In the Wits Vision 2022, we committed ourselves to becoming an IT savvy university that uses technology to enhance its core processes, including developing new and innovative ways of engaging students and staff in academic activities. While remaining committed to the tutorial based approach, our teaching and learning will be reinforced through the application of technology-enhanced pedagogy, as well as an increase in our online course offerings. Wits is also intent on realising our goal of becoming a research intensive university and our researchers therefore need to be supported by cutting edge technology. In order to meet these strategic imperatives, it is imperative for us to overhaul our IT infrastructure. Following extensive deliberations in this regard, Council approved the award of a tender for the supply, installation, support and maintenance of an ICT networking and security infrastructure project. Council also mandated the University management to enter into negotiations with external financiers for a loan facility. Following the finalisation of the loan agreement, Wits signed the contract with suppliers on 10 August 2016. The total cost of the project will be R517 million. In addition to the loan facility, R227 million will be made available by the Wits Foundation through disbursements of R40 million over a five-year period. Originally, the remainder of the total cost was supposed to come from fee increases, but it will now be paid for by increased income, largely as a result of an expansion in the activities of Wits Plus.

We anticipate that with this complete overhaul of our IT infrastructure, we will start to see a fundamental shift in the performance of our IT systems. We are currently considering an IT strategic communicate to keep the Wits community informed of the various stages of the overhaul process, which are scheduled to conclude by July 2017.

The Tshimologong Digital Innovation Precinct was officially launched by Wits and our partners in government, business and industry on 1 September 2016. Tshimologong is the newest high-tech address in Braamfontein. It will provide an enabling space for the incubation of start-ups, the commercialisation of research and the development of high-level digital skills. The aim is to encourage South Africa's most creative young minds to develop the new digital technologies that are crucial to economic growth and international competitiveness. The Precinct has received additional impetus from the establishment of the IBM Research Laboratory, which was officially launched on 25 August 2016. The IBM Lab is the first such facility anywhere in the world that is tightly integrated into an innovation hub.

3.6 WEALTHY AND WELL RESOURCED

Management of immovable resources/estates management

The following positions within the Property and Infrastructure Management Division (PIMD) were filled during the 2016 financial year.

Table 11: Positions filled

POSITION	GRADE	LINE FUNCTION	EFFECTIVE DATE OF APPOINTMENT	COMMENTS
Facilities Technical Supervisor	8	PIMD Operations Wits Education Campus	3 January 2017	Resignation
Facilities Technical Inspector	10	PIMD Operations Wits Education Campus	3 January 2017	Resignation
Facilities Technical Inspector	10	PIMD Operations West Campus	3 January 2017	Resignation
Senior Audio Visual Technician	9	PIMD Venues & Space Management	1 September 2016	Retirement
Audio Visual Technician	13	PIMD Venues & Space Management	1 December 2016	Retirement
CAD Administrator	11	PIMD Venues & Space Management	1 September 2016	Resignation

Table 12: Vacant positions table

The following positions remain vacant on the division's structure.

VACANCY	GRADE	LINE FUNCTION	RECRUITMENT & SELECTION PROCESS STATUS	COMMENTS
Financial Manager	6	PIMD Finance	Pending	Resignation
Furniture Store Supervisor/Senior Secretary	11	PIMD Finance	Pending	Retirement
Grounds Inspector	11	PIMD Grounds & Waste	Pending	Resignation

Facilities Upgrade and Management

The following infrastructure projects were implemented during the 2016 financial year to date.

Table 13: Infrastructure Projects Implemented

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Squash Court Ventilation System Maintenance and Upgrade	Wits Wellness Centre Development	1 700 000.00
Roof BMS Controllers	Biology Building	66 361.68
Alterations to office to storeroom	Wartenweiller Library	38 320.57
Basement three renovations	Senate House	282 236.13

HVAC upgrade	Gate House	163 556.59
Audio evacuation System	Rugby Stadium	80 640.61
Audio evacuation System	Bidvest Soccer Stadium	53 685.96
Tower renovations	Swimming Pool	84 595.74
Roof chiller - replacement of faulty compressor	Biology Building	361 027.16
Main hall painting	Bozzoli Sports pavilion	71 646.73

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
HR Department - passage area	Senate House	285 998.37
Construction of simulation lab facility	Faculty of Health Sciences	1 876 664.01
Supply and install new wooden lockers	Dept of anatomical sciences	56 332.88
Supply and install new Air Conditioning units	Lecture venues at Medical School	1 015 915.56
Classrooms A, B, C and D Air Conditioning Units	WBS Donald Gordon	501 205.79
Replacement new boiler	Bidvest Soccer Stadium	180 557.58
Revamp and service 3 x Air Conditioning units and 1 replacement	Commerce Law Library	605 688.19
Supply new DB and Earth Leakages	Department of NHLS	72 566.02
Audio evacuation System	Hockey Club	83 011.81
Umthombo Office Project	Umthombo Office Project	107 234.00

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Supply and install new modular at dentist lab	Medical School	660 975.84
Window replacement	Knockando Block	176 494.87
Ventilation system - go on tender	PIMD Building	951 171.54
Supply and install gas monitoring system	Richard Ward Building	121 647.91
Lecture Theatre - structural, electrical & mechanical assessment due to fire	Umthombo Building	75 975.19
Replacement of EC28 sensors of gas monitoring system	Gate House Building	53 796.60
Replacement of EC28 sensors of gas monitoring system	Richard Ward Building	228 076.38
Replacement of EC28 sensors og gas monitoring system	Humphrey Raikes Building	279 525.72
Replacement of EC28 sensors of gas monitoring system	Medical School	57 934.80
Roof repairs	Williams Block	147 272.80

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Renovations 1, 2, 3 floors	Wits Plus	86 965.65
Supply and install gas monitoring system at central animal services laboratories	Medical School	254 659.47
Early warning fire detection system	Medical School	109 611.29
Create 6 additional rooms blocks A/B, C/D E/F	Knockando Hall	163 544.40
Refurbishment ladies & gents visitor bathrooms	EOH West wing	58 618.80
Put all heaters on timers	Wits Junction	122 972.32
Window replacement	Harold Holmes Phase 3	227 135.57
Refurbishment complex bathrooms L1, L5 and K3	EOH West wing	118 955.58
Replace galvanised waste stack with new PVC	Reith Hall North wing	80 484.00
Refurbish bathrooms 9N10 and 10N10	Medhurst Hall	224 818.48

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Lifts replacements	Medical School	1 613 345.64
Refurbish bathrooms 8N10 and 9N10	Reith Hall	224 818.48
Revamp of computer lab	Commerce Law and Management	872 061.05
Bar area renovations	Bidvest Soccer Stadium	99 267.54
Electronic classroom HVAC replacement	Wartenweiller Library	82 134.90
Classroom 5 air conditioning unit replacement	Albert Wessels	94 379.73
Replace rusted steel window	Lighton Hall	262 519.20
Supply and install strobe lights	Wartenweiller Library	82 400.59
Refurbishment of Kitchens on 14th Floor	Braamfontein Centre	114 326.00
Upgrade to offices	Central Block	236 225.37

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Renovations of 6 bathrooms in Concorde Area	Senate House	1 077 774.82
Ventilation system replacement	Van Riet Lowe	144 887.32

