



ANNUAL REPORT

2021/2022



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Chairperson's Remarks



Our commitment to excellence is stressed by our unwavering focus on implementing robust policies and strategies.

I am pleased to present the Annual Report for the Namibia Qualifications Authority (NQA) covering the fiscal year 2021/2022. This year has been marked by significant achievements and strategic advancements as we continue to uphold our mandate of ensuring quality education and qualifications in Namibia.

Throughout the year, the NQA's Governing Council, in collaboration with our dedicated management team, navigated various challenges stemming from global economic shifts exacerbated by the COVID-19 pandemic. These challenges were not merely obstacles but opportunities for innovation and growth. We embraced technological advancements to enhance our operational efficiency and service delivery, firmly positioning the NQA in alignment with emerging global trends.

Our commitment to excellence is stressed by our unwavering focus on implementing robust policies and strategies. These frameworks are designed to sustainably deliver high-quality services while maintaining accountability and transparency across all facets of our operations. By adhering to these principles, we ensure that every qualification endorsed by the NQA meets the highest standards, thus contributing effectively to the national development goals.

The NQA's Governing Council remains firm in its responsibility to oversee the strategic direction of the organisation. Through formidable governance practices, we ensure that every decision and action taken by the NQA is in alignment with our statutory obligations and national aspirations. This diligent oversight guarantees that our efforts are not only impactful but also contribute meaningfully to the socio-economic development of Namibia.

This Annual Report serves as a testimony to the collective efforts and dedication of everyone involved with the NQA. It highlights our pivotal role in shaping the educational landscape of Namibia and underscores our commitment to excellence in all endeavors. As we look to the future, we are confident in our ability to adapt, innovate, and lead, guided by our commitment to quality assurance and educational excellence.

I extend my sincere gratitude to our stakeholders, partners in education, and the entire NQA employees for their unwavering support and commitment. Together, we will continue to chart a course that ensures Namibia's qualifications make waves globally.

A handwritten signature in black ink, appearing to be 'G. Likando', written over a horizontal line.

Prof. Gilbert Likando
Chairperson NQA Council

Chief Executive Officer's Foreword



The Namibia Qualifications Authority (NQA) has set a resounding tone in the qualifications domain and vowed to significantly improve the quality of qualifications being offered in Namibia through the implementation of the National Qualifications Framework regulations and other guiding instruments.

The 2021/2022 Annual Report is a document formulated to provide an insight on activities of the NQA during the period under review. These activities have been undertaken in line with the institutional mandate, strategic vision and mission statement.

The NQA's strategic vision not only positions us as a critical partner in the global qualifications arena but also presents our deep-rooted commitment to advancing the interests of our nation. Despite encountering challenges throughout the year, our dedicated team of professionals at all levels of the organisation has demonstrated remarkable resilience and dedication in delivering essential services to the people of Namibia and our valued stakeholders.

This report encapsulates a series of impactful initiatives spearheaded by our talented staff in collaboration with strategic partners. We firmly believe that teamwork and collaboration are foundational to our success and as such, we have prioritised cohesive efforts towards achieving our shared objectives.

In response to the global pandemic, COVID-19, the NQA adapted its operational strategies, reflecting critically on our practices and charting an adaptive path forward. This period of reflection has not only enabled us to mitigate immediate challenges but has catalysed transformative changes aimed at aligning our operations with the demands of contemporary industries and emerging technologies.

Moving forward, the insights gained from our engagements after the scourge of COVID-19 will shape our strategic planning envisaged for the upcoming fiscal year. This forward-looking approach ensures that the NQA remains responsive to evolving educational and technological landscapes, thereby enhancing our relevance and impact.

Within this report, you will find detailed accounts of our accreditation processes for institutions and training providers, as well as evaluations of numerous qualifications assessed during the reporting period. These metrics serve as tangible indicators of our performance and commitment to maintaining agreed standards in the qualifications sector.

I wish to take this opportunity to sincerely extend my profound appreciation to all our stakeholders and partners for your support throughout the year. In our mission to uphold the excellence of qualifications in Namibia, we need meaningful contributions from all players.

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Franz Gertze
Chief Executive Officer

This report encapsulates a series of impactful initiatives spearheaded by our talented staff in collaboration with strategic partners.



Strategic Overview

1. Strategic Overview



1.1 Mission

“To sustain a national framework that assures quality qualifications.”



1.2 Vision

“A Globally reputable qualifications authority empowering people in Namibia.”



1.3 Mandate

The mandate of the NQA is to exercise and perform the statutory powers, duties, and functions in line with the NQA Act as outlined under section title “Objects of NQA” section 3 (a) – (j):

- a) Set up and administer the National Qualifications Framework.
- b) Be a forum for all matters pertaining to qualifications.
- c) Set up the occupational standards for any occupation, job, post, or position in any career structure.
- d) Set the curriculum standards required for achieving the occupational standards for a given occupation, job, post, or position in a career structure.
- e) Promote the development of, and to analyze, benchmarks of acceptable performance norms for any occupation, job, post, or position.
- f) Accredite persons, institutions and organizations providing education and courses of instruction or training of meeting certain requirements as set out in Section 13.
- g) Evaluate and recognize competencies learned outside formal education.
- h) Establish facilities for the collection and dissemination of information in connection with matters pertaining to qualifications.
- i) Inquire into whether any particular qualification meets the national standards.
- j) Advise any person, body, institution, organisation, or interest group on matters pertaining to qualifications and national standards for qualifications.



1.4 Core Values

Values are behavioural principles upon which staff conduct is based. NQA staff members will depict the following values in carrying out their duties. To achieve the above, the NQA commits itself to abide by the following principles to execute and serve its stakeholders as described in Table 1.

CORE VALUES	DEFINITIONS
Transparency	Be honest about what we do, how we do it and the challenges we face.
Innovation	Striving to identify client's needs and through continual innovation we challenge ourselves to meet those needs.
Integrity	Acting ethically, being honest and inspiring trust by saying what we mean, matching our behaviours to our words and taking responsibility for our actions.
Accountability	Taking responsibility for our decisions and actions.
Excellence	We see excellence as a process of continuous improvement, exceeding or living up to client's expectations.

Table 1: NQA Values





Corporate Governance

2. Corporate Governance

The NQA is a juristic person established by the Namibia Qualifications Authority Act, 1996 (Act No. 29 of 1996) (“the NQA Act”), which principally regulates its affairs. In addition to the establishing Act, the NQA operates within the ambit of further applicable legislation, including the Public Enterprises Governance Act, 2019 (Act No. 1 of 2019).

As a cardinal tenet, the NQA subscribes to the Corporate Governance Code for Namibia (the NamCode) and the principles contained in the King IV Report on Corporate Governance, which include accountability, transparency, and integrity. Furthermore, the NQA is primed to implement the good practice directives issued from time to time by the Ministry responsible for public enterprises.

2.1 NQA Council

The Council had been constituted, pursuant to the NQA Act and Public Enterprises Governance Act, 2019, to oversee the NQA’s strategic direction and to ensure the execution of the NQA’s statutory mandates. The Council is comprised of nine (9) Council Members, of whom all are substantive members. It is steered by the Chairperson, Prof. Gilbert Likando, with the assistance of a Vice-Chairperson, Prof. Anicia Peters.

Quick Statistics:

Total Executive Members: One (1) (the NQA’s CEO)

Total Non-Executive Members: Eight (8)

Total Female Council Members: Three (3)

Total Male Council Members: Five (5)

Total Vacancies: One (1)

2.2 Council Roles and Responsibilities

- (i) Manage the NQA’s affairs (Section 5(1) of the NQA Act);
- (ii) Determine the NQA’s policies and procedures with regard to its objects; and
- (iii) Exercise general control over the performance of the NQA’s functions, the exercise of powers, and the execution of duties.

2.3 Council Members

2.3.1 Term of Office

The Council had been duly appointed for the period 1 April 2021 to 31 March 2022.

NO.	NAME OF MEMBER
1.	Prof. Gilbert Likando (Chairperson)
2.	Prof. Anicia Peters (Vice-Chairperson)
3.	Ms Lilia M. Shaningwa
4.	Ms Beverley S. Skrywer
5.	Mr Alfred Tjihambuma
6.	Prof. Samuel John
7.	Mr Severin Tame
8.	Mr Franz E. Gertze
9.	Ms Deseree K. Cloete (Resigned 16 June 2021)

Table 2: NQA Council Members appointed for the period 1 April 2021 to 31 March 2022

2.4 Committees of the NQA Council

The Council is empowered by Section 9 of the NQA Act to establish committees to advise and assist on matters. The Council may delegate or assign duties to the committees in accordance with Section 15 of the NQA Act. The Council has established and is assisted by the following four (4) technical committees:

- (iv) Risk and Audit Committee (RACom);
- (v) Accreditation, Assessment, and Audit Committee (AAACom);
- (vi) Qualifications Committee (QCom); and
- (vii) Human Resources and Finance Committee (HRFCom).

2.4.1 Risk and Audit Committee (RACom) Members

1. Prof. Anicia Peters (Chairperson)
2. Prof. Gilbert Likando
3. Ms Deseree Cloete (Resigned 16 June 2021)

Roles and Responsibilities

RACom's responsibilities, amongst other delegated authority, and in line with the NQA's relevant policies, are to:

- a) consider and pass recommendations on any matter related to risk and the auditing of finances, information technology, financial controls and management, internal audit, and incidental affairs of the NQA; and
- b) review and approve the NQA's annual financial statements audit.

2.4.2 Accreditation, Assessment and Audit Committee (AAACom) Members

1. Ms Lilia M. Shaningwa (Chairperson)
2. Prof. Anicia Peters
3. Prof. Samuel John

Roles and Responsibilities

The primary responsibility of AAACom is to assist the Council in the effective discharge of its responsibilities for accreditation and related matters, and compliance with regulations for accreditation. The functions of AAACom are to:

- a) consider applications for accreditation, re-accreditation and/or expansion of scope of accreditation, and to make appropriate recommendations of such applications, including the imposition of any requisite conditions;
- b) consider matters incidental to the accreditation, re-accreditation and/or expansion of the scope of accreditation, without limitation to auditing and assessments functions;
- c) make appropriate recommendations to the Council on any area within the ambit of its Terms of Reference where action or improvement is required; and to
- d) undertake any other duties as directed by the Council.

2.4.3 Qualifications Committee (QCom) Members

1. Mr Alfred Tjihambuma (Chairperson)
2. Ms Beverley Skrywer
3. Prof. Samuel John

Roles and Responsibilities

QCom's responsibilities, amongst other delegated authority, and in line with the NQA's relevant policies, are to:

- a) consider and make appropriate recommendations to the Council concerning the applications for the registration of qualifications, unit standards, and unit standard-based qualifications on the National Qualifications Framework (NQF);

- b) consider matters incidental to the registration of qualifications, unit standards, and unit standard-based qualifications on the NQF;
- c) consider matters incidental to the evaluation of qualifications and make appropriate recommendations to the Council for a decision; and to
- d) exercise and execute further authority as assigned or delegated by the Council.

2.4.4 Human Resources and Finance Committee (HRFCom) Members

1. Ms Beverley Skrywer (Chairperson)
2. Mr Severin Tame
3. Ms Deseree Cloete (Resigned 16 June 2021)

Roles and Responsibilities

HRFCom’s responsibilities, amongst other delegated authority, and in line with the NQA’s relevant policies, are to:

- a) ensure that the NQA has appropriate human resources policies, and recommend related policies and procedures regarding human resources;
- b) ensure that the NQA has a sound plan for executive management succession;
- c) advise on disciplinary matters, recruitment and selection, union negotiations, and relevant legislation;
- d) ensure organisational development through the NQA’s annual training needs analysis and advise on the execution of its Training Plan;
- e) ensure and report on the progress of Performance Management;
- f) oversee the submission of reports to the Council on all the NQA’s financial activities;
- g) review and approve the annual budget to be provided to the line Ministry; and
- h) ensure that the Council fulfils its financial accountability and oversight responsibilities.

2.5 NQA Council and Committee meetings

The NQA Council and Committees meet at least four times a year, but meetings are held whenever necessary.

Meeting	2021						2022	
Council	27 April	27 May	22 June	2 Aug	30 Sept	30 Nov	1 Feb	30 March
RACom		24 May		26 July		25 Nov		10 March
AAACom	22 April			16 July	23 Sept			3 March
QCom	21 April			14 July	20 Sept	17 Nov		2 March
HRFCom		19 May		23 July	22 Sept	22 Nov		8 March

Table 3: NQA Council and Committee meetings held for the period 1 April 2021 to 31 March 2022.

2.6 Council Remuneration

Council Members who are not employed full-time by the State receive sitting allowances and retainer fees under the Tier 1 Classification of Public Enterprises in accordance with the provisions of the directives contained in Government Notice No. 174 of 12 August 2010 as amended. The total earnings for Council Members vary according to their movements, presence at meetings, and membership of the various Committees of the Council.

Total Retainer Fees (N\$)	Total Number of Members Paid Retainer Fees	Total Sitting Allowance (N\$)	Total Number of Members Paid Sitting Fees	Total Earnings (N\$)	Total Deductions: PAYE (N\$)
138,677.24	6	102,026.00	6	240,703.24	72,666.06

Table 4: NQA Council remuneration for the period 1 April 2021 to 31 March 2022

2.7 Achievements for the period 1 April 2021 to 31 March 2022:

The NQA Council achieved the following milestones during the period of 1 April 2021 to 31 March 2022:

- Approved and recommended the extensions of the appointments of the CEO and the Deputy CEO to the Minister of Higher Education, Technology and Innovation, who approved the same;
- Reviewed and approved the NQA's revised 2021/2022 Budget;
- Reviewed and approved the NQA's 2022/2023 Budget; and
- Reviewed and approved numerous policies and guidelines.

2.8 Compliance Statement

The Members of the NQA Council ensure compliance with all relevant legislation and regulations, and the Council is satisfied that the NQA has materially complied with all these laws and regulations for the past year in terms of the composition of the Council and its Committees, properly constituted Council and Committee meetings, satisfactory meeting attendance of the Council Members, and the decision-making process of the Council.



The Secretariat

3. The Secretariat

This section outlines the significant activities of the NQA's Secretariat. As the NQA's primary implementation and driving force, the Secretariat's work is presented through the lens of its key functional areas: the Office of the Chief Executive Officer, Qualifications, Accreditation, Audit and Assessment, and Finance & Administration.

3.1 Office of the Chief Executive Officer

The Office of the Chief Executive Officer (CEO) is the strategic nucleus of the Namibia Qualifications Authority (NQA), providing overarching leadership, direction, and oversight for all NQA operations and its engagement with stakeholders. This section of the report offers a comprehensive insight into the strategic activities undertaken during the fiscal year 2021/2022, further outlining the strategic direction and positioning of the NQA within Namibia's education and training landscape.

The NQA operates through four core departments, including the Office of the Chief Executive Officer itself, further subdivided into ten distinct sections. This structure ensures comprehensive coverage of our mandate, from qualifications development and accreditation to financial stewardship and corporate communications. A detailed analysis of the activities and achievements conducted by each of these departments is discussed in their respective sections in this report.

3.1.1 Information Communication Technology

Overview

The Information Communication Technology (ICT) Section is responsible for the provisioning, maintenance, and continuous improvement of ICT-related services to the various business units while implementing innovative business-responsive ICT.

a) Key Strategic Activities and Achievements:

The ICT Section achieved significant advancements in modernising our digital infrastructure and support systems during the reporting period. A crucial step was the formal adoption and implementation of an updated ICT Policy, providing a clear, strategic roadmap for technology use and cybersecurity across the organisation.

In response to operational needs, the ICT team efficiently enabled and maintained a secure and productive work-from-home setup for our entire staff, demonstrating exceptional agility and support for remote operations. Central to these improvements was the successful implementation of our new server infrastructure. This critical upgrade has enhanced our system's speed, reliability, and security, providing a resilient platform for all our digital operations. The ICT section's dedication to developing a forward-thinking and helpful technological network infrastructure is demonstrated by these initiatives.

During this period, the NQA significantly upgraded its communication infrastructure by replacing the legacy PABX telephone system, which had reached its end of life and offered limited functionality. The newly installed PABX system is more robust, introducing modern features such as an Auto Attendant. This upgrade is set up to significantly improve the NQA's service delivery experience for both internal and external stakeholders.

Concurrently, the successful implementation of work-from-home arrangements saw most staff members seamlessly transition to utilising online tools provided by the ICT section. The adoption of electronic signatures and Zoom for online meetings facilitated uninterrupted operations and, in many instances, led to streamlined business processes as existing workflows were successfully migrated to digital platforms. These initiatives underscore our commitment to operational efficiency and modern communication.

b) Challenges

The ICT section faced considerable operational challenges during the period under review, particularly with the unanticipated activation of remote work arrangements due to the pandemic. While the section demonstrated adaptability, its Business Continuity Plan (BCP) was not fully equipped for the scale of this shift.

A significant challenge for staff was the variability of stable and reliable internet connectivity at home, which consequently created difficulties in accessing essential work information via the Virtual Private Network (VPN) and effectively utilising online meeting platforms for internal and external engagements.

The existing server infrastructure, encompassing both hardware and software, was not designed to accommodate the surge of simultaneous remote connections, leading to performance bottlenecks. These operational pressures were further exacerbated by resource constraints within the ICT Section, specifically in terms of human capital and financial allocations necessary for a swift and comprehensive response. These experiences have provided invaluable insights that are now informing us of our strategic planning for robust future-proofed ICT infrastructure and BCP enhancements.

(c) Looking ahead

In alignment with the revision and approval of the NQA ICT Strategy (2020-2025), a series of critical projects have been formulated and budgeted for execution in the upcoming financial year. These initiatives include a comprehensive Server Hardware and Software Infrastructure upgrade, an Internet Capacity upgrade, the implementation and migration to Microsoft 365, and a User Desktop environment upgrade.

The successful completion of these projects is pivotal for enabling the NQA to adopt and implement newer technologies. This foundational enhancement will allow us to significantly expand and improve online service delivery to our stakeholders, particularly through the NQA website. Anticipated online services include electronic applications, direct consultations with various sections, and anytime access to up-to-date information, thereby enhancing accessibility and service delivery to the public.

3.1.2 Marketing and Corporate Communication

Overview

During the reporting period, the Marketing and Corporate Communications Section, operating directly under the Office of the CEO, played a crucial role in enhancing the Namibia Qualifications Authority's visibility, stakeholder engagement, and reputational risk management. Our focus remained on strategically communicating NQA's mandate, achievements, and fostering a deeper understanding of quality assurance in education and training amongst diverse audiences, both nationally and internationally.

Key activities during this period centered around leveraging digital platforms for outreach, maintaining robust media relations, and ensuring consistent brand messaging.

a) Key Activities & Achievements

Digital Presence & Social Media Engagement:

The section significantly ramped up its digital footprint to reach a wider, more diverse audience, especially in light of continued digital transformation. Our social media platforms served as vital channels for public education, engagement, and direct interaction during the lockdown period.

Content Strategy & Production: Developed and published engaging content across all platforms, including educational infographics, video explainers, news updates, career guidance, and calls for public participation in NQA initiatives.

Internal Communications:

Supported the CEO's office in facilitating clear and consistent internal communications, ensuring all staff were informed about key organisational developments, policies, and events. This included crafting messages and internal newsletters.

b) Challenges

While significant progress was made, the Marketing and Corporate Communications section faced several considerable challenges during the reporting period:

Resource Constraints: This was a primary impediment to maximising our outreach and strategic impact.

Limited Funding: The section operated within a constrained budget, primarily due to government funding being directed towards other pressing national projects. This limitation significantly impacted the ability to invest in advanced communication tools, and to execute large-scale, impactful awareness campaigns.

Staffing Shortages: The section consistently grappled with a lean team, leading to a high workload distribution amongst existing staff. This shortage of human capital constrained the capacity for in-depth content development, extensive stakeholder engagement, proactive media relations, and sophisticated social media management.

(c) Way Forward

Building on the achievements and lessons learned, the Marketing and Corporate Communications Section will focus on the following strategic areas in the upcoming financial year 2022/2023:

Enhanced Digital Content Strategy: Develop a more sophisticated and diverse digital content strategy and targeted campaigns to maximize online reach and engagement.

Optimised Media Relations: Cultivate deeper and more strategic relationships with key media partners to secure broader and more consistent national coverage of NQA's initiatives and successes, potentially through tailored content collaborations.

Website Integration & Optimisation: Collaborate closely with the ICT Section to further enhance the NQA website's functionality and user experience, ensuring seamless integration with social media platforms and improved access to NQA services and information.

The Marketing and Corporate Communications Section remains steadfast in its commitment to upholding the NQA's reputation, promoting its vital mandate, and continuously improving how we engage with and serve the Namibian public and all our stakeholders, even while navigating existing resource challenges.

3.2 Qualifications

Overview

The Namibia Qualifications Authority (NQA), mandated by Act 29 of 1996, amongst others, to set up and administer the National Qualifications Framework (NQF); to inquire into whether any particular qualification meets national standards and to advise any person, body, institution, organisation, or interest group on matters of qualifications and national standards for qualifications. The Section is responsible for the implementation of this mandate of the NQA.

During the reporting period, the section demonstrated remarkable adaptability by successfully integrating remote working conditions into its operational model. Despite pre-existing resource scarcity, the section effectively delivered on its mandate, ensuring the NQF's normal registration processes remained uninterrupted. The registration of qualifications on the NQF and the Accreditation of Education and Training providers ensure

that the quality, as per agreed standards, is upheld and the education and training taking place in our system remains fit for purpose and is relevant to the needs of the industry. Industry endorsement is a requirement, and every NQF-registered award is supported and follows industry engagement. This being a challenge required that the physical meetings be replaced and that the evidence of minutes be replaced with records for Zoom and Teams meetings. These were accepted as alternative methods of engagement, or rather, records thereof.

These efforts ensured that the NQA's technical functions related to setting qualification standards remained fully operational and accessible to the public, underscoring the section's resilience and dedication to its statutory mandate.

3.2.1 National Qualifications Framework (NQF)

a) NQF Development and Implementation

During the year under review, through the NQF registration processes, a total of two hundred and thirty-seven (237) qualifications were finalised. These registrations were in all twelve approved fields of learning. The Physical, Mathematical, and Computer Sciences field led with forty-one (41) registered and re-registered qualifications, comprising 17.29% of the total. It was closely followed by the Education, Training, and Development field with thirty-four (34) qualifications (14.34%), and Agriculture and Nature Conservation with thirty-one (31) qualifications (13.08%).

Looking at a year-on-year comparison with the previous financial period, the NQA registered and re-registered sixty-two (62) qualifications more during the year, which represents a 35.2% increase. It is evident that even during this difficult period, various challenges were experienced, and the NQF system continued to be populated as the need for review and other new programmes remained.

The NQA is excited to see, in hindsight, that 13.08 % of all registrations are for the Agriculture and Nature Conservation field. This is one of the fields of study and sector fields that have been identified to be underdeveloped, as recognised during the lockdown periods, where access to basic goods was impacted by breakdowns of the supply chains.

Qualifications registered and re-registered on the NQF from April 2021 - March 2022

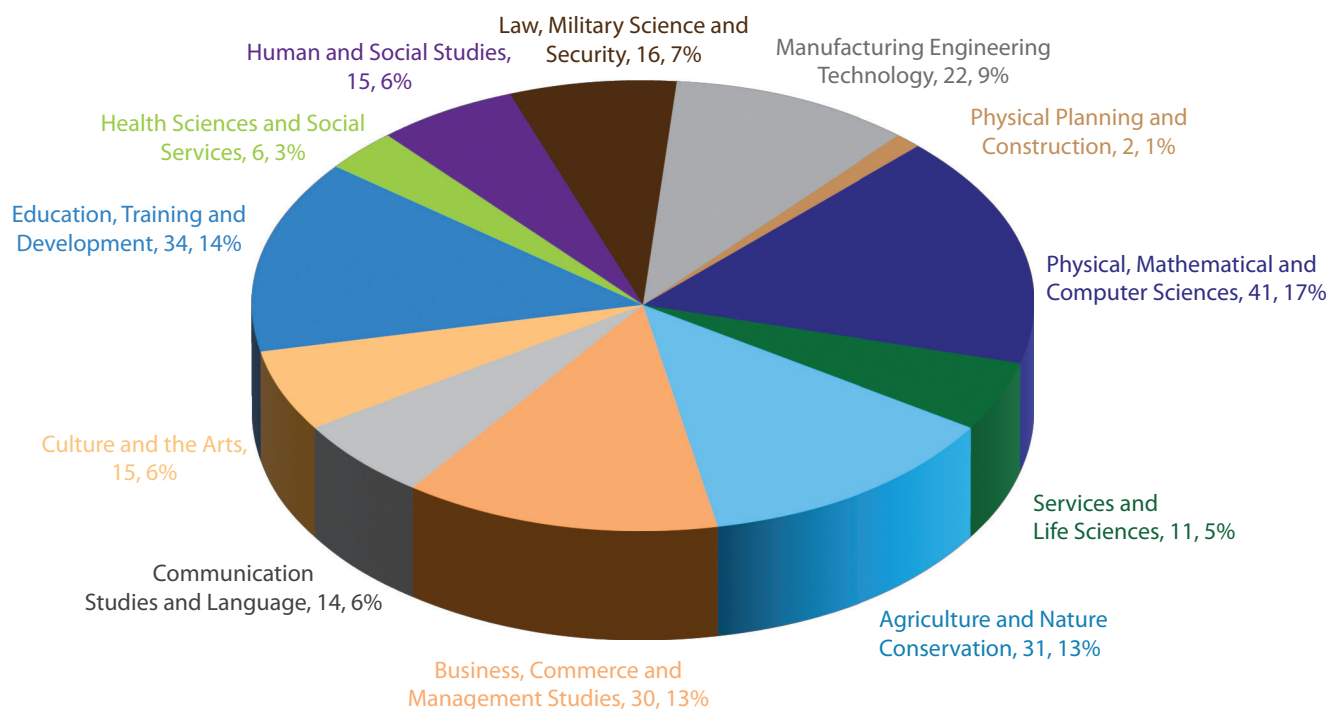


Figure 1: NQF Registered and Re-registered Qualifications

b) Career Advisory Service

The Career Advisory Service is a service provided by the NQA to the public, assisting with verifying the accreditation status of an institution and the programme the student wishes to study. This service became an even more critical service to offer to the public during the period under review. The function, although crucial, noted a reduced demand for the service when considering the number of applications received during the period for advice. The reduction noted during this period remained, and this was partly due to challenges, such as the economic downturn experienced post-COVID-19.

A total of one thousand one hundred and eighty-nine (1189) requests for the accreditation status of an Institution were processed, less than the one thousand four hundred and eighty-five (1485) processed during the previous year, which represents a 19% decrease. The top study destinations based on the number of applications processed included South Africa, India, Zambia, the United Kingdom, and Namibia. It could be noted that India has replaced Namibia as the second destination of interest, next to South Africa, which has been topping the chart as the destination of interest. The top three institutions of interest topping the charts are Sharda University in India in first place, in second is Stadio in South Africa, and coming in third place is Regent Business School in South Africa.

The NQA encourages all potential students to make use of this service to allow for informed decision-making.

Request for the Accreditation Status of an Institution Statistics: April 2021 - March 2022

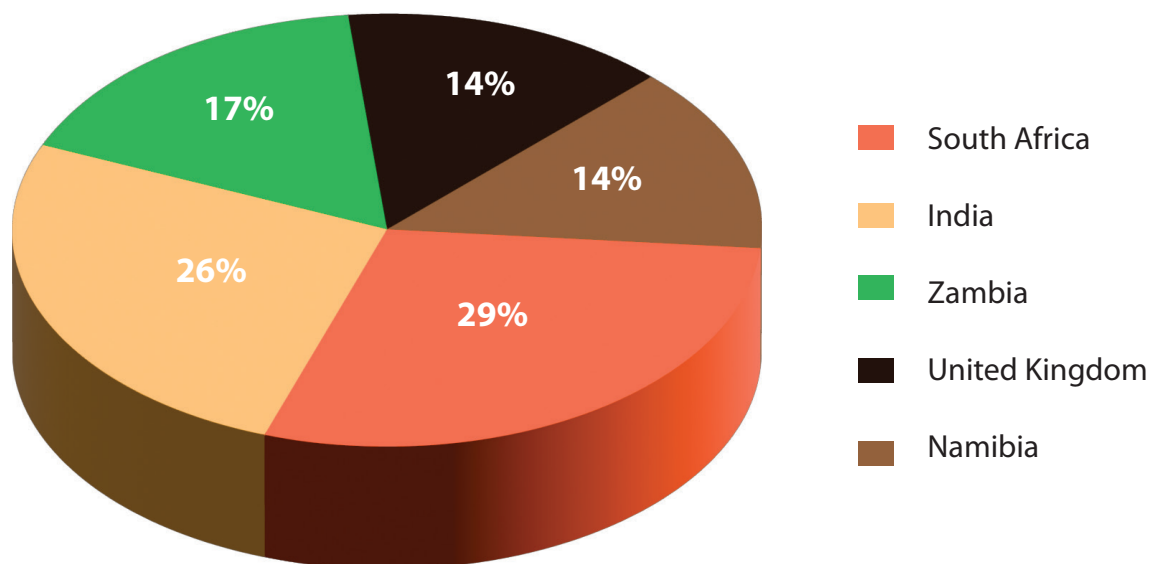


Figure 2: Top 5 Countries inquired about by Namibian students

Request for the Accreditation Status of Institution Statistics: April 2021 - March 2022