Structural Repairs	Bidvest Soccer Stadium	98 550.72
Supply and Install airflow switches	Medical School	128 847.91
Supply and install early warning fire detection	Central Block	111 628.65
Renovations offices 221,243.347	New Commerce Building	219 893.84
Cleaning the ceiling	Facilities and Services	96 508.00
Upgrade to new culture Cell Lab10A01	Medical School	148 758.36
Renovate Medical school 10th Floor 1Q15 lab	Medical School	604 763.31
Renovate Medical school 10th Floor 1Q12 lab	Medical School	594 349.96

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Renovate Medical school 10th Floor 10C15 lab	Medical School	662 626.88
Plantroom Upgrade	University Corner Building	65 886.42
Ground floor lecture venue - insurance claim	Umthombo Building	1 285 417.79
Renovate medical school 10th floor 10D01 and 10D02 into labs	Medical School	178 788.49
Electrical change-over panel installation	Planetarium substation	120 856.40
Floodlights chokes and capacitors replacement	Sturrock Park Stadium	127 604.12
Computer lab Room A/C	Medical School	242 132.10
Replace faulty/damaged voltage transformer	Medical School	63 221.00
East & West campus annual servicing	Sub- stations	81 567.00
Renovate new computer station	Internal Medicine	104 706.15

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Install module for BMS	Park town Campus	78 386.40
Replace rusted window frames with aluminium	Williams Hall	361 615.21
Installation of heaters	Campus Lodge	146 082.68
Paint 5 x passages and main staircase	Campus Lodge	150 242.38
Supply and install new control system to auto clave on the 6th floor	Medical School	71 478.00

Conduct a conditional assessment for building regulations compliance	Matrix	95 355.30
Studio construction	Senate House	503 069.99
Basement flood damage repairs - insurance claim	William Cullen Library	542 151.69
Supply and fit 11kW APV4 circuit breaker	Medical School	65 171.52
Room upgrades (7 podiums)	School of accounting	913 643.24

PROJECT NAME AND DESCRIPTION	PROJECT AREA	VALUE (R)
Demonstration rooms	Nursing School	276 019.00
Birth to twenty refurbishment	Baragwanath Hospital	106 008.60
Supply and install new floor	Squad court	116 258.80
Upgrade of lecture venue	Faculty of Science	474 904.51
Renovations to Lab	Humphrey Raikes	102 961.47
High level deep cleaning	Origins Centre	73 644.00
1st Floor data centre compressor replacement	Senate House	66 00.00

Contract Management

The Waste Management contract with Oricol Environmental services remains valid to end March 2018. The general waste component of the contract is earmarked for insourcing by the 1st of January 2017 while hazardous waste comprising laboratory and medical waste will remain outsourced for the duration of the current contract which will be amended to accommodate insourcing of the general waste stream. The Grounds and landscaping contract expired on the 30th of September 2016 and was extended to 31st of December 2016 to finalise insourcing of the service by the 1st of January 2016.

General machinery compliance

Machinery and equipment inspection and maintenance have been conducted on a routine monthly basis as scheduled to ensure that all equipment and machinery is fully compliant with statutory requirements and provisions of the Occupational Health and Safety Act

Financial Control and Planning

2016 Outlook

The University reviewed its budget in March. During that review the income and expenditure outlook was assessed and it was proposed to Council that the 2016 budget which it approved in December should be revised. The revision included the provision for additional security and outsourced workers top up expenditure. The University has forecast a deficit of R37m for the 2016 financial year.

Fees

The Fees Office is responsible for debt control and management of student fees and is also responsible for issuing fee clearances in order for students to register for the active academic year of studies. Where fees are outstanding or there are discrepancies, the Fees Office assists with resolving these matters and releases the applicable holds.

Due to the ongoing student protests, and the request for free education, an impact has been felt on the student fee collection during 2016. As at 31 October 2016, the University was R240m behind in terms of student fee collection in comparison to 2015.

The 2017 fees for tuition have not been approved yet, due to the student protests this will only be finalised by Council at its meeting of 2 December 2016. Wits management is proposing an 8% increase in line with the Department of Higher Education and Training's cap limit for fee increases.

Financial Aid

R84m of Council funded financial aid was budgeted for in 2016. These funds will be fully utilised during the 2016 academic year.

R84m has been budgeted for 2017. The Council allocation for scholarships and bursaries has not been increased from 2016 to 2017 due to the constraints placed on the Council Budget as a result of limited fees increases. The University has initiated a renewed fundraising drive to focus on funding students with external sponsor funding to assist with the funding impact on students.

The Financial Aid Office administers Wits Council bursaries, NSFAS Funding, bursaries obtained from both Internal and External Donors. As at 30 October 2016 the Financial Aid Office had processed approximately R1 billion in bursary funding to students.

4. OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL (OHS&E) MANAGEMENT

General Overview

- In terms of Section 16.1 of the OHS Act the Vice Chancellor is responsible for ensuring that the University complies with the provisions of the Occupational Health and Safety Act (OHS Act) and its regulations. In terms of Section 16.2 of the OHS Act, the Vice Chancellor has appointed other employees University-wide to assist him in ensuring compliance with the provisions of the OHS Act (and its regulations).
- An OHS&E Directorate has also been established to provide ongoing OHS&E support and assistance to the various University entities as well as to provide the Vice Chancellor with assistance in; updating the University's OHS&E Policy, checking OHS&E compliance through ongoing inspections, assisting with risk assessments and OHS&E incident investigations, arranging OHS&E training interventions and generally developing and/or implementing and/or supporting OHS&E interventions, systems and structures.
- The OHS&E Directorate furthermore carries out responsibilities on behalf of the University in terms of the Compensation for Occupational Illnesses and Diseases Act (COIDA Act).

OHS&E Appointments & Committees

- Formal OHS&E legal appointments have been made in all the University's entities (These appointments include: Section 16.2 Assignees, OHS&E Representatives, First Aiders, Evacuation Coordinators, Chairpersons of OHS&E Committee's, Incident Investigators, Risk Assessors, Explosives Supervisor).
- The University's various entities have established OHS&E committees and ongoing meetings are taking place in terms of the OHS Act.

OHS&E Training

- 341 employees had attended 33 training courses. This training is primarily for University employees that have been formally appointed to fulfil the various OHS&E roles as well as for contractor / service provider employees (as prescribed by the OHS Act).
- The range of OHS&E training courses that have been conducted during 2016 include: OHS&E Representative training, OHS&E induction training for Contractors / Service Providers, Section 16.2 / Legal Liability training, First Aid training, Evacuation Coordinator training, COID Act / COID / IOD training, Incident Investigation training as well as Risk Assessment training.

OHS&E Communication

- The following OHS&E communication and awareness initiatives assisted in improving OHS&E communication and awareness throughout the Wits Community:
- 4 OHS&E Newsletters were published containing numerous topical OHS&E articles,
- An OHS&E Suggestion Scheme provided the University community with an opportunity to provide OHS&E suggestions on how to improve OHS&E at the University,
- OHS&E induction presentations were provided for new employees,
- Numerous topical OHS&E matters were discussed and attended to arising from the 306 OHS&E committee meetings that were attended,
- Arising from the 116 OHS&E inspections that took place, OHS&E deficiencies were brought to the relevant stakeholders attention in an effort to improve safety standards,
- Arising from the 15 risk assessments that were conducted, key OHS&E issues were discussed and constructive feedback was provided to improve safety standards,
- During the 33 OHS&E training courses a wide variety of OHS&E aspects were presented and discussed thereby improving OHS&E competency, awareness and interaction,
- A one page OHS&E Policy commitment was distributed to University entities to display in their respective areas so as to enhance awareness of the University's OHS&E Policy,
- A 'OHS&E Visitors Guideline' was provided to visitors.