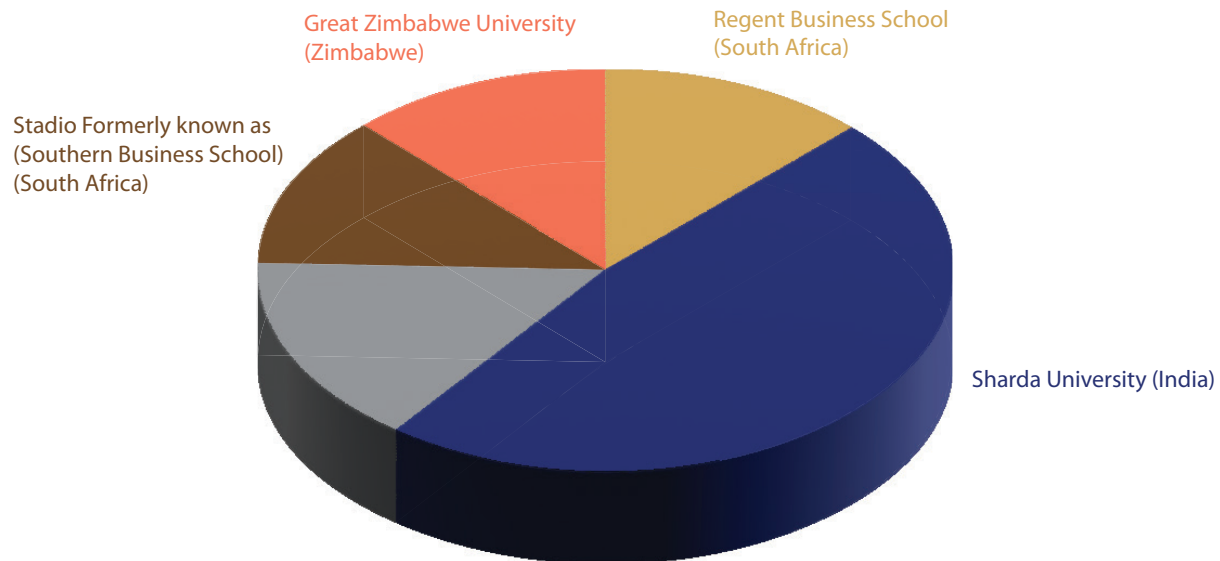


Figure 3: Top 5 foreign institutions for which accreditation status enquiries were made during the period under review

3.2.2 Evaluations

The evaluation of qualifications can be defined as a process that leads to qualifications being described in a comparable manner with the types of qualifications registered on the National Qualifications Framework (NQF) for Namibia. The purpose of evaluating qualifications is therefore to confirm their legality, validity and credibility.

During the period under review, a total of four thousand and thirty-five (4035) applications were submitted to the NQA for evaluation. Of this number, three thousand four hundred and seventy-nine (3479) applications were finalised. While five hundred and fifty-six (556) applications were pending. Pending applications are those with shortcomings, and the applicants (owners) failed to rectify these shortcomings, or owners failed to secure confirmation/verification from the awarding bodies.

The average turnaround time for a complete application was about twenty (20) working days, which is still longer because the process is still manual, and some awarding bodies take longer to process the verifications.

The evaluation of qualifications is done at no cost. The consultation and engagement with the relevant authorities to implement the charging of fees as stipulated in the Regulation for Evaluation of Qualifications is still ongoing.

April 2021 to March 2022

Total Received: 4035

Total Finalised: 3479

Total Pending: 556

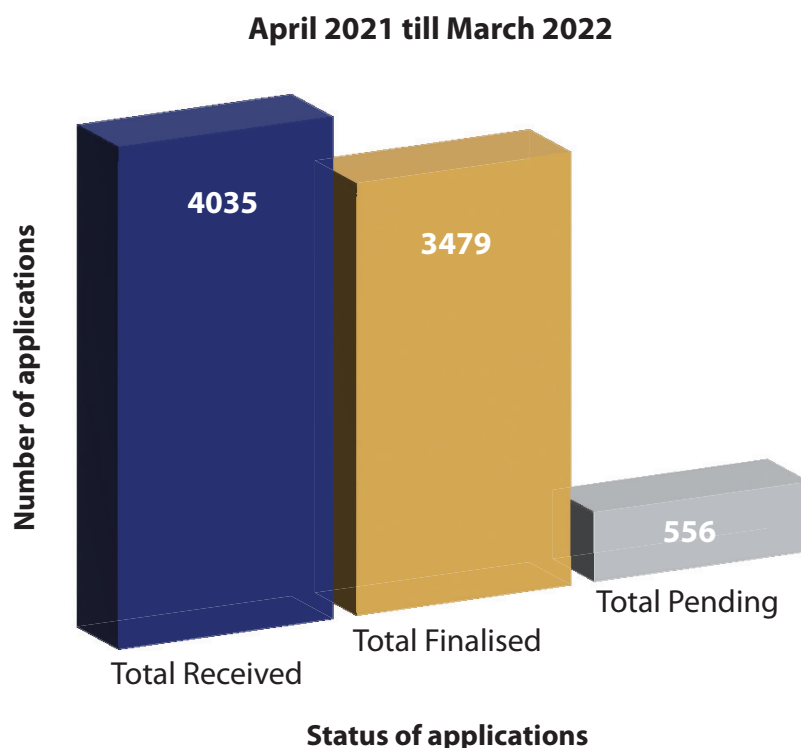


Figure 4: Statistics of applications for evaluation received during 2021/2022

3.3 Accreditation, Audit and Assessment (AAA)

The NQA holds a legal mandate to uphold the integrity of the Namibian education system through the quality assurance program. The Institution accredits training providers in line with the NQA Act (Act No. 29 of 1996) and Accreditation Regulations. The Accreditation, Audit, and Assessment Section (AAA) oversees the accreditation process and reports to the AAA Committee of the NQA Council.

The NQA adopts a partnership-based, fair, and transparent approach to accreditation, aimed at supporting education and training providers in delivering quality-assured qualifications. Accreditation ensures that institutions have the necessary systems in place, followed by monitoring and auditing to ensure ongoing compliance with accreditation requirements.

a) Key activities and achievements

During the review period, the goal was to present thirty-five (35) applications to the NQA Council for accreditation, re-accreditation, and expansion of scope/site by the end of the financial year.

In total, seventy-four (74) applications were processed for accreditation, re-accreditation, and expansion of scope. This count includes applications from the previous financial year that were only processed during the review period. Among the seventy-four (74) applications, forty-six (46) were reviewed by the NQA Council. Unfortunately, three (3) applications could not be completed due to delays on the part of the institutions/training providers. The remaining twenty-eight (28) applications were not finalised for Council consideration and will be carried over to the 2022/2023 fiscal year.

b) Applications considered by the NQA Council

Among the forty-six (46) applications reviewed by the NQA Council, forty-two (42) were approved for accreditation, re-accreditation, and expansion of scope/site with specific conditions. However, four (4) applicants did not receive accreditation for various reasons. These reasons included insufficient capacity, inadequate quality management systems, poorly structured curricula, inadequate teaching and learning facilities, and inadequately qualified teaching staff. These factors continue to be prevalent reasons why institutions and programs were not granted accreditation during the review period.

Type of Application	Number of Applications	NQA Council Decision	
		Granted	Not Granted
Accreditation	12	8	4
Expansion of Scope / Site	19	19	0
Re-accreditation	15	15	0
Total	46	42	4

Table 5: Applications Considered by NQA Council during 2021/2022

Applications considered by Council and outcomes for 2021/2022 Financial year

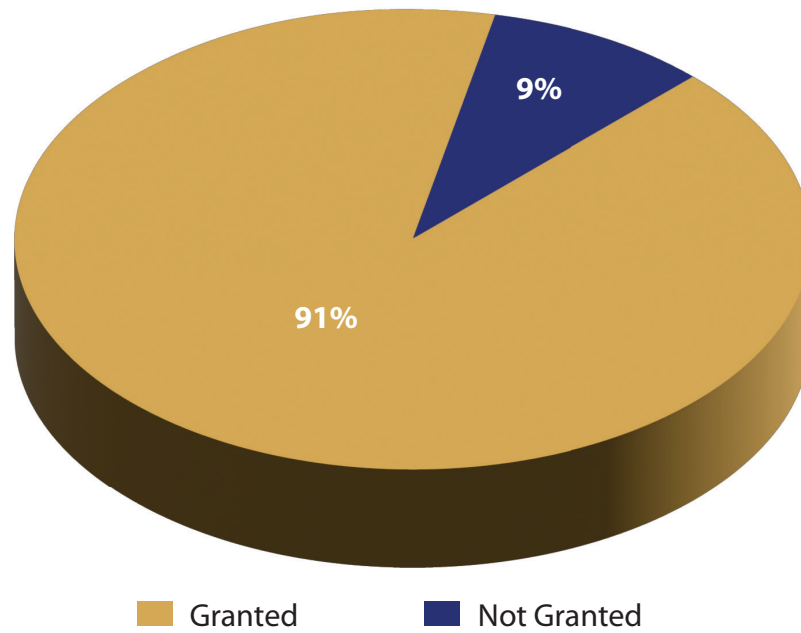


Figure 5: The above shows the number of applications processed by the NQA Council for the year under review.

(c) Types of applications processed

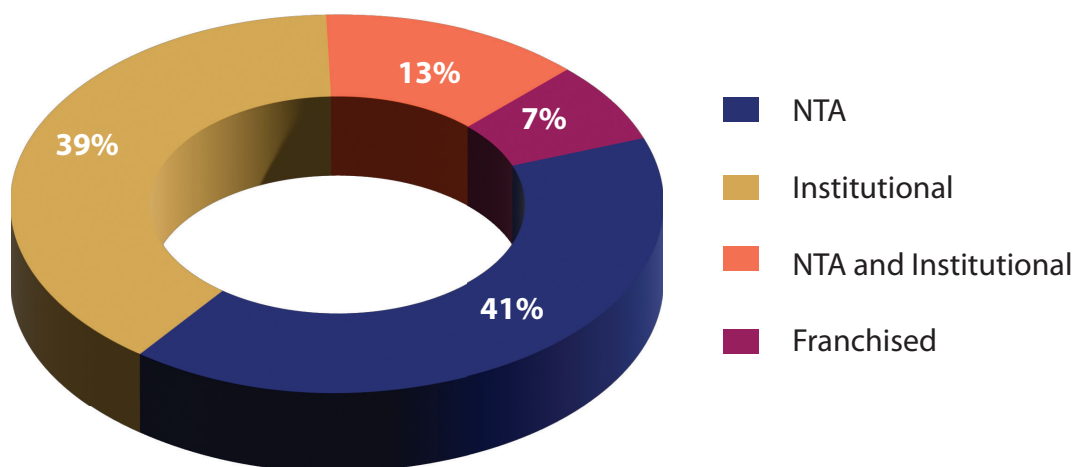


Figure 6: Shows the type of qualifications they applied for their institutions

Among the forty-six (46) applications processed, nineteen (19) institutions sought NTA qualifications, eighteen (18) sought institutional/own qualifications, six (6) applied for both NTA and institutional/own qualifications, and three (3) institutions applied to offer franchised qualifications.

(d) Overview of applications submitted to the NQA Council in the past three financial years:

- In the 2019/2020 financial year, thirty-five (35) applications were processed, with twenty-eight (28) applications receiving approval and seven (7) applications being denied accreditation, expansion of scope/site, or re-accreditation.
- During the 2020/2021 financial year, a total of thirty-two (32) applications were processed. Of these, twenty-eight (28) applications were approved, while four (4) applications did not receive accreditation, expansion of scope/site, or re-accreditation.
- In the 2021/2022 financial year, forty-six (46) applications were processed. Among these, forty-two (42) applications were approved, while four (4) applications were not approved for accreditation, expansion of site/scope, or re-accreditation.

Financial year	Applications processed	Granted	Not Granted
2019/2020	35	28	7
2020/2021	32	28	4
2021/2022	46	42	4

Table 6: Comparison of applications processed

Applications submitted to NQA Council over the last three financial years

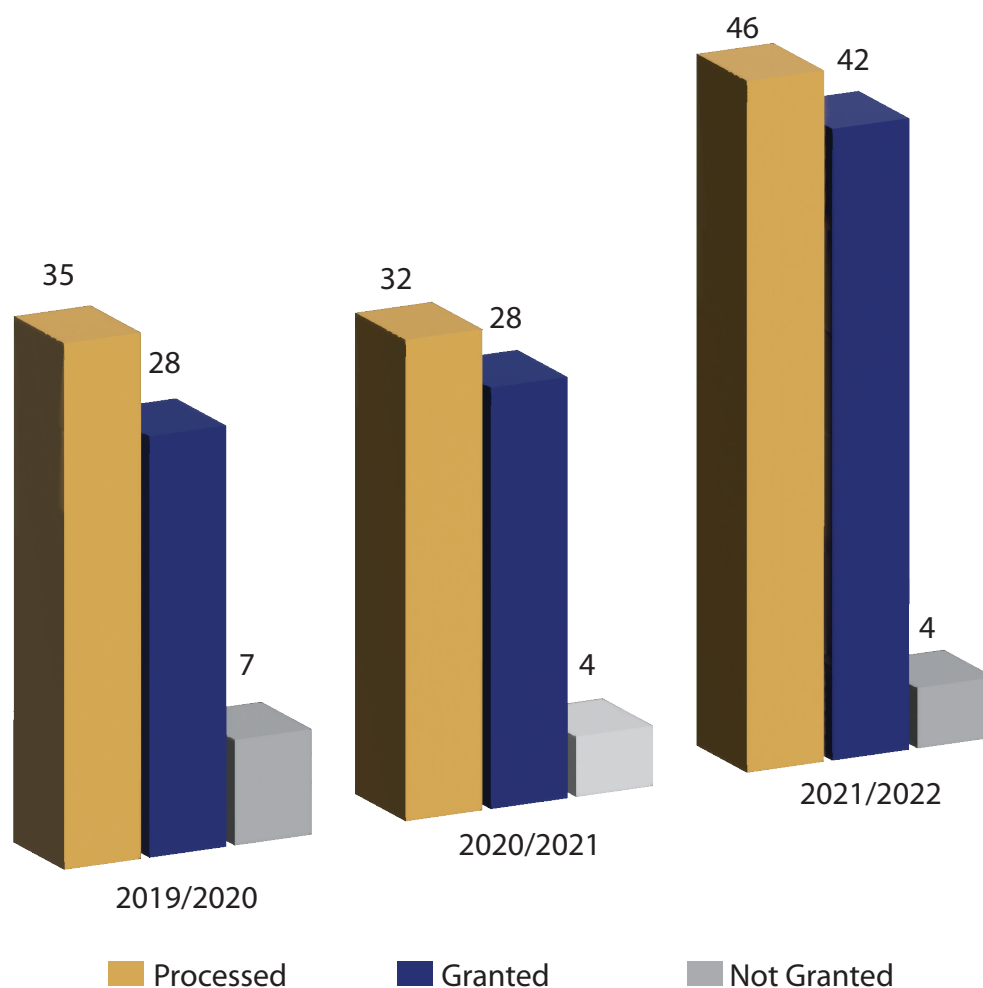


Figure 7: Shows the applications submitted to the NQA Council over the last three financial years

The analysis of applications reviewed by the NQA Council over the past three years demonstrates a significant increase of approximately 70% in 2021/2022. Furthermore, the number of applicants granted accreditation, expansion of scope/site, or re-accreditation in the current financial year has seen a growth of 67% compared to the previous financial year. This growth can be attributed to the high quality of applications received. Some applications from the previous year were delayed due to the impact of COVID-19, resulting in fewer site visits being conducted. Interestingly, the number of applicants not granted accreditation has remained relatively consistent over the three years.

e) Comparison of Accredited Technical Vocational Education and Training (TVET) Providers with Accredited Higher Education Providers as of 31 March 2022:

By March 31, 2022, a total of sixty-four (64) training providers were accredited in Namibia. Among these, thirty-four (34) were TVET providers (53%), twenty-six (26) were Higher Education providers (41%), and four (4) were franchised (6%), as illustrated in Figure 8.

Types of qualifications offered by Accredited institutions as of 31 March 2022

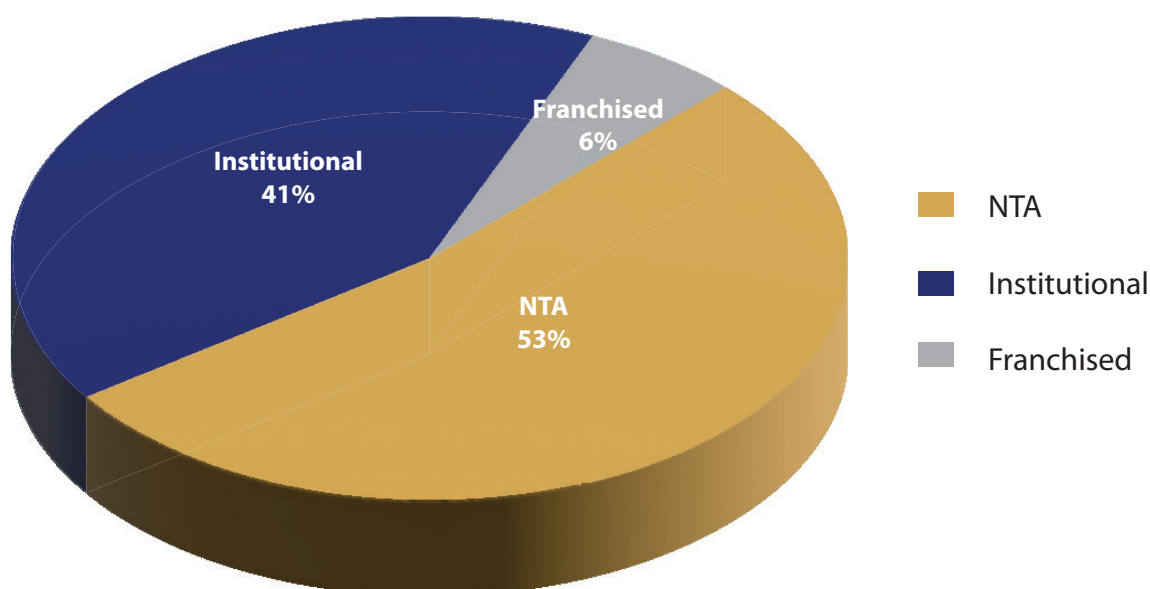


Figure 8: Shows the comparison of qualifications offered by the accredited institutions as of 31 March 2022

i) Number of Qualifications Accredited during the reporting period

During the 2021/2022 fiscal period, the NQA Council accredited forty-six (46) providers to offer a total of five hundred and sixty-six (566) qualifications and twenty-three (23) unit standards. This marks a significant increase compared to the previous financial year, where two hundred and four (204) qualifications were accredited. This represents a 36% increase in the 2020/2021 fiscal year, with a further growth of 15.9% in the subsequent period. The rise in accreditation numbers can be attributed to the finalisation of pending applications from the previous fiscal year, as well as the influx of new applications for accreditation, expansion of scope/site, or re-accreditation during the review period.

ii) Subject Matter Experts (SMEs) in Industry

To uphold accreditation standards and ensure thorough evaluation of applications, the NQA engages industry professionals or Subject Matter Experts (SMEs) in accordance with the accreditation regulations [Government Notice: No 124 (2006): Regulations of the Accredited Persons, Institutions or Organisations]. These experts play a crucial role in assessing the capacity of applicants to deliver educational services. Their activities include scrutinising curricula, course designs, teaching methodologies, and quality assurance standards, SMEs provide valuable insights across various subject areas or fields relevant to the applications submitted by training providers. Due to resource constraints, the NQA sources SMEs from the industry to supplement internal expertise. The procurement of SME services follows the established Procurement Policy to ensure compliance with due processes.

In the current reporting period, the NQA collaborated with a hundred and twenty-five (125) SMEs who offered expertise in diverse fields such as Engineering, Business Studies, Commerce, Management Sciences, Health Care, Health Sciences, Education, and Visual and Performing Arts. This represents a substantial increase from the previous financial year, where only fifty-four (54) SMEs were enlisted, indicating a notable growth of 43.2% in the current financial year.

iii) Annual fees and reports for institutions

Instituted from the issuance of the first accreditation certificate, an annual fee is calculated based on the total student enrollments for each calendar year, payable to the NQA. The past year saw a notable increase in the submission of annual reports by accredited providers. Out of the sixty-four (64) accredited institutions, sixty-two (62) were current with their annual fee payments during the review period, representing a commendable 97% compliance rate. Reminder notices were dispatched to institutions with outstanding fees at the time of compiling this report.

iv) Implementation of the Recognition of Prior Learning Framework

As outlined in the Annual Business Plan, the goal for this objective was to have 25% of accredited institutions include the Recognition of Prior Learning (RPL) policy. However, this target was not met due to the absence of regulations and guidelines necessary for monitoring the implementation of RPL.

v) Monitoring and Compliance

In alignment with the Annual Business Plan, the objective was to monitor all accredited training providers to ensure compliance with accreditation standards throughout the accredited period, ensuring the delivery of high-quality training. Regrettably, the lack of documented procedures and guidelines for monitoring compliance hindered the achievement of this target. The monitoring and compliance activities are intended to be ongoing throughout the accreditation period and are to be followed by the re-accreditation process when accreditation is due for renewal.

f) Challenges

The existing national legislation and policies lead to redundancies, resulting in confusion for providers and wastage of government resources. Challenges also arise from insufficient staff to handle applications and conduct audits, monitoring, and compliance checks for accredited institutions. Due to the impact of COVID-19, the NQA faced difficulties in processing the backlog of thirty-four (34) applications from the previous financial year and the forty (40) applications received during the current financial year. Evaluating institutions offering e-learning programs poses a challenge as the current regulations lack guidelines for this specific assessment. Furthermore, the current processes lack detailed guidelines to clearly delineate compliance functions and re-accreditation processes. The global COVID-19 pandemic disrupted operations in the training and education sector, affecting the NQA as well. Accreditation processes were especially impacted, as on-site visits were not feasible due to lockdown restrictions and the shift to e-learning. These delays had wide-ranging effects on various stakeholders.

g) Recommendations

- (i) It is crucial to urgently address the harmonisation of legislation and policies regarding the mandates of quality assurance bodies in Namibia.
- (ii) To hire an adequate number of Accreditation, Audit, and Assessment officers to conduct audits and ensure compliance of accredited institutions, enabling providers to meet the accreditation criteria outlined in the Regulations for Accreditation.
- (iii) To revise the current Regulations for Accreditation to specifically address e-learning, while also ensuring that traditional institutions offering face-to-face learning can adjust their internal quality assurance systems to maintain the quality of their teaching and learning processes when e-learning becomes necessary.
- (iv) To establish comprehensive guidelines to clearly define the roles of compliance and re-accreditation within their processes.
- (v) As the industry regulator, the NQA should reassess the effectiveness of its procedures and current policies to better respond to challenges like COVID-19 in the future, to prevent delays in site visits and the accumulation of applications.

3.4 Administration

3.4.1 Human Resources

Overview

The Human Resources (HR) section of the NQA plays an essential role in supporting our organisational objectives by ensuring the following:

- Recruitment of skilled personnel fostering their development,
- Promoting wellness, and
- Offering valuable internship opportunities.

(a) Key activities and achievements

(i) Organisational Structure

The HR section is structured to support eighty (80) approved positions, of which forty-six (46) have been filled as of the end of FY 2022. This staffing level has enabled us to maintain operational efficiency and adapt to evolving demands despite external challenges.

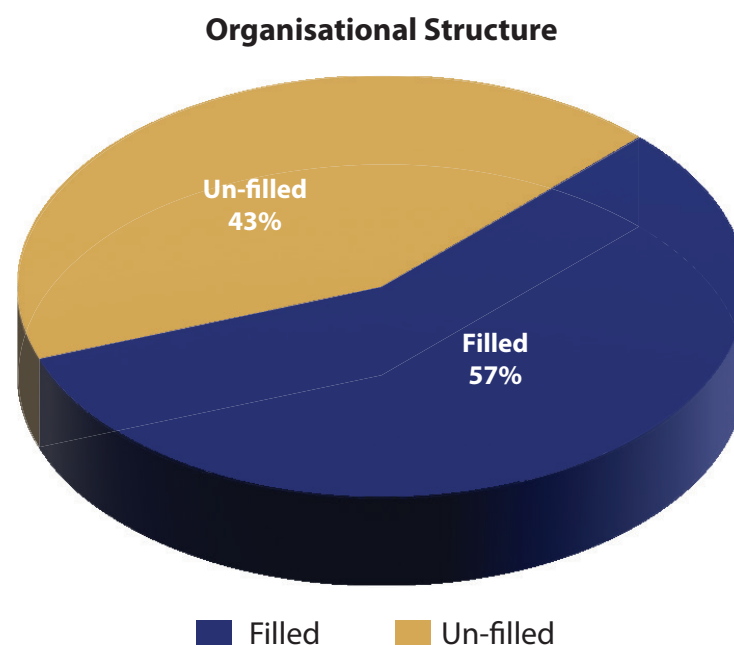


Figure 9: Organisational staffing levels as of 31 March 2022

ii) Recruitment and Selection

Successfully filled twelve (12) critical positions, enhancing our operational capacity and maintaining a strategic alignment with our long-term goals.

iii) Training and Development

Conducted four (4) major training sessions, focusing on skill enhancement and specific job-related technical skills.

iv) Wellness

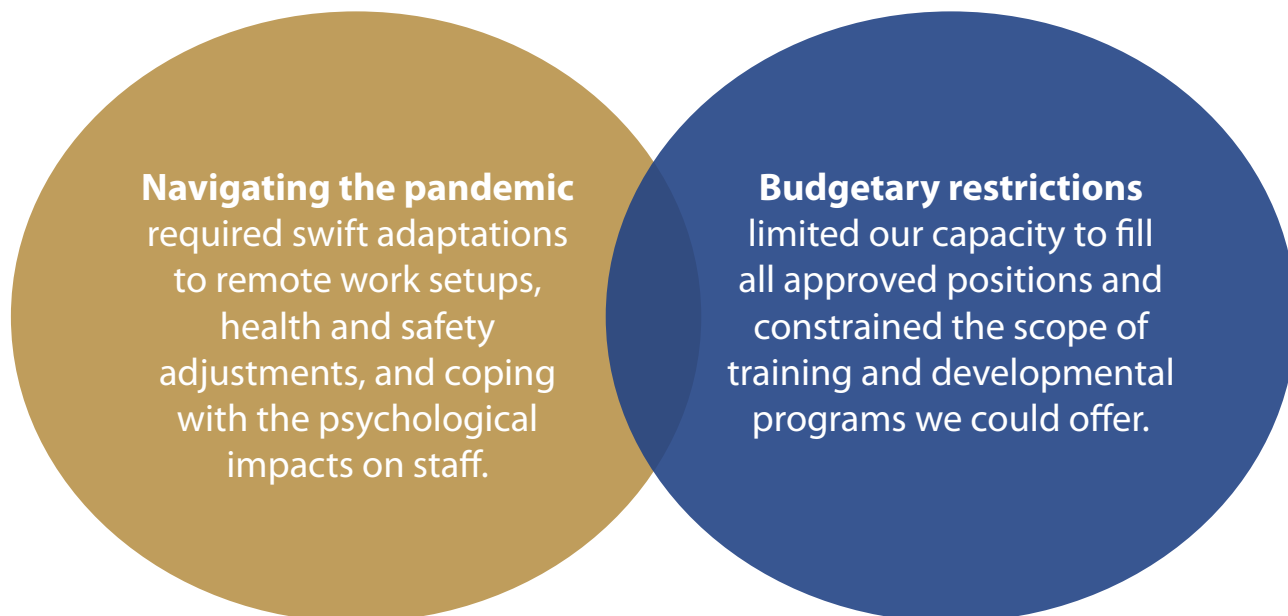
- Initiated a comprehensive wellness program that included mental health support, and health screenings to support staff well-being during the pandemic.
- Partnered with local health providers to ensure employees had access to wellness programs, vaccinations, and testing.

v) Internship/ Temps Programs

Hosted ten (10) interns/ temps from various educational institutions, providing them with hands-on experience in their fields of study and fostering a pipeline for future talent.

(b) Challenges

The HR section faced substantial challenges during this period, primarily due to the impacts of COVID-19 and funding constraints:



(c) Way forward

Despite the challenges, the HR section remains committed to supporting NQA's strategic objectives and enhancing workforce capabilities. Our focus for the upcoming year will include:

Increasing staff strength to full capacity as per the approved organizational structure

Expanding training programs with an emphasis on digital transformation and remote work adaptability

Enhancing our wellness initiatives to include better support mechanisms for post-pandemic recovery.

The Human Resources section has demonstrated resilience and adaptability in overcoming the challenges presented during the 2021/2022 fiscal year. Through continued innovation in our recruitment, training, and wellness programs, we are poised to further contribute to the Authority's success and uphold our commitment to excellence in qualifications assurance.