Emergency Response

- Emergency evacuation exercises took place in numerous University buildings and performance feedback was provided to relevant entities after each exercise.
- Numerous event applications were assessed via the Disaster Management Committee during which OHS&E and emergency management advice was provided aimed at safely managing University events / functions without accidents and incidents.

OHS&E Inspections, Risk Assessments and Incident Investigations

- 116 OHS&E inspections were carried out at numerous University entities during which many OHS&E aspects requiring attention were identified and valuable feedback was provided on OHS&E non-compliance issues.
- 15 risk assessments took place in order to: i). Identify OHS&E risks, ii). Develop risk mitigation plans and iii). Mitigate risks.
- 23 incident investigations were conducted during which causes of incidents were established and methods to prevent re-occurrences were identified / implemented.

Contractor & Service Provider OHS&E Legal Compliance

- 40 Contractor OHS&E files were assessed and relevant advice was provided to guide OHS&E legal compliance,
- Contractors and service providers were monitored on an ongoing basis to check compliance to OHS&E legislation.

External Occupational Hygiene Surveys

4 occupational hygiene surveys were conducted by external occupational hygiene service providers during which hygiene risks were identified and recommendations provided to address deficiencies.

OHS&E Future Focus Issues / Objectives for 2017

- OHS&E inspections will be carried out at University entities to check OHS&E legal compliance as well as to identify and report on unsafe / unhealthy conditions.
- University entities will be supported in carrying out workplace OHS&E risk assessments to identify OHS&E risks, to develop risk mitigation plans and to mitigate risks.
- University entities will be supported in carrying out OHS&E incident investigations to identify incident root causes and to implement measures to prevent re-occurrences.
- OHS&E training will continue in 2017 so that employees, OHS&E legal appointees as well as contractors / service providers are made aware of OHS&E roles and requirements.
- University entities will be supported in checking that OHS&E appointments and committee structures are current and that committee meetings are being held as required by the OHS Act.
- Work injuries and illnesses will be reported to the Compensation Commissioner and Inspector in terms of the COIDA Act / OHS Act.
- Various OHS&E communication and awareness interventions will be implemented.
- Contractors and service providers will be monitored to check compliance to OHS&E legislation.
- Consideration will be given to the implementation of a behaviour based safety (BBS) pilot project to assist with the inculcation of a sustainable OHS&E oriented culture.

5 RISK

Council will satisfy itself that the University is adequately managing the risks it faces or could face.

The main objectives of the Council Risk Committee are to ensure that:

- i) The Wits Group maintains an effective policy and system of risk management that will enhance its ability to achieve strategic objectives.

- ii) The Wits Group monitors and responds appropriately to the organisations key risks.
- iii) The Council receives assurance that key risks are properly identified, assessed, mitigated and monitored.

It does this through a structured subcommittee format: The Council of the University of the Witwatersrand has established the Council Risk Committee (CRC), to assist the Council with its risk governance responsibilities. The CRC is assisted by the Risk Management Committee (RMC), constituted by the Vice Chancellors office, which is a Management Committee. The RMC, comprising of senior staff members with external support members, continued to fulfil its remit of monitoring the University's risk management strategy and processes.

One of the University's primary objectives this last year was to further embed its risk governance arrangements into faculties, schools and support services. A risk management plan/calendar has been developed to ensure that risk dashboards/registers are prepared by the respective Deans, Heads of Schools, Heads of Departments/Functions and University Centres/Institutes.

The Senior Executive Team reviews the University Risk Dashboard on an ongoing basis, and most recently at the 11th November Council Risk Committee Meeting.

The Top 10 risks identified at that meeting were:

1. Higher Education crises, student and staff protests, and instability at Universities.
2. Funding Pressures.
3. Potential instability caused by the Insourcing of service providers.
4. Regulatory challenges.
5. Safety and Security risks
6. Registration risks.
7. Operating instability caused by deteriorating infrastructure.
8. Transformation challenges and changes to the institutional culture.
9. Teaching and Learning
10. Research Performance Risk.

Faculty risk dashboards have been updated and reported to the Risk Management Committee meeting on the 28th October. School Risk Registers were updated at least once this year, and Support Service Risk Registers were updated throughout the year.

Institute and Centre registers are generally updated in the latter part of the year, of which, 18 were attended to in the course of 2016..

6. INSTITUTIONAL SCORECARD 2016

2016

Strategic Goals			Source	Wgt	Base	Target	Stretch	
1		Teaching Effectiveness & Enrolment		30%				
	1	Undergraduate Enrolment - New 1st years	Registrar		6076	6226	5626	New 1st year number in line with Enrolment Target. Weighting approved at VCO 16th November
	2	Undergraduate Graduations	DVC Academic		4070	4192	4300	The base is the 2015 target value. Target and stretch target is based on an increase in graduations of 3% per annum. Weighting approved at VCO 16th November
	3	Post Graduate Enrolment- Honours, Masters and PhD + PG Diplomas at NQF level 8	DVC Research & Postgraduate Affairs		10000	11457	11800	PG Enrolments in line with growth plan to reach 50% by 2022. Weighting approved at VCO 16th November
	4	Post Graduate graduations- Honours. Masters and PhD	DVC Research & Postgraduate Affairs		2720	2904	3101	Numbers are calculated by using the target of 2015 as the base for 2016 and then a 6.8% increase for Target and Stretch, which is based on the overall throughput rate. Weighting approved at VCO 16th November
	5	Science, Engineering and Technology profile (UG only)	DVC Academic		48.32%	48.62%	49.00%	Numbers based on 1st Bachelors degrees (General and Professional), Undergraduate Diploma and UG Occasional Students) in faculties of Science, EBE and HS). The base is the % for 2015. Weighting approved at VCO 16th November
2		Research Output & Research Profile		20%				
	1	Accredited Research Output	DVC Research & Postgraduate Affairs		1450	1500	1560	Accredited research output in 2014 was 1513. No news received from DHET about approved output numbers. Weighting approved at VCO 16th November
	2	Number of rated Researchers	DVC Research & Postgraduate Affairs		320	340	380	334 at the end of 2014. Weighting approved at VCO 16th November
	3	% of International to National Publications	DVC Research & Postgraduate Affairs		83	85	89	International publications – 85.4% in 2015. Weighting approved at VCO 16th November
	4	Number of academic staff publishing	DVC Research & Postgraduate Affairs		580	651	660	Publishing academics 651 in 2014. Weighting approved at VCO 16th November
	5	Output of post doctoral fellows	DVC Research & Postgraduate Affairs		150	160	170	Output of postdocs-156 papers in 2014. Weighting approved at VCO 16th November