Annual Financial Statements



Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

General Information

Country of incorporation and domicile	Namibia
Nature of business and principal activities	Service Providers - Education
Council members	Dr. Romanus S. Shivoro (Chairperson) Ms Barbara Dreyer (Vice Chairperson) Dr. Colen Tuaundu Ms Ndeshipewa Akwenye Ms Valerie Garises Mr Kennedy M. Matomola Mr Fillemon W. Immanuel Mr Franz E. Gertze
Registered office	8892 Corner of Simeon Shixungileni & Dr Kuiz Street Windhoek Namibia
Postal address	Private Bag 13247 Windhoek Namibia
Bankers	First National Bank of Namibia
Auditors	PricewaterhouseCoopers Registered Accountants and Auditors Chartered Accountants (Namibia)
Legal advisors	Inhouse
Governing Act	Namibia Qualifications Authority Act, Act 29 of 1996

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Contents

The reports and statements set out below comprise the consolidated annual financial statements presented to the shareholder:

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Council Members' Report.....	34 - 35
Independent Auditor's Report.....	36 - 38
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Statement of Profit or Loss and Other Comprehensive Income.....	40
Consolidated and Separate Statement of Changes in Equity.....	41
Consolidated and Separate Statement of Cash Flows.....	42
Accounting Policies.....	43 - 49
Notes to the Consolidated Annual Financial Statements.....	50 - 66
The following supplementary information does not form part of the consolidated annual financial statements and is unaudited:	
Detailed Income Statement.....	67 - 68

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Council Members' Responsibilities and Approval

The Council Members are required in terms of the Namibia Qualification Authority Act, Act 29 of 1996 to maintain adequate accounting records and are responsible for the content and integrity of the consolidated annual financial statements and related financial information included in this report. It is their responsibility to ensure that the consolidated annual financial statements fairly present the state of affairs of the group as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with IFRS Accounting Standards. The external auditors are engaged to express an independent opinion on the consolidated annual financial statements.

The consolidated annual financial statements are prepared in accordance with IFRS Accounting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council Members acknowledge that they are ultimately responsible for the system of internal financial control established by the group and place considerable importance on maintaining a strong control environment. To enable the Council Members to meet these responsibilities, the Council Members sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the group and all employees are required to maintain the highest ethical standards in ensuring the group's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the group is on identifying, assessing, managing and monitoring all known forms of risk across the group. While operating risk cannot be fully eliminated, the group endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

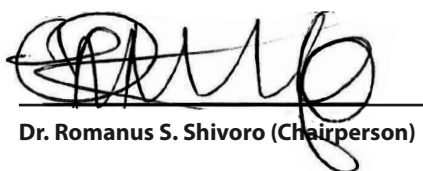
The Council Members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records maybe relied on for the preparation of the consolidated annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Council Members have reviewed the group's cash flow forecast for the year to 31 March 2023 and, in light of this review and the current financial position, they are satisfied that the group has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the group's consolidated annual financial statements. The consolidated annual financial statements have been examined by the group's external auditors and their report is presented on pages 36 to 38.

The consolidated annual financial statements set out on page 39-65, which have been prepared on the going concern basis, were approved by the Council on **28/11/2024** and were signed on their behalf by:

Approval of financial statements



Dr. Romanus S. Shivoro (Chairperson)



Ms Ndeshipewa Akwenye

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Council Members' Report

The Council has pleasure in submitting their report on the consolidated annual financial statements of Namibia Qualifications Authority and the group for the year ended 31 March 2022.

1. General review

The activities of the Namibia Qualification Authority comprise:

- to set up and administer a national qualification framework;
- to be a forum for matters pertaining to qualifications;
- to set the occupational standards required for any occupation, job, post or position in any career structure;
- to set the curriculum standards required for achieving the occupational standards for a given occupation;
- to promote the development of and to analyse benchmarks of acceptable performance norms for an occupation;
- to accredit persons, institutions and qualifications authorities providing education and course of instruction or training of meeting certain requirements, as set out in Section 13, (Act 29 of 1996);
- to evaluate and recognise competencies learnt outside formal education;
- to establish facilities for the collection and dissemination of information in connection with matters pertaining to qualifications;
- to enquire into whether any particular qualification meets the national standards;
- to advise any person, body, institution, qualifications authority or interest group on matters pertaining qualifications and national standards for qualifications.

2. Review of financial results and activities

The consolidated annual financial statements have been prepared in accordance with International Financial Reporting Standards and the requirements of the Namibia Qualification Authority Act, Act 29 of 1996. The accounting policies have been applied consistently compared to the prior year.

Full details of the financial position, results of operations and cash flows of the group are set out in these consolidated annual financial statements.

3. Council Members

The Council Members in office at the date of this report areas follows:

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Council Members (continued)

Council Members	Nationality	Changes
Prof. Gilbert Likando (Chairperson)	Namibian	Resigned Wednesday, 17 August 2022
Prof. Anicia Peters (Vice Chairperson)	Namibian	Resigned Wednesday, 17 August 2022
Ms Lilia M. Shaningwa	Namibian	Resigned Wednesday, 17 August 2022
Ms Beverley S. Skrywer	Namibian	Resigned Wednesday, 17 August 2022
Mr Alfred Tjihambuma	Namibian	Resigned Wednesday, 17 August 2022
Prof. Samuel John	Namibian	Resigned Wednesday, 17 August 2022
Mr Severin Tame	Namibian	Resigned Wednesday, 17 August 2022
Ms Deseree K. Cloete	Namibian	Resigned Wednesday, 17 August 2022
Dr. Romanus S. Shivoro (Chairperson)	Namibian	Appointed Thursday, 18 August 2022
Ms Barbara Dreyer (Vice Chairperson)	Namibian	Appointed Thursday, 18 August 2022
Dr. Colen Tuaundu	Namibian	Appointed Thursday, 18 August 2022
Ms Ndeshipewa Akwenye	Namibian	Appointed Thursday, 18 August 2022
Ms Valerie Garises	Namibian	Appointed Thursday, 18 August 2022
Mr Kennedy M. Matomola	Namibian	Appointed Thursday, 18 August 2022
Mr Fillemon W. Immanuel	Namibian	Appointed Thursday, 18 August 2022
Mr Franz E. Gertze	Namibian	

4. Council Members' interests in contracts

During the financial year, no contracts were entered into which Council Members or officers of the Authority had an interest and which significantly affected the business of the Authority.

5. Events after the reporting period

The Council Members are not aware of any material event which occurred after the reporting date and up to the date of this report.

6. Going concern

The consolidated annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business

The Council Members believe that the Authority has adequate financial resources to continue in operation for the foreseeable future and accordingly the consolidated annual financial statements have been prepared on a going concern basis. The Council Members have satisfied themselves that the Authority is in a sound financial position and that it has access to sufficient borrowing facilities to meet its foreseeable cash requirements. The Council Members are not aware of any new material changes that may adversely impact the Authority. The Council Members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the Authority.

7. Secretary

The Authority did not have a company secretary during the year under review.

8. Interest in subsidiary

The Authority has interest in BV Investments Six Hundred and Forty Five (Pty) Ltd. The details of the Authority's investment in subsidiary are set out in note 4.



Independent auditor's report

To the Members of Namibia Qualifications Authority

Our opinion

In our opinion, the consolidated and separate financial statements present fairly, in all material respects, the consolidated and separate financial position of Namibia Qualifications Authority (the Authority) and its subsidiaries (together the Group) as at 31 March 2022, and its consolidated and separate financial performance and its consolidated and separate cash flows for the year then ended in accordance with IFRS Accounting Standards and the requirements of the Namibia Qualifications Authority Act.

What we have audited

Namibia Qualifications Authority's consolidated and separate financial statements set out on pages 10 to 36 comprise:

- the consolidated and separate statements of financial position as at 31 March 2022;
- the consolidated and separate statements of profit or loss and other comprehensive income for the year then ended;
- the consolidated and separate statements of changes in equity for the year then ended;
- the consolidated and separate statements of cash flows for the year then ended; and
- the notes to the financial statements, including material accounting policy information.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the consolidated and separate financial statements* section of our report.

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

Independence

We are independent of the Group in accordance with the International Ethics Standards Board for Accountants *International Code of Ethics for Professional Accountants (including International Independence Standard)* (Code of Conduct) and other independence requirements applicable to performing audits of financial statements in Namibia. We have fulfilled our other ethical responsibilities in accordance with the Code of Conduct and in accordance with other ethical requirements applicable to performing audits in Namibia.

PricewaterhouseCoopers, Registered Auditors
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Country Senior Partner: Chantell N Husselmann

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Partners: Anna EJ Rossouw (Partner in charge: Coast), Gerrit Esterhuyse, Samuel N Ndahangwapo, Hans F Hashagen, Willem A Burger, Nina A Coetzer, Audrey C van Antwerpen
Practice Number 9406, VAT reg no. 00203281-015



Other information

The directors are responsible for the other information. The other information comprises the information included in the document titled "Namibia Qualifications Authority Consolidated Annual Financial Statements for the year ended 31 March 2022". The other information does not include the consolidated or the separate financial statements and our auditor's report thereon.

Our opinion on the consolidated and separate financial statements does 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 of the consolidated and separate financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated and separate financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the consolidated and separate financial statements

The directors are responsible for the preparation and fair presentation of the consolidated and separate financial statements in accordance with IFRS Accounting Standards and the requirements of the Namibia Qualifications Authority Act, and for such internal control as the directors determine 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 directors are responsible for assessing the Group and the Authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group and/or the Authority or to cease operations, or have 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.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. 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 Group's and the Authority's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Authority'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 consolidated and separate financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and / or Authority to cease to continue as a going concern



- Evaluate the overall presentation, structure and content of the consolidated and separate financial statements, including the disclosures, and whether the consolidated and separate 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 financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the directors 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.

PricewaterhouseCoopers

PricewaterhouseCoopers
Registered Accountants and Auditors
Chartered Accountants (Namibia)

Per: Samuel N Ndahangwapo
Partner

Windhoek, Namibia
Date: 17/02/2025

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Consolidated and Separate Statement of Financial Position

Figures in Namibia Dollar	Note(s)	Consolidated		Separate	
		2022	2021	2022	2021
Assets					
Non-Current Assets					
Property, plant and equipment	3	36,498,049	37,069,800	31,913,242	32,404,810
Intangible assets	4	86,641	-	86,641	-
Investments in subsidiaries	5	-	-	4,584,807	4,665,000
		36,584,690	37,069,800	36,584,690	37,069,810
Current Assets					
Trade and other receivables	6	13,500	21,000	13,500	21,000
Cash and cash equivalents	7	5,253,650	6,893,085	5,253,650	6,893,085
		5,267,150	6,914,085	5,267,150	6,914,085
Total Assets		41,851,840	43,983,885	41,851,840	43,983,895
Equity and Liabilities					
Equity					
Reserves	8	4,815,258	4,815,258	4,815,258	4,815,258
Retained income		26,416,708	28,391,380	26,416,708	28,391,380
		31,231,966	33,206,638	31,231,966	33,206,638
Liabilities					
Non-Current Liabilities					
Deferred income	9	6,969,777	7,472,441	6,969,777	7,472,441
Current Liabilities					
Trade and other payables	11	1,385,905	443,583	1,385,905	443,581
Deferred income	9	928,832	1,355,000	928,832	1,355,000
Provisions	10	1,335,360	1,506,235	1,335,360	1,506,235
		3,650,097	3,304,818	3,650,097	3,304,816
Total Liabilities		10,619,874	10,777,259	10,619,874	10,777,257
Total Equity and Liabilities		41,851,840	43,983,897	41,851,840	43,983,895

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Statement of Profit or Loss and Other Comprehensive Income

Figures in Namibia Dollar	Note(s)	Consolidated		Separate	
		2022	2021	2022	2021
Revenue	12	362,000	268,500	362,000	268,500
Other income	13	29,955,147	32,002,530	29,955,147	32,002,530
Impairment	14	(80,193)	(1,197,086)	(80,193)	(1,197,086)
Other operating expenses	14	(32,435,946)	(38,584,738)	(32,355,753)	(38,584,738)
Operating loss	14	(2,198,992)	(7,510,794)	(2,118,799)	(7,510,794)
Investment income	15	144,126	330,732	144,126	330,732
Profit (Loss) for the year		(2,054,866)	(7,180,062)	(1,974,673)	(7,180,062)
Other comprehensive income:					
Items that will not be reclassified to profit or loss:					
Losses on property revaluation		-	(4,232,742)	-	(4,232,742)
Total other comprehensive income for the year		-	(4,332,742)	-	(4,232,742)
Total comprehensive loss for the year		(2,054,866)	(11,412,804)	(1,974,673)	(11,412,804)

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Consolidated and Separate Statement of Changes in Equity

Figures in Namibia Dollar	Revaluation reserve	Retained income	Total equity
Consolidated			
Balance at 01 April 2020	9,048,000	35,583,946	44,631,946
Profit (Loss) for the year	-	(7,180,062)	(7,180,062)
Total comprehensive income (loss) for the year	-	-	-
Total comprehensive Loss for the year	-	(7,180,062)	(7,180,062)
Revaluation	(4,232,742)		(4,232,742)
Revaluation Reserve	(4,232,742)		(4,232,742)
Balance at 01 April 2021	4,815,258	28,471,574	33,286,832
Profit/(Loss) for the year	-	(2,054,866)	(2,054,866)
Total comprehensive Profit (Loss) for the year	-	(2,054,866)	(2,054,866)
Balance at 31 March 2022	4,815,258	26,416,708	31,231,966
Note(s)	8		
Separate			
Balance at 01 April 2020	9,048,000	35,583,946	44,631,946
Profit/(Loss) for the year	-	(7,180,062)	(7,180,062)
Other comprehensive income	-	-	-
Total comprehensive Profit/(Loss) for the year	-	(7,180,062)	(7,180,062)
Revaluation	(4,232,742)		(4,232,742)
Revaluation Reserve	(4,232,742)		(4,232,742)
Balance at 01 April 2021	4,815,258	28,391,381	33,206,639
Profit/(Loss) for the year	-	(1,974,673)	(1,974,673)
Total comprehensive Profit/(Loss) for the year	-	(1,974,673)	(1,974,673)
Balance at 31 March 2022	4,815,258	26,416,708	31,231,966
Note(s)	8		

Namibia Qualifications Authority

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Consolidated and Separate Statement of Cash Flows

Figures in Namibia Dollar	Note(s)	Consolidated		Separate	
		2022	2021	2022	2021
Cash flows from operating activities					
Cash receipts from customers and Government of Republic of Namibia		29,395,815	30,331,000	29,395,815	30,331,000
Cash paid to suppliers and employees		(30,196,722)	(35,668,815)	(30,196,722)	(35,691,000)
Cash used in operations	17	(800,907)	(5,337,915)	(800,907)	(5,360,000)
Interest income	15	144,126	331,000	144,126	331,000
Net cash from operating activities		(656,781)	(5,006,915)	(656,781)	(5,029,000)
Cash flows from investing activities					
Purchase of property, plant and equipment	3	(982,654)	(515,000)	(982,654)	(515,000)
Total cash movement for the year		(1,639,435)	(5,521,915)	(1,639,435)	(5,544,000)
Cash and cash equivalents at the beginning of the year		6,893,085	12,415,000	6,893,085	12,437,085
Cash and cash equivalents at the end of the year	7	5,253,650	6,893,085	5,253,650	6,893,085

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Consolidated Annual Financial Statements for the year ended 31 March 2022

Accounting Policies

1. Material accounting policies

The principal accounting policies applied in the preparation of these Group annual financial statements are set out below.

1.1 Basis of preparation

The consolidated and separate consolidated annual financial statements have been prepared on the going concern basis in accordance with, and in compliance with, IFRS Accounting Standards and International Financial Reporting Standards Interpretations Committee ("IFRS IC") interpretations issued and effective at the time of preparing these consolidated annual financial statements and the Namibia Qualification Authority Act, Act 29 of 1996 as amended.

The consolidated annual financial statements have been prepared on the historic cost convention, unless otherwise stated in the accounting policies which follow and incorporate the material accounting policies set out below. They are presented in Namibia Dollars, which is the Authority's functional currency.

These accounting policies are consistent with the previous period.

1.2 Consolidation

Basis of consolidation

The consolidated annual financial statements incorporate the consolidated annual financial statements of the company and all subsidiaries. Subsidiaries are entities which are controlled by the group.

The results of subsidiaries are included in the consolidated annual financial statements from the date of obtaining control until the date that control is lost.

The accounting policies of all subsidiaries are the same as those of the parent.

All inter-company transactions, balances, and unrealised gains on transactions between group companies are eliminated in full on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred.

Non-controlling interests in the net assets of subsidiaries are identified and recognised separately from the group's interest therein, and are recognised within equity. Losses of subsidiaries attributable to non-controlling interests are allocated to the non-controlling interest even if this results in a debit balance being recognised for non-controlling interest.

Transactions with non-controlling interests that do not result in loss of control are accounted for as equity transactions and are recognised directly in the Statement of Changes in Equity.

Where control of a subsidiary is lost and a non-controlling shareholding is retained, the remaining investment is measured to fair value with the adjustment to fair value recognised in profit or loss as part of the gain or loss on disposal of the controlling interest. The fair value is the initial carrying amount for the purposes of subsequently accounting for the retained interest as an associate, joint venture or financial asset. In addition, any amounts previously recognised in other comprehensive income in respect of that entity are accounted for as if the group had directly disposed of the related assets or liabilities. This may mean that amounts previously recognised in other comprehensive income are reclassified to profit or loss.

Investments in subsidiaries in the separate financial statements

Investments in subsidiaries are carried at cost less any accumulated impairment losses in the separate financial statements.

Business combinations

The group accounts for business combinations using the acquisition method of accounting. The cost of the business combination is measured as the aggregate of the fair values of assets given, liabilities incurred or assumed and equity instruments issued. Costs directly attributable to the business combination are expensed as incurred.

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Accounting Policies

Any contingent consideration is included in the cost of the business combination at fair value as at the date of acquisition. Subsequent changes to the fair value of contingent consideration that is deemed to be an asset or liability is recognised in either profit or loss or in other comprehensive income, in accordance with relevant IFRS's, Contingent consideration that is classified as equity is not remeasured.

The acquiree's identifiable assets, liabilities and contingent liabilities are recognised at their fair values at acquisition date.

On acquisition, the acquiree's assets and liabilities are reassessed in terms of classification and are reclassified where the classification is inappropriate for group purposes. This excludes lease agreements and insurance contracts, whose classification remains as per their inception date.

Non-controlling interests in the acquiree are measured on an acquisition-by-acquisition basis either at fair value or at the non-controlling interests' proportionate share in the recognised amounts of the acquiree's identifiable net assets. This treatment applies to non-controlling interests which are present ownership interests and entitle their holders to a proportionate share of the entity's net assets in the event of liquidation. All other components of non-controlling interests are measured at their acquisition date fair values, unless another measurement basis is required by IFRS's.

In cases where the group held a non-controlling shareholding in the acquiree prior to obtaining control, that interest is measured to fair value as at acquisition date. The measurement to fair value is included in profit or loss.

Goodwill is determined as the consideration paid, plus the fair value of any shareholding held prior to obtaining control, plus non-controlling interest and less the fair value of the identifiable assets and liabilities of the acquiree. If, in the case of a bargain purchase, the result of this formula is negative, then the difference is recognised directly in profit or loss.

Goodwill is not amortised but is tested on an annual basis for impairment. If goodwill is assessed to be impaired, that impairment is not subsequently reversed.

Goodwill arising on acquisition of foreign entities is considered an asset of the foreign entity. In such cases the goodwill is translated to the functional currency of the group at the end of each reporting period with the adjustment recognised in equity through to other comprehensive income.

1.3 Significant judgements and sources of estimation uncertainty

The preparation of consolidated annual financial statements in conformity with IFRS requires management, from time to time, to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. These estimates and associated assumptions are based on experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

Critical judgements in applying accounting policies

The critical judgements made by management in applying accounting policies, apart from those involving estimations, that have the most significant effect on the amounts recognised in the financial statements, are outlined as follows:

Key sources of estimation uncertainty

Fair value estimation

Land and buildings are measured at fair value representing the open market value determined annually by external valuers or committee members. Fair value is based on active market prices, adjusted, if necessary, for any differences in the nature, location or condition of the specific asset. If this information is not available, the authorities uses alternative valuation methods such as recent prices on less active markets or discounted cash flow projections. These valuations are reviewed annually by the Council Members.

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Accounting Policies

Impairment testing

The Authority reviews and tests the carrying value of assets when events or changes in circumstances suggest that the carrying amount may not be recoverable. When such indicators exist, management determine the recoverable amount by performing value in use and fair value calculations. These calculations require the use of estimates and assumptions. When it is not possible to determine the recoverable amount for an individual asset, management assesses the recoverable amount for the cash generating unit to which the asset belongs.

Useful lives of property, plant and equipment

Management assess the appropriateness of the useful lives of property, plant and equipment at the end of each reporting period. The useful lives of motor vehicles, furniture and computer equipment are determined based on group replacement policies for the various assets. Individual assets within these classes, which have a significant carrying amount are assessed separately to consider whether replacement will be necessary outside of normal replacement parameters. The useful life of manufacturing equipment is assessed annually based on factors including wear and tear, technological obsolescence and usage requirements.

When the estimated useful life of an asset differs from previous estimates, the change is applied prospectively in the determination of the depreciation charge.

Provisions

Provisions are inherently based on assumptions and estimates using the best information available, Additional disclosure of these estimates of provisions are included in note 10.

Intangible assets

Management assess the appropriateness of the useful lives of intangible assets at the end of each reporting period. The uncertainty is not material or significant.

1.4 Property, plant and equipment

Property, plant and equipment is initially measured at cost.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the Authority and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the year in which they are incurred.

Property, plant and equipment is subsequently measured at cost less accumulated depreciation and impairment losses, except for land and buildings which are stated at revalued amounts, The revalued amount is the fair value at the date of revaluation less any subsequent accumulated depreciation and impairment losses. Amounts recognised in the revaluation reserve are not distributable to shareholders.

Revaluations of land and buildings are made every year based on management's assessment that this interval will ensure that that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Gains and losses on revaluation are recognised in other comprehensive income and accumulated in the revaluation reserve in equity, However, losses are recognised in profit or loss to the extent that they exceed amounts previously accumulated from gains in equity, Subsequent gains are recognised in profit or loss to the extent that they reverse revaluation decreases of the same asset previously recognised in profit or loss.

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Accounting Policies

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Buildings	Straight line	25 years
Furniture and fixtures	Straight line	5 years
Motor vehicles	Straight line	5 years
Office equipment	Straight line	5 years
Computer equipment	Straight line	5 years

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting period. No material changes were made.

There were no indicators of impairment for property, plant and equipment and no impairment tests were performed.

1.5 Intangible assets

Intangible assets are initially recognised at cost.

Intangible assets are subsequently measured at cost less any accumulated amortisation and impairment losses.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

Item	Depreciation method	Average useful life
Computer software, other	Straight line	3 years

The useful life and amortisation method of intangible assets are reviewed at the end of each reporting period. No material changes were made.

1.6 Financial instruments

Financial instruments are recognised when the group becomes a party to the contractual provisions. They are measured, at initial recognition, at fair value plus transaction costs, if any, except for financial instruments at fair value through profit or loss which exclude transaction costs.

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis.

The material accounting policies for each type of financial instrument held by the group are presented below:

Trade and other receivables

Trade and other receivables, excluding, when applicable, VAT and prepayments, are measured, subsequent to initial recognition, at amortised cost.

The amortised cost is the amount recognised on the receivable initially, minus principal repayments, plus cumulative amortisation (interest) using the effective interest method of any difference between the initial amount and the maturity amount, adjusted for any loss allowance.

The accounting policy for impairment of trade and other receivables is set out in the loss allowances and write offs accounting policy.

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Accounting Policies

Impairment - Expected credit losses and write offs

A provision matrix is used as a practical expedient when determining expected credit losses. The provision matrix is based on historic credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current and forecast conditions.

All other loss allowances are measured at an amount equal to lifetime expected credit losses (lifetime ECL) when there has been a significant increase in credit risk (risk of default) since initial recognition. If the credit risk has not increased significantly since initial recognition, then the loss allowance for that instrument is measured at 12 month expected credit losses (12 month ECL). The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective instruments. This means that at each reporting date, the ECL for a specific instrument will either be based on lifetime ECL or 12 month ECL depending on the credit risk at reporting date compared to the credit risk at initial recognition.

Irrespective of the outcome of the above assessment, the credit risk on an instrument is always presumed to have increased significantly since initial recognition if the contractual payments are more than 30 days past due, unless the group has reasonable and supportable information that demonstrates otherwise.

By contrast, if an instrument is assessed to have a low credit risk at the reporting date, then it is assumed that the credit risk of the receivable has not increased significantly since initial recognition.

The measurement of expected credit losses incorporates the probability of default, loss given default and the exposure at default, taking the time value of money, historical data and forward-looking information into consideration.

The movement in credit loss allowance is recognised in profit or loss with a corresponding adjustment to the carrying amount of the instrument through a loss allowance account.

The group writes off an instrument when there is information indicating that the counterparty is in severe financial difficulty and there is no realistic prospect of recovery, e.g. when the counterparty has been placed under liquidation or has entered into bankruptcy proceedings. Instruments written off may still be subject to enforcement activities under the group's recovery procedures. Any recoveries made are recognised in profit or loss.

Trade and other payables

Trade and other payables, excluding VAT and amounts received in advance, are classified as financial liabilities subsequently measured at amortised cost.

Cash and cash equivalents

Cash and cash equivalents are stated at carrying amount which is deemed to be fair value.

Derecognition

The group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another party. If the group neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the group recognises its retained interest in the asset and an associated liability for amounts it may have to pay. If the group retains substantially all the risks and rewards of ownership of a transferred financial asset, the group continues to recognise the financial asset and also recognises a collateralised borrowing for the proceeds received.

The group derecognises financial liabilities when its obligations are discharged, cancelled or they expire. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non cash assets transferred or liabilities assumed, is recognised in profit or loss.

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Accounting Policies

1.7 Leases

The group assesses whether a contract is, or contains a lease, at the inception of the contract.

No contracts were identified that required specific judgement as to whether they contained leases.

Group as lessee

A lease liability and corresponding right-of-use asset are recognised at the lease commencement date, for all lease agreements for which the group is a lessee, except for short-term leases of 12 months or less, or leases of low value assets. For these leases, the group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

Lease liability

Lease liabilities are initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect lease payments made. Interest charged on the lease liability is included in finance costs.

Right-of-use assets

Right-of-use assets are presented as a separate line item on the.

They are measured initially at the initial amount of the lease liability plus upfront payments and initial direct costs.

Right-of-use assets are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated, from commencement date, over the shorter period of lease term and useful life of the underlying asset.

Refer to the accounting policy for property, plant and equipment for details of useful lives of underlying assets.

The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting period. No material changes were made.

Namibia Qualifications Authority

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Accounting Policies

1.8 Impairment of assets

Management assesses, at the end of each reporting period, whether there is any indication that [list relevant asset classes: e.g. property, plant and equipment, intangible assets and investment property on the cost model] may be impaired. If any such indication exists, then the recoverable amount of the asset is determined.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. If the recoverable amount cannot be determined for an individual asset, then it is determined for the cash generating unit to which the asset belongs.

Impairment losses are recognised immediately in profit or loss.

1.9 Provisions and contingencies

The group recognises provisions in circumstances where it has a present obligation resulting from past events, which can be measured reliably and for which it is probable that the group will be required to settle the obligation.

There is always a degree of estimation uncertainty involved with provisions as they are measured at management's best estimate of the amount which will be required to settle the obligation. When the effect of discounting is material, the provision is measured at the present value of such amounts.

Contingent assets and contingent liabilities are not recognised. Contingencies are disclosed in.

1.10 Government grants

The group received a government grant, as financial support in order to compensate the group for certain ongoing expenses. Such grants are presented as a credit in the profit or loss (separately).

Where the grant relates to an asset, the fair value is credited to a deferred income account and is released to the income statement over the expected useful life of the relevant asset by equal annual instalments.

1.11 Revenue from contracts with customers

The group recognises revenues net discount. Revenue comprises the fair value of the consideration received or receivable for the sale of goods and services in the ordinary course of the group's activities.

The Authority recognises revenue when a legally enforceable contract is entered into with a customer, for which identifiable performance obligations as per contract are established and the entity has satisfied these obligations. The performance obligations relate to the accreditation or administration services offered by the Group to persons, institutions or organisations.

Revenue is measured at the determined transaction price as allocated to each performance obligation in the contract with the customer. The transaction prices are determined as per the Regulations for the Accreditation of persons, Institutions or Organisations which were approved by the members of parliament. The fees have been the same since the inception of the authority with no rates adjustments.

The revenue from the accreditation services is recognised at a point in time.

The Authority recognises revenue from accreditation fees.

The practical expedient is applied in the accounting for the revenue as the contract durations are less than a year and at year end there are no remaining performance obligations at period-end, and revenue amounts recognised equals the set fixed fees.

Interest received

Interest is recognised, in profit or loss, using the effective interest rate method.

Namibia Qualifications Authority

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

2. New Standards and Interpretations

2.1 Standards and interpretations effective and adopted in the current year

In the current year, the group has adopted the following standards and interpretations that are effective for the current financial year and that are relevant to its operations:

Standard/Interpretation:	Effective date: Years beginning on or after	Expected impact:
• Interest Rate Benchmark Reform - Phase 2: Amendments to IFRS 16	01 January 2021	The impact of the amendments is not material.
• Interest Rate Benchmark Reform - Phase 2: Amendments to IAS 39	01 January 2021	The impact of the amendments is not material.
• COVID-19 - Related Rent Concessions - Amendment to IFRS 16	01 June 2020	The impact of the amendment is not material.