	6	Number of Postdoc Fellows	DVC Research & Postgraduate Affairs		190	205	215	Reduced funding may limit achievement of target. Weighting approved at VCO 16th November)
	7	Number of staff with Doctoral Qualifications	DVC Academic		800	820	835	Includes Associate lecturers on development posts and new appointments in the Distinguished Professor track
3		Technology and Infrastructure		10%				
	1	Implementation of ICT plan - Rollout of Network	Acting COO		Q	Q	Q	Implementation of yet to be developed rollout plan.
	2	PIMD	Acting COO		Q	Q	Q	Repositioning of PIMD as an efficient and cost effective maintenance outfit.
	3	Energy & Water Management - saving on electricity usage	Acting COO		Q	Q	Q	Implementation of energy management system, including rollout of PV alternate energy supply. Develop a water management strategy; identify water leaks and repair. Implement campaigns to reduce energy and water usage. Savings target yet to be quantified.
4		Finance (Stability)		15%				
	1	Financial Stability (Operating Surplus/Loss)	CFO		-20	-9	0	The base is the deficit prior to 2015, being as 2016 deficit is same as 2015
	2	Progress on Frankenwald	Director - Braamfontein Revitalisation Project		Q	Q	Q	
	3	Fundraising projects - new money raised	DVC Advancement, HR & Transformation		63	70	77	
5		Transformation		10%				
	1	Staff Profile - % RSA Black African Academic Staff as a proportion to all staff	DVC Advancement, HR & Transformation		25%	26%	27%	Assumption that we will commence the target by 1% for 2016 and stretched targets in both categories of Africans & Coloured academics. Assumption that we will achieve the 2016 targets on both race groups using the 24 academics from the Diversifying the academy appointments. Assumption that we will increase the 2016 target of Total Black academics (African, Coloured & Indian) by 2% in 2016 and stretch by 1%. Assumption that we will increase the 2016 target of Total Black Associate & Full Professors from (30%) in 2015 by 2% (32%) in 2016 (African, Coloured & Indian) & stretch by 2% (34%). Gender under representation and disability to be addressed

								in the race category.
	2	Staff Profile: Number of Black Professors (Full & Associate)	DVC Advancement, HR & Transformation		30%	32%	34%	
	3	Staff Profile - % RSA Coloured Academic Staff as a proportion of all staff	DVC Advancement, HR & Transformation		5%	6%	7%	
	4	Naming	DVC Advancement, HR & Transformation		Q	Q	Q	
	5	Curriculum Reform	DVC Academic		Q	Q	Q	A combination of curriculum reform as per the submissions through Academic Planning, as well as structures put in place to promote curriculum reform
6		Transformation of Student Life		10%				
	1	Braamfontein Revitalisation	Dean of Students		Q	Q	Q	Plan contribution to the expansion and enrichment of student living and cultural experience.
	2	International Students' Experience	Registrar		Q	Q	Q	Plan for one stop shop international office and international student life experience
	3	Institutional Culture (including Sport & Res)	Dean of Students		Q	Q	Q	Implementation of diversity plan
7		Operational Efficiency & Effectiveness	Registrar	10%				
	1	Quantitative measurement of improvement in positive responses from students, parents & staff email, call centre & other feedback forums on service	Registrar		5%	7%	9%	
	2	Complete FASO Review	CFO		Q	Q	Q	To commence after Head FASO joins and benchmarking done and presented to VCO and SET. To be completed by year end. 2016 registration a priority.
	3	Conclude and implement SLA's between Finance & Faculty	CFO		Q	Q	Q	SLA's drafted but not implemented. To be implemented in 2016.

Annexure C
EMPLOYMENT EQUITY REPORT



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	UNIVERSITY OF THE WITWATERSRAND
DTI registration name	
DTI registration number	
PAYE/SARS number	7940722731
UIF reference number	1368958
EE reference number	6058
Seta classification	EDUCATION, TRAINING AND DEVELOPMENT PRACTICES
Industry/Sector	COMMUNITY, SOCIAL AND PERSONAL SERVICES
Telephone number	0117171468
Postal address	PRIVATE Bag 3 WITS WITS
City/Town	JOHANNESBURG
Postal code	2050
Province	GAUTENG
Physical address	1 Jan Smuts Avenue WITS Braamfontein WITS
City/Town	JOHANNESBURG
Postal code	2050
Province	GAUTENG
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Prof Adam Habib
Telephone number	0117171101
Fax number	0117171463
Email address	Adam.Habib@wits.ac.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Lindiwe Manyika
Telephone number	0117171461
Fax number	0117171102
Email address	Lindiwe.Manyika@wits.ac.za
Information about the organization at the time of submitting this report	
Business type	Educational Institution
Number of employees in the organization	150 or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2016

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): **01/01/2016**

To (date): **31/12/2016**

Please indicate below the duration of your current employment equity plan:

From (date): **01/01/2016**

To (date): **31/12/2020**

PLEASE READ THIS FIRST

- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **not** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end employment equity plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **not** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE**1. WORKFORCE PROFILE**

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	1	1	0	0	0	0	1	1	0	6
Senior management	4	1	3	18	1	2	2	11	7	0	49
Professionally qualified and experienced specialists and mid-management	147	40	93	389	211	73	138	454	273	134	1952
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	307	20	45	72	531	129	118	195	52	47	1516
Semi-skilled and discretionary decision making	296	5	5	4	153	9	6	7	5	2	492
Unskilled and defined decision making	48	0	0	0	65	0	0	1	0	0	114
TOTAL PERMANENT	804	67	147	483	961	213	264	669	338	183	4129
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	804	67	147	483	961	213	264	669	338	183	4129

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	1	0	0	6	0	0	0	1	3	0	11
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	1	5	0	0	1	0	0	8
Semi-skilled and discretionary decision making	2	0	0	0	0	0	0	0	0	0	2
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	4	0	0	7	5	0	0	2	3	0	21
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	4	0	0	7	5	0	0	2	3	0	21

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1 Please report the total number of new recruits, **including people with disabilities**. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	2	0	0	0	5	2	0	1	3	1	14
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	1	2	0	13	1	3	1	0	1	25
Semi-skilled and discretionary decision making	2	0	1	0	2	0	1	4	1	0	11
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	7	1	3	0	21	3	4	6	4	2	51
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	7	1	3	0	21	3	4	6	4	2	51

3. Promotion

3.1 Please report the total number of promotions into each occupational level, **including people with disabilities**. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	0	0	2	0	0	0	1	2	0	6
Professionally qualified and experienced specialists and mid-management	8	2	5	16	12	3	10	19	21	12	108
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9	1	3	1	30	5	3	4	1	0	57
Semi-skilled and discretionary decision making	2	0	0	0	2	0	0	0	0	0	4
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	20	3	8	19	44	8	13	24	24	12	175
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	20	3	8	19	44	8	13	24	24	12	175

4. Termination

4.1 Please report the total number of terminations in each occupational level, **including people with disabilities**.
Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	0	0	0	0	0	0	1	0	0	3
Professionally qualified and experienced specialists and mid-management	9	0	3	17	11	2	2	24	12	6	86
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	23	0	4	1	27	3	10	13	4	6	91
Semi-skilled and discretionary decision making	6	2	1	0	2	0	2	0	1	1	15
Unskilled and defined decision making	1	0	0	0	3	0	0	0	0	0	4
TOTAL PERMANENT	41	2	8	18	43	5	14	38	17	13	199
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	41	2	8	18	43	5	14	38	17	13	199