2.2 Standards and interpretations not yet effective

The group has chosen not to early adopt the following standards and interpretations, which have been published and are mandatory for the group's accounting periods beginning on or after 01 April 2022 or later periods:

Standard/Interpretation:	Effective date: Years beginning on or after	Expected impact:
• Annual Improvement to IFRS Standards 2018 - 2020: Amendments to IFRS 1	01 January 2022	Unlikely there will be a material impact
• Reference to the Conceptual Framework: Amendments to IFRS 3	01 January 2022	Unlikely there will be a material impact
• Annual Improvement to IFRS Standards 2018 - 2020: Amendments to IFRS 9	01 January 2022	Unlikely there will be a material impact
• Property, Plant and Equipment: Proceeds before Intended Use: Amendments to IAS 16	01 January 2022	Unlikely there will be a material impact
• Onerous Contracts - Cost of Fulfilling a Contract: Amendments to IAS 37	01 January 2022	Unlikely there will be a material impact
• Annual Improvement to IFRS Standards 2018 - 2020: Amendments to IAS 41	01 January 2022	Unlikely there will be a material impact

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

3. Property, plant and equipment

Consolidated	2022			2021		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Land	15,245,750	-	15,245,750	15,245,750	-	15,245,750
Buildings	21,289,251	(1,009,025)	20,280,226	31,521,156	(10,231,907)	21,289,249
Furniture and fixtures	2,774,084	(2,599,167)	174,917	2,774,084	(2,503,948)	270,136
Motor vehicles	1,559,873	(1,559,873)	-	1,559,873	(1,559,873)	-
Office equipment	443,566	(364,437)	79,129	443,556	(326,414)	117,142
IT equipment	4,370,907	(3,652,880)	718,027	3,533,861	(3,386,338)	147,523
Total	45,683,431	(9,185,382)	36,498,049	55,078,280	(18,008,480)	37,069,800
Separate	2022			2021		
	Cost or revaluation	Accumulated depreciation	Carrying value	Cost or revaluation	Accumulated depreciation	Carrying value
Land	12,345,000	-	12,345,000	12,345,000	-	12,345,000
Buildings	19,525,001	(928,832)	18,596,169	29,756,906	(10,231,907)	19,524,999
Furniture and fixtures	2,774,084	(2,599,167)	174,917	2,774,084	(2,503,948)	270,136
Motor vehicles	1,559,873	(1,559,873)	-	1,559,873	(1,559,873)	-
Office equipment	443,566	(364,437)	79,129	443,566	(326,414)	117,152
IT equipment	4,370,907	(3,652,880)	718,027	3,533,861	(3,386,338)	147,523
Total	41,018,431	(9,105,189)	31,913,242	50,413,290	(18,008,480)	32,404,810

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

3. Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - Consolidated - 2022

	Opening balance	Additions	Disposals	Transfers	Revaluations	Depreciation	Total
Land	15,245,750	-	-	-	-	-	15,245,750
Buildings	21,289,249	2	-	-	-	(1,009,025)	20,280,226
Furniture and fixtures	270,136	-	-	-	-	(95,219)	174,917
Office equipment	117,152	-	-	-	-	(38,023)	79,129
IT equipment	147,523	982,651	(15,642)	(129,961)	-	(266,543)	718,027
	37,069,810	982,653	(15,642)	(129,961)	-	(1,408,810)	36,498,049

Reconciliation of property, plant and equipment - Consolidated - 2021

	Opening balance	Additions	Disposals	Revaluations	Depreciation	Impairment loss	Total
Land	15,245,750	-	-	-	-	-	15,245,750
Buildings	28,363,703	149,679	-	(4,232,494)	(1,794,553)	(1,197,086)	21,289,249
Furniture and fixtures	235,612	153,049	-	-	(118,525)	-	270,136
Motor vehicles	174,381	-	-	-	(174,381)	-	-
Office equipment	90,258	78,177	(11,902)	-	(39,380)	-	117,152
IT equipment	148,638	134,550	-	-	(135,665)	-	147,523
	44,258,342	515,455	(11,902)	(4,232,494)	(2,262,504)	(1,197,086)	37,069,810

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

3. Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - Separate - 2022

	Opening balance	Additions	Disposals	Transfers	Revaluations	Depreciation	Total
Land	12,345,000	-	-	-	-	-	12,345,000
Buildings	19,524,999	2	-	-	-	(928,832)	18,596,169
Furniture and fixtures	270,136	-	-	-	-	(95,219)	174,917
Office equipment	117,152	-	-	-	-	(38,023)	79,129
IT equipment	147,523	982,651	(15,642)	(129,961)	-	(266,543)	718,027
	32,404,810	982,653	(15,642)	(129,961)	-	(1,328,617)	31,913,242

Reconciliation of property, plant and equipment - Separate - 2021

	Opening balance	Additions	Disposals	Revaluations	Depreciation	Total
Land	12,345,000	-	-	-	-	12,345,000
Buildings	25,279,453	149,679	-	(4,232,494)	(1,671,639)	19,524,999
Furniture and fixtures	235,612	153,049	-	-	(118,525)	270,136
Motor vehicles	174,381	-	-	-	(174,381)	-
Office equipment	90,258	78,177	(11,902)	-	(39,380)	117,152
IT equipment	148,638	134,550	-	-	(135,665)	147,523
	38,273,342	515,455	(11,902)	(4,232,494)	(2,139,590)	32,404,810

Namibia Qualifications Authority

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

3. Property, plant and equipment (continued)

Revaluations

The revaluation was performed in May 2022 and the effective date was 31 March 2021. The independent valuer that performed the valuation was Mr, P.J. Scholtz (National Diploma: University of South Africa and BA Degree: University of Stellenbosch). The valuation methodology applied to determine the market value of the property was the present replacement cost less depreciation. Level for the fair value measurement (fair value hierarchy) of the revaluation is Level 3: Unobservable inputs for the property revaluations.

The land and buildings constitute of Erf 8892 (main building) and Erf 6332.

The carrying value of the revalued assets under the cost model would have been:

Land and Buildings	25,682,520	27,164,080	20,970,520	22,204,080
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4. Intangible assets

Consolidated	2022			2021		
	Cost / Valuation	Accumulated amortisation	Carrying value	Cost / Valuation	Accumulated amortisation	Carrying value
Computer software, other	129,961	(43,321)	86,640	-	-	-
Separate	2022			2021		
	Cost / Valuation	Accumulated amortisation	Carrying value	Cost / Valuation	Accumulated amortisation	Carrying value
Computer software, other	129,961	(43,320)	86,641	-	-	-

Reconciliation of intangible assets - Consolidated - 2022

	Opening balance	Transfers	Amortisation	Total
Computer software, other	-	129,961	(43,320)	86,640

Reconciliation of intangible assets - Separate - 2022

	Opening balance	Transfers	Amortisation	Total
Computer software, other	-	129,961	(43,321)	86,640

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Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

5. Investment in subsidiary

The Authority invested in a property under the company BV Investments Six hundred and Forty Five (Pty) Ltd in April 2016 measured at fair value, which is deemed as cost at the date of adoption of IFRS standards. The Authority owns 100% of BV Investments Six Hundred and Forty Five (Pty) Ltd. BV Investment Six hundred and Forty Five (Pty) Ltd owns property at 6338 Liszt Street, Windhoek.

Separate

Name of subsidiary	Fair value 2022	Fair value 2021
BV Investments Six Hundred and Forty Five (Pty) Ltd	4,584,807	4,665,000

Fair value hierarchy information

Level for the fair value measurements Level 3: Unobservable inputs for the Investment and the Property owned by BV Investment Six Hundred and Forty Five (Pty) Ltd.

6. Trade and other receivables

Financial instruments:				
Trade receivables	10,500	21,000	10,500	21,000
Non-financial instruments:				
Employee costs in advance	3,000	-	3,000	-
Total trade and other receivables	13,500	21,000	13,500	21,000
Split between non-current and current portions				
Current assets	13,500	21,000	13,500	21,000
Financial instrument and non-financial instrument components of trade and other receivables				
At amortised cost	10,500	21,000	10,500	21,000
Non-financial assets (staff advances)	3,000	-	3,000	-
	13,500	21,000	13,500	21,000

Exposure to credit risk

Trade receivables inherently expose the group to credit risk, being the risk that the group will incur financial loss if customers fail to make payments as they fall due.

A loss allowance is recognised for all trade receivables, in accordance with IFRS 9 Financial Instruments, and is monitored at the end of each reporting period. In addition to the loss allowance, trade receivables are written off when there is no reasonable expectation of recovery, for example, when a debtor has been placed under liquidation. Trade receivables which have been written off are not subject to enforcement activities.

The group measures the loss allowance for trade receivables by applying the simplified approach which is prescribed by IFRS 9. In accordance with this approach, the loss allowance on trade receivables is determined as the lifetime expected credit losses on trade receivables. This lifetime expected credit losses are estimated using a provision matrix, which is presented below. The provision matrix has been developed by making use of past default experience of debtors but also incorporates forward looking information and general economic conditions of the industry as at the reporting date.

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

6. Trade and other receivables (continued)

Fair value of trade and other receivables

The fair value of trade and other receivables approximates their carrying amounts.

7. Cash and cash equivalents

Cash and cash equivalents consist of:

Cash on hand	3,120	4,373	3,120	4,373
Bank balances	5,250,530	6,888,712	5,250,530	6,888,712
	5,253,650	6,893,085	5,253,650	6,893,085

Credit quality of cash at bank and short-term deposits, excluding cash on hand

The credit quality of cash at bank and short-term deposits, excluding cash on hand that are neither past due nor impaired can be assessed by reference to external credit ratings (if available) or historical information about counterparty default rates:

Credit rating

First National Bank of Namibia Limited: AA+(NA)/A1+(NA) (GCR Ratings)	5,253,651	6,893,085	5,253,651	6,893,085
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8. Revaluation reserve

The revaluation relates to the land and building of BV Investment Six Hundred and Forty Five (Pty) Ltd. There was a revaluation loss of N\$ 4,232,742 recognised in the prior year.

Opening balance	4,815,258	9,048,000	4,815,258	9,048,000
Revaluation gain/(loss) during the year	-	(4,232,742)	-	(4,232,742)
	4,815,258	4,815,258	4,815,258	4,815,258

9. Deferred income

Summary of deferred income

Land and building (NQA House Phase 2)	2,597,366	2,597,366	2,597,366	2,597,366
Land and building (NQA House Phase 1)	5,301,243	6,230,075	5,301,243	6,230,075
	7,898,609	8,827,441	7,898,609	8,827,441

Reconciliation of deferred income

Opening balance	8,827,441	10,499,079	8,827,441	10,499,079
Release to the income statement	(928,832)	(1,671,638)	(928,832)	(1,671,638)
	7,898,609	8,827,441	7,898,609	8,827,441

Split between non-current and current portions

Non-current liabilities	6,969,777	7,472,441	6,969,777	7,472,441
Current liabilities	928,832	1,355,000	928,832	1,355,000
	7,898,609	8,827,441	7,898,609	8,827,441

The deferred income of the Authority relates to the Grants/Funds for the construction of NQA house received from the Government.

Namibia Qualifications Authority

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

10. Provisions

Reconciliation of provisions - Consolidated - 2022

	Opening balance	Additions	Utilised/Used during the year	Reversed during the year	Total
Leave provision	1,161,849	-	-	(168,234)	993,615
Bonus provision	344,386	341,745	(344,386)	-	341,745
	1,506,235	341,745	(344,386)	(168,234)	1,335,360

Reconciliation of provisions - Consolidated - 2021

	Opening balance	Additions	Utilised/Used during the year	Reversed during the year	Total
Leave provision	1,025,357	136,492	-	-	1,161,849
Bonus provision	364,053	344,386	(364,053)	-	344,386
	1,389,410	480,878	(364,053)	-	1,506,235

Reconciliation of provisions - Separate - 2022

	Opening balance	Additions	Utilised/Used during the year	Reversed during the year	Total
Leave provision	1,161,849	-	-	(168,234)	993,615
Bonus provision	344,386	341,745	(344,386)	-	341,745
	1,506,235	341,745	(344,386)	(168,234)	1,335,360

Reconciliation of provisions - Separate - 2021

	Opening balance	Additions	Utilised/Used during the year	Reversed during the year	Total
Leave provision	1,025,357	136,492	-	-	1,161,849
Bonus provision	364,053	344,386	(364,053)	-	344,386
	1,389,410	480,878	(364,053)	-	1,506,235

The leave provision represents the value of the leave days outstanding at year end, calculated using a daily rate of the basic salaries, for each employee in accordance with the leave policy.

The bonus provision represents the apportionment of three (3) months (January - March 2022) of the 13th cheque of the employees at year end. The employees are paid a 13th cheque in December each year and each month an appointment is made in anticipation of the bonus payments in December each year.

Namibia Qualifications Authority

Consolidated Annual Financial Statements for the year ended 31 March 2022

Notes to the Consolidated Annual Financial Statements

11. Trade and other payables

Financial instruments:				
Trade payables	247,914	270,370	247,912	270,368
Payroll related payables	1,131,154	151,329	1,131,154	151,329
Revolving credit facilities	6,839	21,884	6,839	21,884
	1,385,907	443,583	1,385,905	443,581

Financial instrument and non-financial instrument components of trade and other payables

Namibia Qualifications Authority

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Notes to the Consolidated Annual Financial Statements

	Consolidated		Separate	
Figures in Namibia Dollar	2022	2021	2022	2021

11. Trade and other payables (continued)

At amortised cost	1,385,907	443,581	1,385,905	443,581
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Fair value of trade and other payables

The fair value of trade and other payables approximates their carrying amounts.

12. Revenue

Revenue from contracts with customers

Annual fees	282,000	179,500	282,000	179,500
Expansion fees	11,000	10,000	11,000	10,000
Application fees	34,000	12,000	34,000	12,000
Reaccreditation fees	35,000	67,000	35,000	67,000
	362,000	268,500	362,000	268,500

Timing of revenue recognition

The revenue of the Group and Authority is recognised over time.

Transaction price allocated to performance obligations that are unsatisfied or partially unsatisfied at the reporting date

There were no unsatisfied/unfulfilled performance obligations at year end.