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1 Please report the total number of people **including people with disabilities**, who received training **ONLY** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	1	0	0	3	0	0	1	5	10
Professionally qualified and experienced specialists and mid-management	36	8	15	56	56	29	36	102	338
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	44	0	7	10	107	23	21	43	255
Semi-skilled and discretionary decision making	23	1	0	0	11	1	1	0	37
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	104	9	22	69	174	53	59	150	640
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	104	9	22	69	174	53	59	150	640

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical Goals

6.1 Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	1	1	0	1	0	0	1	0	0	6
Senior management	10	1	3	15	8	4	2	8	7	0	58
Professionally qualified and experienced specialists and mid-management	175	54	94	290	227	82	125	388	193	110	1738
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	330	50	45	69	602	155	121	199	55	47	1673
Semi-skilled and discretionary decision making	320	19	9	5	307	35	36	7	5	2	745
Unskilled and defined decision making	98	1	1	1	93	2	1	1	0	0	198
TOTAL PERMANENT	935	126	153	380	1238	278	285	604	260	159	4418
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	935	126	153	380	1238	278	285	604	260	159	4418

7. Numerical Targets

7.1 Please indicate the numerical targets as contained in the EE Plan (i.e. the workforce profile **including people with disabilities**) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	1	1	0	0	0	0	1	1	0	6
Senior management	6	1	3	16	3	3	2	10	7	0	51
Professionally qualified and experienced specialists and mid-management	160	45	94	381	217	77	135	442	269	128	1948
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	320	45	45	69	555	135	121	199	55	47	1591
Semi-skilled and discretionary decision making	320	5	6	3	189	10	6	7	5	2	553
Unskilled and defined decision making	24	0	0	0	30	0	0	1	0	0	55
TOTAL PERMANENT	832	97	149	469	994	225	264	660	337	177	4204
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	832	97	149	469	994	225	264	660	337	177	4204

SECTION F: MONITORING & EVALUATION**8. Consultation**

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is **âC™YesâC™** to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	No	No		
Advertising Positions	No	No		
Selection criteria	Yes	Yes	01/01/2016	31/12/2020
Appointments	No	No		
Job classification and grading	No	No		
Remuneration and benefits	No	No		
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	No	No		
Training and development	Yes	Yes	01/01/2016	31/12/2020
Performance and evaluation systems	Yes	Yes	01/01/2017	31/12/2020
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/01/2018	31/12/2020
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	01/01/2018	31/12/2020
Corporate culture	No	No		
Reasonable accommodation	No	No		
HIV and AIDS education and prevention programmes	No	No		
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	Yes	Yes	01/01/2018	31/12/2020
Time off for employment equity consultative committee to meet	Yes	Yes	01/01/2017	31/12/2020

10. Monitoring and evaluation of implementation:

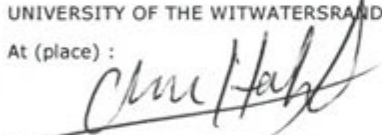
10.1 How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
	Quarterly

10.2 Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	No	Due to the 0% increase on student fees for 2016, the University had to freeze recruitment of posts in spite of a large number of terminations that we incurred in the same period and this has impacted the achievement of our numerical goals.

EEA2: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Prof Adam Habib (full Name) CEO/Accounting Officer of UNIVERSITY OF THE WITWATERSRAND hereby declare that I have read, approved and authorized this report.</p> <p>At (place) : </p> <p>Chief Executive Officer/Accounting Officer</p>

Annexure D

WITS SCARCE AND CRITICAL SKILLS
QUESTIONNAIRE RESULT

NARRATIVE
Scarce and Critical Skills
at Wits University
2016-2017



Prepared and submitted by the Human Resource Development Unit (HRDU)

Introduction and Context

As part of the preparatory work leading up to the completion and submission of the annual Workplace Skills Plan (as per the Skills Development Act of 1998), Wits University does gather information on *scarce and critical skills* – this is with specific reference to its staffing needs.

To initiate this overview, the following key definitions are important:

Scarce skill, as a concept, refers to an absolute or relative demand for skilled people to fill particular **roles/professions or occupations** in the labour market.

Critical skills as a concept, refers to the demand for an element of the practical, foundational or reflexive competence that allows for **specialization** within roles/professions or occupations and includes specific “top-up” skills.

Particular **specialization** “top-up skills for roles/professions or occupations ‘top-up’ might have arisen as a result of changing technology or new forms of work organization.

It is therefore clear that the gathering of information relating to Scarce and Critical Skills is vital as it allows us to channel the results towards our Talent Management strategies – from both an acquisition and retention perspective, and also from a staff development perspective.

Having said that, it is important for the organization as a whole to support the process of submitting information relating to Scarce and Critical Skills in each of the different faculties, schools and departments so that the data collected represents the full picture. Unfortunately, however, many faculties/schools and departments do not understand the importance of this information and/or the data-gathering exercise, and therefore, do not participate or submit information. Also, the process of gathering the feedback is an ad-hoc one, based on the inputs of individuals in a subjective manner, rather than based on data extracted from an integrated HR system which is aligned to job profiles, succession planning, talent management, personal development etc.

However, as a starting point to get the process up and running, we make use of an annual survey targeted at Heads of Schools and Heads of Department, in order to get a sense of the picture at Wits.

The report that follows will provide a brief narrative on the information gathered from these respondents. You will need to **refer to Annexure A** as accompaniment to the narrative.

What is the story telling?

Scarce Skills Results:

Scarce Skills have particular significance for recruitment and selection strategies at the University. This is directly linked to the University's ability to fill vacancies quickly with suitably qualified/talented individuals.

Given the national skills constraints within the areas of Information and Communications Technology (ICT), Engineering, Medicine (and related Therapeutic Sciences), the technical Sciences, and Accounting and Mathematics, the Scarce Skill results at the University are not surprising.

In particular, the faculties of Health Sciences, and Engineering and the Built Environment, often struggle to fill vacancies given the "skills demand" in their particular subject areas. And of course, potential incumbents who have the necessary knowledge and skills are quickly snatched up by industry given that the private sector has the ability to offer far more lucrative salary packages. Coupled with these real issues, the University also had the added challenge of trying to attract young academics (under the age of 40 years) rather than relying on an aging demographic staff profile – particularly in the areas of "scarce skills". In these areas, it is difficult to find individuals who would be prepared to work at a University – given perceived/real notions of salary limitations, as well as academia's requirements that staff members pursue a PhD qualification. Many of the prospective skilled individuals opt to pursue their careers in the private sector with the associated financial reward, rather than joining a

University and focusing on teaching the next generation of graduates, whilst being expected to attain doctoral level qualifications.

The University is currently exploring a Talent Management Strategy which should contribute towards the inclusion of a variety of incentives so that vacancies become more attractive to highly skilled individuals.

These two strategies should complement one another so as to make the pursuit of academic careers more attractive to talented individuals – in general, but also with particular reference to the scarce skill subject areas.

Critical Skills Results:

Critical Skills have particular relevance and significance to the Human Resource Development function of the University (i.e. staff training and development). They provide a direct indication of the kind of training and development that needs to be targeted and prioritized for any given year.

In 2016-2017, the following again emerged as the priority training requirements:

- Leadership/Managerial Skills
- Project Management Skills
- Diversity Management Skills
- Research Supervision Skills
- Teaching and Research Skills
- e-Learning Skills
- Occupational Health & Safety Skills
- Fundraising Skills
- Employment Relations Skills (ER/IR)
- Conflict Resolution Skills
- Service Excellence Skills

- Financial Management

Within the constraints of the available training budget, many of these Critical Skills needs are being addressed through the roll-out of staff training and development programs (as offered by CLTD and HRDU) in 2016-17.

Exploring SETA Funding Opportunities to Support Staff and Student Development

SETA engagement offers Wits University an opportunity to advance several of its strategic objectives through one focused, contextual initiative which has the potential to be an “Innovation & Social Leadership”¹ flagship project.

By nature of the rapidly changing labour market, which is also the domain of SETAs, this project will require synthesising contributions from the multi-stakeholder world of SETAs with multi-disciplinary knowledge from Wits. Its outputs will include tangible economic benefits in the area of intellectual and human capital development which are valuable to industry and government role-players and simultaneously hold the potential for significant social impact in areas such as job creation and under-employment. This engagement also supports the expansion of Wits networks and partnerships² across the 21 sectors covered by the SETAs and the approximately 73,000 employers that pay levies to these agencies. Lastly it can provide sustainable third stream income in line with the “Wealthy and Well-resourced” strategic objective of Wits Vision 2022³.

The University has already engaged with various SETAs over the last few years. And therefore, inroads have been made. However, there is still the potential to partner with the SETAs in a far more coherent and effective manner. In pursuit of this level of improvement, a Wits SETA

¹ Wits strategic objective by the same name, Wits Vision 2022, page 30.

² Wits strategic objective “Extensive Networks & Partnerships”, Wits Vision 2022, page 31.

³ Wits Vision 2022, page 35.

Framework has been compiled which will shape the way in which the University embraces SETA opportunities in the future.

*Compiled by: Ms Chantelle Murray

Head: Human Resource Development Unit (HRDU)

Wits Skills Development Facilitator (SDF)

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SCARCE SKILLS

Specialisation/Alternative Title	Type of Programme	Name of Programme	Projected Number of Staff Needed		Number of qualified persons to be recruited from outside South
			2016/2017	2017/ 2018	
Lecturer	Academic Programmes	PhD	2	2	2
Senior Lecturer - Mechanical Engineering: Field of Thermodynamics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Senior Lecturer - Mechanical Engineering: Field of Applied Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Senior Lecturer - Mechanical Engineering: Field of Fluid Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Senior Lecturer - Mechanical Engineering: Field of Design	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Senior Lecturer - Mechanical Engineering: Field of Materials	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Associate Professor - Mechanical Engineering: Field of Thermodynamics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Associate Professor - Mechanical Engineering: Field of Applied Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Associate Professor - Mechanical Engineering: Field of Fluid Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Associate Professor - Mechanical Engineering: Field of Design	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Associate Professor - Mechanical Engineering: Field of Materials	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Professor - Mechanical Engineering: Field of Thermodynamics	Academic Programmes	BSc Eng (Mechanical)	1	1	0

Professor - Mechanical Engineering: Field of Applied Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Professor - Mechanical Engineering: Field of Fluid Mechanics	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Professor - Mechanical Engineering: Field of Design	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Professor - Mechanical Engineering: Field of Materials	Academic Programmes	BSc Eng (Mechanical)	1	1	0
Senior Lecturer - Aeronautical Engineering - All fields	Academic Programmes	BSc Eng (Aeronautical)	1	1	0
Associate Professor - Aeronautical Engineering - All fields	Academic Programmes	BSc Eng (Aeronautical)	1	1	0
Professor - Aeronautical Engineering - All fields	Academic Programmes	BSc Eng (Aeronautical)	1	1	0
Senior Lecturer - Industrial Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Associate Professor - Industrial Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Professor - Industrial Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Senior Lecturer - Systems Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Associate Professor - Systems Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Professor - Systems Engineering - All fields	Academic Programmes	BSc Eng (Industrial)	1	1	0
Lecturer: Family Medicine	Academic Programmes	Masters Program	0	3	0
Lecturer	Academic Programmes	GEMP	0	3	0
Lecturer	Academic Programmes	Clinical Medicine	0	20	0
Lecturer	Academic Programmes	PhD	0	9	0
Lecturer	Academic Programmes	Appropriate Health Science Qualification	0	4	0
Lecturer	Academic Programmes	Degree in Geotechnical Engineering	0	3	0

Lecturer	Academic Programmes	Degree in Materials Engineering	0	3	0
Lecturer	Academic Programmes	Degree in Water Engineering	0	3	0
Lecturer	Academic Programmes	Degree in Structural Engineering	0	3	0
Lecturer	Academic Programmes	Professor: Mining Engineering	1	0	0
Lecturer	Academic Programmes	Professor: Rock Engineering	1	0	0
Lecturer	Academic Programmes	Professor: Mine Ventilation	1	0	0
Lecturer	Academic Programmes	Property Valuer	1	0	0
Lecturer	Academic Programmes	Quantity Surveyor	1	0	0
Lecturer	Academic Programmes	Project Manager	1	0	0
Lecturer	Academic Programmes	Construction Project Manager	1	0	0
Lecturer	Academic Programmes	Construction Manager	1	0	0

CRITICAL SKILLS

Specialisation/Alternative Title	Top-Up Skill	Type of Intervention	Name of Learning Programme	Reason for Critical Skill	Number of Staff that would benefit
Administrative Clerk	Financial Skills	Non-credit bearing short course/non-aligned courses	Financial Management	Job Specific Competence	1
Administrative Clerk	Excel	Non-credit bearing short course/non-aligned courses	MS Excel	Job Specific Competence	1
Administrative Clerk	Communication Skills	Non-credit bearing short course/non-aligned courses	Communication Skill	Job Specific Competence	1
Financial Systems Functional Analyst	Business Analysis Skills	Non-credit bearing short course/non-aligned courses	Business Analysis	Job Specific Competence	5

Financial Systems Functional Analyst	Ability to write manuals	Non-credit bearing short course/non-aligned courses	Oracle Editor	Job Specific Competen	1
Head of School	Business Analysis Skills	Non-credit bearing short course/non-aligned courses	Business Analysis	Job Specific Competen	1
Administrative Clerk	Business Analysis Skills	Non-credit bearing short course/non-aligned courses	Business Analysis	Job Specific Competen	1
Secretary	Governance compliance skills, Minute-taking skills,	Non-credit bearing short course/non-aligned courses	Committee Procedures and Minute taking	Job Specific Competency	6
Policies and Procedures Manager	Policy drafting skills	Non-credit bearing short course/non-aligned courses	Policy Management	Job Specific Competency	6
Administrative Officer/Finance	Leadership Skills, Supervisory Skills and Team Player skills	Non-credit bearing short course/non-aligned courses	Management Development Programme	Job Specific Competen	2
Administrative Clerk	Communication Skills, Team Player Skills, Computer Skills and Organisational Skills	Non-credit bearing short course/non-aligned courses	Supervisory Development Programme	Job Specific Competen	2
Administrative Clerk	Communication Skills, Team Player Skills, Telephone Etiquette, Computer Skills, Organisational Skills, Customer Relations Skills, Time Management and Assertiveness Skills	Non-credit bearing short course/non-aligned courses	Supervisory Development Programme	Job Specific Competen	2
Secretary	Time Management Skills and Computer Skills,	Non-credit bearing short course/non-aligned courses	Supervisory Development Programme	Job Specific Competen	1
Head of School	Assertiveness Skills and Leadership Skills	Non-credit bearing short course/non-aligned courses	Supervisory Development Programme	Job Specific Competen	1
Lecturer	PhD	Academic Programmes	PhD	Job Specific Competen	6
Lecturer	M Dent (MFOR)	Academic Programmes	M Dent (MFOR)	Job Specific Competen	2