13. Other operating income

Administration and management fees received	12,027	13,829	12,027	13,829
Tender fees	-	24,900	-	24,900
Release of deferred income (depreciation)	928,832	1,671,638	928,832	1,671,638
Sundry income	14,288	-	14,288	-
Government grants	29,000,000	30,292,163	29,000,000	30,292,163
	29,955,147	32,002,530	29,955,147	32,002,530

14. Operating profit (loss)

Operating loss for the year is stated after charging (crediting) the following, amongst others:

Auditor's remuneration - external				
Audit fees	209,875	112,355	209,875	112,355
Employee costs				
Salaries, wages, bonuses and other benefits	26,737,384	30,668,940	26,737,384	30,668,940
Impairment				
Impairment/Loss in Investment revaluation	80,193	1,197,086	80,193	1,197,086
Expenses by nature				
Other items [specify]	500	-	-	-
	500	-	-	-

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Notes to the Consolidated Annual Financial Statements

	Consolidated		Separate	
Figures in Namibia Dollar	2022	2021	2022	2021

14. Operating profit (loss) (continued)

Expenses by nature

The total cost of sales, selling and distribution expenses, marketing expenses, general and administrative expenses, research and development expenses, maintenance expenses and other operating expenses are analysed by nature as follows:

Auditor's remuneration	209,875	112,355	209,875	112,355
Council Expenditures	244,638	1,065,890	244,638	1,065,890
Depreciation and amortisation	1,467,772	2,262,505	1,387,579	2,262,505
Employee costs	26,737,384	30,668,940	26,737,384	30,668,940
Facilities and Security	1,306,256	1,511,944	1,306,256	1,511,944
ICT Expenses	410,925	521,428	410,925	521,428
Insurance and Legal	494,032	327,816	494,032	327,816
Marketing and Communication	49,437	77,202	49,437	77,202
Other administrative and office expenses	612,788	1,016,052	612,788	1,016,052
Travel and Transport	172,537	224,803	172,537	224,803
Wellness	148,503	255,211	148,503	255,211
Workshop and Consultations	581,799	540,592	581,799	540,592
	32,435,946	38,584,738	32,355,753	38,584,738

15. Investment income

Interest income				
Investments in financial assets:				
Bank and other cash	144,126	330,732	144,126	330,732

16. Taxation

The Authority is exempted from income tax, a state owned enterprise in education as per section 16 (1)(a)(j) of Income Tax Act 24 of 1981.

17. Cash used in operations

Profit/(Loss) of the year	(2,054,866)	(7,195,000)	(1,974,673)	(7,195,000)
Adjustments for non-cash items:				
Depreciation, amortisation, impairments and reversals of impairments	1,467,772	2,262,505	1,387,579	2,143,000
Impairment	-	1,196,000	-	1,320,000
Released deferred income	(928,832)	(1,672,000)	(928,832)	(1,672,000)
Investment income		(331,000)		(331,000)
Revaluation Loss in Investment Subsidiary	-	-	80,191	-
Other non-cash item included in profit or loss	-	26,580	-	-
Adjust for items which are presented separately:				
Interest income	(144,126)	-	(144,126)	-
Changes in working capital:				
(Increase) decrease in trade and other receivables	7,500	12,000	7,500	12,000
Increase (decrease) in trade and other payables	851,645	363,000	771,454	363,000
	(800,907)	(5,337,915)	(800,907)	(5,360,000)

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Notes to the Consolidated Annual Financial Statements

	Consolidated		Separate	
Figures in Namibia Dollar	2022	2021	2022	2021

18. Contingencies

Contingent liability

• Tax settlement	198,624	281,000	198,624	281,000
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Contingent liability is related to the case of Shadoni Beauty School cc, a court case against NQA in the High Court of Namibia to review a decision of the NQA Council not to grant expansion of scope of accreditation in respect of certain qualifications offered by the applicant. The case was still not finalized as at 31 March 2022. The outcome of the case is uncertain. In accordance with IAS 37, no provision has been made for this contingency in the financial statements. The potential tax settlement of N\$ 198,624 is expected.

19. Related parties

Relationships

Ultimate Shareholder	Government of the Republic of Namibia
Council Members	Refer to general information on page 2 and note 20.
Subsidiary	BV Investments Six Hundred and Forty Five (Pty) Ltd Refer to note 5
Members of key management (Key management of NQA is the CEO, Deputy CEO and Head of Qualifications)	Franz E. Gertze AsnathK. Kaperu Harmoni Beukes

Related party transactions

Government grant				
Government of the Republic of Namibia	29,000,000	30,292,163	29,000,000	30,292,163
Compensation to key management				
Short-term employee benefits	4,109,912	4,109,912	4,109,912	4,109,912

20. Council Members' emoluments

Non-executive

2022

Council Members' emoluments	Fees	Total
Council Members	245,000	245,000

2021

Council Members' emoluments	Fees	Total
Council Members	1,066,000	1,066,000

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	Consolidated		Separate	
Figures in Namibia Dollar	2022	2021	2022	2021

21. Financial instruments and risk management

Categories of financial instruments

Categories of financial assets

Consolidated - 2022

	Note(s)	Amortised cost	Total
Trade and other receivables	6	10,500	10,500
Cash and cash equivalents	7	5,253,650	5,253,650
		5,264,150	5,264,150

Consolidated - 2021

	Note(s)	Amortised cost	Total
Trade and other receivables	6	21,000	21,000
Cash and cash equivalents	7	6,893,085	6,893,085
		6,914,085	6,914,085

Separate - 2022

	Note(s)	Amortised cost	Total
Trade and other receivables	6	10,500	10,500
Cash and cash equivalents	7	5,253,650	5,253,650
		5,264,150	5,264,150

Separate - 2021

	Note(s)	Amortised cost	Total
Trade and other receivables	6	21,000	21,000
Cash and cash equivalents	7	6,893,085	6,893,085
		6,914,085	6,914,085

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Notes to the Consolidated Annual Financial Statements

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

21. Financial instruments and risk management (continued)

Categories of financial liabilities

Consolidated - 2022

	Note(s)	Amortised cost	Total
Trade and other payables	11	1,385,905	1,385,905

Consolidated - 2021

	Note(s)	Amortised cost	Total
Trade and other payables	11	443,581	443,581

Separate - 2022

	Note(s)	Amortised cost	Total
Trade and other payables	11	1,385,905	1,385,905

Separate - 2021

	Note(s)	Amortised cost	Total
Trade and other payables	11	443,581	443,581

Capital risk management

The group's objective when managing capital (which includes share capital, borrowings, working capital and cash and cash equivalents) is to maintain a flexible capital structure that reduces the cost of capital to an acceptable level of risk and to safeguard the group's ability to continue as a going concern while taking advantage of strategic opportunities in order to maximise stakeholder returns sustainably.

The capital structure and gearing ratio of the group at the reporting date was as follows:

Trade and other payables	11	1,385,905	443,581	1,385,905	443,581
Cash and cash equivalents	7	(5,253,650)	(6,893,085)	(5,253,650)	(6,893,085)
Net borrowings		(3,867,745)	(6,449,504)	(3,867,745)	(6,449,504)
Equity		22,004,442	33,206,642	31,231,964	33,206,642
Gearing ratio		(18)%	(19)%	(12)%	(19)%

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Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

21. Financial instruments and risk management (continued)

Financial risk management

Overview

The group is exposed to the following risks from its use of financial instruments:

- Credit risk;
- Liquidity risk; and
- Market risk (currency risk, interest rate risk and price risk).

Credit risk

Credit risk is the risk of financial loss to the group if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Credit loss allowances for expected credit losses are recognised for all debt instruments, but excluding those measured at fair value through profit or loss. Credit loss allowances are also recognised for loan commitments and financial guarantee contracts.

The maximum exposure to credit risk is presented in the table below:

Consolidated		2022			2021		
		Gross carrying amount	Credit loss allowance	Amortised cost / fair value	Gross carrying amount	Credit loss allowance	Amortised cost/fair value
Trade and other receivables	6	13,500	-	13,500	21,000	-	21,000
Cash and cash equivalents	7	5,253,650	-	5,253,650	6,893,085	-	6,893,085
		5,267,150	-	5,267,150	6,914,085	-	6,914,085
Separate		2022			2021		
		Gross carrying amount	Credit loss allowance	Amortised cost / fair value	Gross carrying amount	Credit loss allowance	Amortised cost/fair value
Trade and other receivables	6	13,500	-	13,500	21,000	-	21,000
Cash and cash equivalents	7	5,253,650	-	5,253,650	6,893,085	-	6,893,085
		5,267,150	-	5,267,150	6,914,085	-	6,914,085

Liquidity risk

The group is exposed to liquidity risk, which is the risk that the group will encounter difficulties in meeting its obligations as they become due.

The group manages its liquidity risk by effectively managing its working capital, capital expenditure and cash flows. The financing requirements are met through a mixture of cash generated from operations and long and short term borrowings. Committed borrowing facilities are available for meeting liquidity requirements and deposits are held at central banking institutions.

The maturity profile of contractual cash flows of non-derivative financial liabilities, and financial assets held to mitigate the risk, are presented in the following table. The cash flows are undiscounted contractual amounts.

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Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

21. Financial instruments and risk management (continued)

Consolidated - 2022

		Less than 1 year	Total	Carrying amount
Current liabilities				
Trade and other payables	11	1,385,905	1,385,905	1,385,905

Consolidated - 2021

		Less than 1 year	Total	Carrying amount
Current liabilities				
Trade and other payables		443,581	443,581	443,581

Separate - 2022

		Less than 1 year	Total	Carrying amount
Current liabilities				
Trade and other payables		1,385,905	1,385,905	1,385,905

Separate - 2021

		Less than 1 year	Total	Carrying amount
Current liabilities				
Trade and other payables	11	443,581	443,581	443,581

Interest rate risk

Interest rate profile

The interest rate profile of interest bearing financial instruments at the end of the reporting period was as follows:

	Note	Average effective interest rate		Carrying amount	
		2022	2021	2022	2021
Consolidated					
Variable rate instruments:					
Assets					
Cash and cash equivalents	7	3.50 %	3.50 %	5,253,654	6,893,185
Variable rate financial assets as a percentage of total interest bearing financial assets				100.00%	100.00%
Variable rate instruments:					

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Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021

21. Financial instruments and risk management (continued)

Assets					
Cash and cash equivalents	7	3.50 %	3.50 %	5,253,654	6,893,185
Variable rate financial assets as a percentage of total interest bearing financial assets				100.00%	100.00%

Interest rate sensitivity analysis

The following sensitivity analysis has been prepared using a sensitivity rate which is used when reporting interest rate risk internally to key management personnel and represents management's assessment of the reasonably possible change in interest rates. All other variables remain constant. The sensitivity analysis includes only financial instruments exposed to interest rate risk which were recognised at the reporting date. No changes were made to the methods and assumptions used in the preparation of the sensitivity analysis compared to the previous reporting period.

Consolidated	2022	2022	2021	2021
	Increase	Decrease	Increase	Decrease
Increase or decrease in rate				
Impact on profit or loss:				
Cash and cash equivalents 1% (2021: 1%)	(52,537)	52,537	(68,931)	68,931
Impact on equity:				
Retained Income 1% (2021: 1%)	(52,537)	52,537	(68,931)	68,931
Total impact on profit or loss and equity	(105,074)	105,074	(137,862)	137,862
Separate	2022	2022	2021	2021
	Increase	Decrease	Increase	Decrease
Increase or decrease in rate				
Impact on profit or loss:				
Cash and cash equivalents 1% (2021: 1%)	(52,537)	52,537	(68,931)	68,931
Impact on equity:				
Retained Income 1% (2021: 1%)	(52,537)	52,537	(68,931)	68,931
Total impact on profit or loss and equity	(105,074)	105,074	(137,862)	137,862

Price risk

The group is not exposed to commodity price risk.

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Detailed Income Statement

		Consolidated		Separate	
Figures in Namibia Dollar		2022	2021	2022	2021
Revenue					
Annual fees		282,000	179,500	282,000	179,500
Reaccreditation		35,000	67,000	35,000	67,000
Expansion		11,000	10,000	11,000	10,000
Application		34,000	12,000	34,000	12,000
	12	362,000	268,500	362,000	268,500
Other operating income					
Administration fees		12,027	13,829	12,027	13,829
Government grants		29,000,000	30,292,163	29,000,000	30,292,163
Release of deferred income (depreciation)		928,832	1,671,638	928,832	1,671,638
Sundry income		14,288	-	14,288	-
Tender fees		-	24,900	-	24,900
	13	29,955,147	32,002,530	29,955,147	32,002,530
Impairment	14	(80,193)	(1,197,086)	(80,193)	(1,197,086)
Expenses (Refer to page 38)		(32,435,946)	(38,584,738)	(32,355,753)	(38,584,738)
Operating loss	14	(2,198,992)	(7,510,794)	(2,118,799)	(7,510,794)
Investment income	15	144,126	330,732	144,126	330,732
Loss for the year		(2,054,866)	(7,180,062)	(1,974,673)	(7,180,062)

The supplementary information presented does not form part of the consolidated annual financial statements and is unaudited

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Detailed Income Statement

Figures in Namibia Dollar	Consolidated		Separate	
	2022	2021	2022	2021
Other operating expenses				
Advertising	(36,194)	(52,316)	(36,194)	(52,316)
Amortisation	(43,320)	-	(43,320)	-
Auditor's remuneration - external audit	14 (209,875)	(112,355)	(209,875)	(112,355)
Bank charges	(40,286)	(42,907)	(40,286)	(42,907)
COVID19 expenses	(125,430)	(128,695)	(125,430)	(128,695)
Cleaning	(276,000)	(300,036)	(276,000)	(300,036)
Legal Fees	(19,799)	(143,792)	(19,799)	(143,792)
Council Expenditure	(244,638)	(1,065,890)	(244,638)	(1,065,890)
Depreciation	(1,424,452)	(2,262,505)	(1,344,259)	(2,262,505)
Employee costs	(26,737,384)	(30,668,940)	(26,737,384)	(30,668,940)
Flowers and gifts	(3,656)	(34,093)	(3,656)	(34,093)
Transport	(56,928)	(72,853)	(56,928)	(72,853)
IT expenses	(226,546)	(190,055)	(226,546)	(190,055)
ICT Strategy	-	(13,800)	-	(13,800)
Insurance	(202,816)	(147,587)	(202,816)	(147,587)
Legal fees	(291,216)	(180,228)	(291,216)	(180,228)
Material and Supplies	(17,498)	(16,536)	(17,498)	(16,536)
Municipal expenses	(517,231)	(558,044)	(517,231)	(558,044)
Notices & Publications	-	(104,531)	-	(104,531)
Organizational development	(18,089)	(72,587)	(18,089)	(72,587)
Photocopy	(219,643)	(323,718)	(219,643)	(323,718)
Postage	(8,161)	(9,449)	(8,161)	(9,449)
Printing and stationery	(35,110)	(62,082)	(35,110)	(62,082)
Promotions	(13,243)	(24,886)	(13,243)	(24,886)
Quality Assurance fees	(561,999)	(396,800)	(561,999)	(396,800)
Refreshments	(1,328)	(19,836)	(1,328)	(19,836)
Rental	(111,409)	(194,143)	(111,409)	(194,143)
Repairs and maintenance	(49,179)	(128,003)	(49,179)	(128,003)
Royalties and license fees	(166,881)	(301,036)	(166,881)	(301,036)
Security	(352,437)	(331,717)	(352,437)	(331,717)
Subscriptions	(120,991)	(259,835)	(120,991)	(259,835)
Telephone and fax	(188,598)	(226,033)	(188,598)	(226,033)
Travel and Accomodation	(115,609)	(139,450)	(115,609)	(139,450)
	(32,435,946)	(38,584,738)	(32,355,753)	(38,584,738)

The accounting policies on pages 43 to 49 and the notes on pages 50 to 66 form an integral part of the consolidated annual financial statements.

The supplementary information presented does not form part of the consolidated annual financial statements and is unaudited

Notes

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