Lecturer	M Dent (Paediatric Dentistry)	Academic Programmes	M Dent (Paediatric Dentistry)	Job Specific Competences	2
Lecturer	College Diploma	Apprenticeship	Various Disciplines	Job Specific Competences	4
Lecturer	PhD (Science)	Academic Programmes	PhD (Science)	Job Specific Competences	4
Lecturer	Ongoing skills in all aspects such as teaching & learning, research, statistics, e-learning, writing skills etc.	Non-credit bearing short course/non-aligned courses	Teaching Role, Research Skills	Job Specific Competences	7
Lecturer	BHSc Exercise Science	Academic Programmes	BHSc Exercise Science	Job Specific Competences	2
Lecturer	MSc Med Sports Medicine	Academic Programmes	MSc Med Sports Medicine	Job Specific Competences	2
Lecturer	MSc Med Biokinetics	Academic Programmes	MSc Med Biokinetics	Job Specific Competences	2
Lecturer	Teaching and learning	Internship (for qualified graduates) Non-credit bearing short course/non-aligned courses	Pharmaceutical Sciences/Scientist	Job Specific Competences	10
Lecturer	Research	Non-credit bearing short course/non-aligned courses	Research	Job Specific Competences	4
Lecturer	Histology	Internship (for qualified graduates)	Histology	Job Specific Competences	2
Lecturer	Physiology	Internship (for qualified graduates)	Physiology	Job Specific Competences	2
Lecturer	Research	Academic Programmes	Research	Job Specific Competences	2
Lecturer	Research	Professional Programmes	Research	Job Specific Competences	1
Lecturer	Facilitation and teaching	Academic Programmes	Facilitation and teaching	Job Specific Competences	2
Lecturer	Generic skills	Internship (for qualified graduates)	Generic skills	Job Specific Competences	3
Lecturer	e-learning technology	Non-credit bearing short course/non-aligned courses	e-learning technology	Job Specific Competences	8
Lecturer	course design	Non-credit bearing short course/non-aligned courses	course design	Job Specific Competences	8
Lecturer	assessment skills	Non-credit bearing short course/non-aligned courses	assessment skills	Job Specific Competences	8

Financial Systems Functional Analyst	Oracle certified training on Oracle financial modules	Professional Programme	Oracle Training	Job Specific Competence	8
Financial Systems Functional Analyst	PeopleSoft certified functional training on Student Financial and Financial Aid modules	Professional Programme	Oracle Training	Job Specific Competence	8
Financial Systems Functional Analyst	Payroll tax legislation to configure systems	Non-credit bearing short course/non-aligned courses	SA tax laws and legislation; Oracle Payroll and HRMS systems	Job Specific Competence	1
Financial Systems Functional Analyst	Oracle Student Information Management	Non-credit bearing short course/non-aligned courses	Oracle certified courses	Job Specific Competence	2
Buyer	Project Management	Non-credit bearing short course/non-aligned courses	Project Management	Job Specific Competence	5
Buyer	Contract Management	Non-credit bearing short course/non-aligned courses	Contract Management	Job Specific Competence	6
Buyer	Data analyst competency in the Procurement Category management function	Non-credit bearing short course/non-aligned courses	Data Analysis	Job Specific Competency	4
Buyer	Critical analysis of documents	Informal Learning	Critical Analysis	Job Specific Competency	4
Buyer	Value for Money/Finance in Procurement/TCO	Non-credit bearing short course/non-aligned courses	Financial Management	Job Specific Competency	8
Buyer	CIPS	Professional Programmes	CIPS	Job Specific Competency	8
Buyer	MS Excel	Non-credit bearing short course/non-aligned courses	MS Excel	Job Specific Competency	2
Buyer	Negotiation	Non-credit bearing short course/non-aligned courses	Negotiation Skills	Job Specific Competency	8

Buyer	Supplier Performance Management	Non-credit bearing short course/non-aligned courses	Supplier Performance Management	Job Specific Competency	7
Buyer	Investigative analysis/Research skills	Non-credit bearing short course/non-aligned courses	Investigative analysis/Research skills	Job Specific Competency	7
Buyer	Business Analysis: Specification writing specialist (business analysis skill)	Non-credit bearing short course/non-aligned courses	Business Analysis: Specification writing specialist (business analysis skill)	Job Specific Competency	2
Buyer	Data analyst competency in the Procurement Buying and Category management function	Non-credit bearing short course/non-aligned courses	Data analyst competency in the Procurement Buying and Category management function	Job Specific Competency	7
Buyer	Strategic Sourcing: CIPS	Non-credit bearing short course/non-aligned courses	Strategic Sourcing: CIPS	Job Specific Competency	6
Finance Manager	Report Writing	Non-credit bearing short course/non-aligned courses	Report Writing	Job Specific Competency	3
Finance Manager	Financial Skills	Non-credit bearing short course/non-aligned courses	Financial Skills	Job Specific Competency	2
Finance Manager	Excel	Non-credit bearing short course/non-aligned courses	MS Excel	Job Specific Competency	5
Finance Manager	Powerpoint	Non-credit bearing short course/non-aligned courses	MS Powerpoint	Job Specific Competency	
Finance Manager	Tax, VAT	Non-credit bearing short course/non-aligned courses	Tax, VAT	Job Specific Competency	3

Finance Manager	Data Analytics	Non-credit bearing short course/non-aligned courses	Data Analytics	Job Specific Competency	3
Finance Manager	IFRS	Non-credit bearing short course/non-aligned courses	IFRS	Job Specific Competency	1
Finance Manager	AAT, CIMA,	Non-credit bearing short course/non-aligned courses	AAT, CIMA,	Job Specific Competency	3
Finance Manager	Management Development Programmes	Non-credit bearing short course/non-aligned courses	Management Development Programmes	Job Specific Competency	2
Unit Head	Diversity management	Non-credit bearing short course/non-aligned courses	Diversity management	Job Specific Competency	1
Unit Head	Communication skills	Non-credit bearing short course/non-aligned courses	Communication skills	Job Specific Competency	7
Administrative Clerk	Diversity management	Non-credit bearing short course/non-aligned courses	Diversity management	Job Specific Competency	7
Administrative Clerk	Financial Skills	Non-credit bearing short course/non-aligned courses	Financial Skills	Job Specific Competency	20
Administrative Clerk	Excel	Non-credit bearing short course/non-aligned courses	MS Excel	Job Specific Competency	
Administrative Clerk	Credit Control Skills	Non-credit bearing short course/non-aligned courses	Credit Control Skills	Job Specific Competency	20
Administrative Clerk	Financial skills	Non-credit bearing short course/non-aligned courses	Financial skills	Job Specific Competency	10
Administrative Clerk	AAT	Non-credit bearing short course/non-aligned courses	AAT	Job Specific Competency	10

Payroll Controller	Tax	Non-credit bearing short course/non-aligned courses	Tax	Job Specific Competency	16
Payroll Controller	Treasury management	Non-credit bearing short course/non-aligned courses	Treasury management	Job Specific Competency	3
Payroll Controller	Matric	Non-credit bearing short course/non-aligned courses	Matric	Job Specific Competency	1
Payroll Controller	Excel skills	Non-credit bearing short course/non-aligned courses	MS Excel	Job Specific Competency	3
Payroll Controller	Accounting Skills	Non-credit bearing short course/non-aligned courses	Accounting Skills	Job Specific Competency	2
Unit Head	Forensic investigation	Non-credit bearing short course/non-aligned courses	Forensic investigation	Job Specific Competency	1
Unit Head	IFRS	Non-credit bearing short course/non-aligned courses	IFRS	Job Specific Competency	1
Payroll Manager	Income Tax	Non-credit bearing short course/non-aligned courses	Income Tax	Job Specific Competency	1
Payroll Manager	Oracle suit	Non-credit bearing short course/non-aligned courses	Oracle suit	Job Specific Competency	1
Unit Head	Excel skills	Non-credit bearing short course/non-aligned courses	Excel skills	Job Specific Competency	1
Policies and Procedures Manager	IFRS & Tax	Non-credit bearing short course/non-aligned courses	IFRS & Tax	Job Specific Competency	1

Administrative Supervisor	Office skills: 1. Communication Skills 2. Organizational Ability 3. Business writing skills 4. Time Management 5. Problem-Solving Skills 6. Planning Skills 7. Technical Skills Team Leading: 1. Goal setting 2. Clear communication 3. Time management 4. Conflict management 5. Self-motivation 6. Staff motivation	Non-credit bearing short course/non-aligned courses	Professional Office Management	Job Specific Competency	5
Administrative Supervisor	1. Goal setting 2. Clear communication 3. Time management 4. Conflict management 5. Self-motivation 6. Staff motivation	Non-credit bearing short course/non-aligned courses	Supervisory Development Programme	Job Specific Competency	3
Administrative Clerk	1. Database management 2. Customer service practices 3. Spreadsheet applications 4. Effective presentations	Non-credit bearing short course/non-aligned courses	Exceptional Office Management MS Excel	Job Specific Competency	3
Head of School	Supervision/Management: • Leadership in the working environment • Time management • Managing budgets • Problem solving • Administration management skills • Risk management • Conflict resolution • Reports and proposals • Communication • Talent management	Non-credit bearing short course/non-aligned courses	Management Development Programme	Job Specific Competency	2
Lecturer	Research Skills	Academic Programmes	Research Skills	Job Specific Competency	10
Lecturer	Course Design Skills	Non-credit bearing short course/non-aligned courses	Course Design Skills	Job Specific Competency	12

Lecturer	Assessment Design Skills	Non-credit bearing short course/non-aligned courses	Assessment Design	Job Specific Competen	12
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Annexure E
COUNCIL ATTENDANCE
2016

Office-Bearers			Ordinary meetings						Special meetings		Strategic workshop
Category	Incumbent	Other positions / achievements	Term	15-Apr-16	10-Jun-16	30-Sep-16	03-Oct-16	02-Dec-16	08-Oct-16	04-Nov-16	14-Oct-16
Dr Randall Carolissen											
Chairperson	MBA (Stellenbosch), M.Com (Tax) (North West), PhD (UWC)	Group Executive: SARS	12 June 2015 - 13 June 2017	Present	Present	Apology	Present	Present	Teleconference	Present	Present
Dr Brian Bruce											
Deputy Chairperson	PrEng, BSc(Eng)(Cape Town), DEng(hc) (Stellenbosch), HonFSAICE	Retired CEO: Murray and Roberts	12 June 2015 - 13 June 2017	Present	Present	Present	Present	Present	Present	Apology	Present
Ms Carol Crosley											
Secretary to the Council	BA (Witwatersrand) H Dip.Ed (Witwatersrand) Honours (Unisa) MEd (Witwatersrand)	University Registrar	Ex-officio	Present	Present	Present	Present	Present	Present	Present	Present
Members of Council											
Category	Incumbent	Other positions / achievements	Term	15-Apr-16	10-Jun-16	30-Sep-16	03-Oct-16	02-Dec-16	08-Oct-16	04-Nov-16	14-Oct-16
Professor Adam Habib											
Vice-Chancellor and Principal	BA (Natal), BA (Hons) (Witwatersrand), MA (Natal), MPhil (New York), PhD (New York)		Ex-officio	Present	Present	Present	Present	Present	Present	Present	Present
Professor Andrew Crouch											
Vice-Principal	BSc (Hons) (UWC), PhD (Concordia University) (Term as Vice-Principal expired 30 June 2016)	Deputy Vice-Chancellor: Academic	Ex-officio	Present	Present	Present	Present	Present	Present	Apology	Present
	Professor Tawana Kupe										
	BA (Hons), MA (Zimbabwe), DPhilos (Oslo) (Term as Vice-Principal commenced 1 July 2016)	Deputy Vice-Chancellor: Advancement, Human Resources and Transformation	Ex-officio	Present	Present	Present	Apology	Present	Present	Present	Present
Professor Tawana Kupe											
Appointed by the Vice-Chancellor	BA (Hons), MA (Zimbabwe), DPhilos (Oslo) (Term expired on 30 June 2016)	Deputy Vice-Chancellor: Advancement, Human Resources and Transformation	Ex-officio	Present	Present	Present	Apology	Present	Present	Present	Present

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Elected by the Senate	Professor Shireen Hassim BA Hons (Durban-Westville), MA (Natal), PhD (York)	Author of Women's Organizations and Democracy in South Africa: Contesting Authority (2006), which won the 2007 American Political Science Association's Victoria Shuck Award for best book on women and politics.	Present	Apology	Apology	Present	Apology	Apology	Present
	Professor Mary Scholes Bsc(Hons) PhD (Witwatersrand)	School of Animal, Plant and Environmental Sciences, University of the Witwatersrand	Apology	Present	Present	Present	Present	Present	Present
	Professor Cathi Albertyn BA LLB (UCT), M.Phil (Cambridge), PhD (Cambridge)	School of Law University of the Witwatersrand	Present	Present	Apology	Present	Present	Present	Present
	Professor Martin Veller MBBCh, FCS(SA), MMed(Surg)	Dean: Faculty of Health Science, University of the Witwatersrand	N/A	Present	Present	Present	Present	Present	Present
Elected by the academic staff	Professor David Dickinson BA (Hons) (Sheffield), PG Dip.Ec. (Sussex), MPhil (Cambridge), PhD (Cambridge)	Professor: Department of Sociology	Present	Present	Present	Present	Present	Present	replaced by Prof Duncan)
	<i>(Resigned effective 9 December 2016)</i>								
Elected by the support services staff	Mrs Adele Underhay	Administrator University of the Witwatersrand	Present	Present	Present	Present	Apology	Present	Present
Appointed by the Premier of Gauteng	Mr Mduzuzi Mbada MM (Public and Development Management) (Witwatersrand)	Gauteng Provincial Government	Apology	Present	Apology	Present	Apology	Apology	Apology
Appointed by the Greater Johannesburg Metropolitan Council	**								
Elected by Donors	Dr Jonathan Broomberg MBBCh (Witwatersrand); MA (Oxon); MSc (London), PhD (London)	CEO: Discovery Health, Founding Director of Praxis Capital and Director of the Soul City Institute for Health Communications	Apology	Present	Apology	Present	Present	Present	Present

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