



Maintenance of existing Skills Development dispensation

(PRJ-0413-2025)

SAMPRO

Quarter 4 2025 (October 2025 till December 2025)

Project goals

Goal 1 - Interactions in respect of acts, regulations, policies and procedures of bodies in the public sector regarding knowledge and skills development in light of the needs of the dairy industry, with the authoritative bodies in the public sector, tertiary education institutions and representatives of other industries

Achievements

The following in respect of the FOURTH QUARTER:

- a. An appreciable number of the planned SETA activities were scaled done – some placed on hold – as results of the delay in the appointment of, firstly, Board members, secondly the re-appointment of the CEO of the SETA and thirdly the appointment of the independent Chairperson of the Board. In addition, the SETA had to cut back on activities to avoid overspend of its permitted administration budget. Some of the activities that proved difficult to manage are as follows –
 - There was no Board to approve financial management statements or approve a new budget. The minister delegated authority to the CEO but understandably a conservative approach was taken by the CEO
 - Replacement of personnel that had left the employment of the SETA and who were involved in critical functions could not happen – and this influenced the probability of an EISA in March of 2026 (a matter of which the Project Manager was informed by telephone).
- b. The representatives nominated as Board representatives by the sub-sectors were later accepted by the Minister and an acting Chairperson was elected by these representatives to carry on with governance matters. The CEO was formally nominated for re-appointment and accepted by the Minister and thus the budget and financial report could be submitted by the Accounting Authority/Board. Just before the close of the calendar year a chairperson was formally appointed by the Minister.
- c. How the rest of the functions that were downsized or placed on hold are to be resumed and managed is a challenge for the SETA, but many positive intentions were expressed during the AGM held late in the calendar year.
- d. The next input from our sub-sector side would be the appointment of business representatives as members of the Dairy Chamber, a matter which has been delegated to the Board member, Mr Richard Hutton, who will guide the project as to the process.
- e. It seems that the grant release system did not stop functioning though.

No Non-achievements / underperformance has been reported

Goal 2 - Continuous evaluation so that, depending on factors like technology development, changing production and manufacturing procedures and requirements set by relevant bodies in the public sector, to determine whether amendment is necessary of, for example, the curriculum, learning materials, assessment tools and qualifications

Achievements

The following in respect of the FOURTH QUARTER:

- a. The uncertainty in respect of the continuation of the Milk SA dispensation, even with the temporary extension for six months, renders the intended revision of the Dairyman qualification somewhat questionable, as a start could be made but a completion could not be guaranteed. This is not problematic as long as dairy experts are deployed for facilitation and assessment. Very little has changed in terms of technology deployed even though the equipment that have been invested in for greater automation may replace some labour – but the equipment still has to be operated to implement the technology (by way of example; cheese making will still utilize rennet and starter cultures and texturizing and forming; whether in an open vat system or an automat such as Alfomatic or Cheddarmaster, the operator must still ensure that the microbiology and biochemistry are applied and effective). The text of the learning materials are modelled on the biotechnology and though describing it in traditional methodology, an experienced dairy facilitator and assessor will find it fully useful.
- b. The option should be considered to request the re-registration of the curriculum in current form and an active revision process ought to be placed (so to speak) on the back burner until such time as the dispensation is remodelled and continued with certainty.

No Non-achievements / underperformance has been reported

Goal 3 - Guidance and promotion of skills and knowledge development in respect thereof to members of the dairy industry. It is of collective importance that guidance should be provided to the members of the dairy industry which is not influenced by commercial interest of any enterprise conducting training

Achievements

The following in respect of the FOURTH QUARTER:

- a. In light of the report on Goal 1 (lack of most activities at the SETA), no new statistics could be obtained, some new learning interventions were reported on of which none was dairy specific, the board and chairperson appointments happened very late in the year and no information held any appreciable advantage for dissemination by way of a newsletter.

Non-achievements / underperformance

No second newsletter for 2025.

Reasons for non-achievements / underperformance

Matters at FoodBev SETA were very low key and no achievements could be recorded that were newsworthy. Nothing of the non-achievements were under control of the project or

b. It does seem that activities are again being resumed at the SETA and as soon as a Dairy Chamber is established, information of value will be collected for a newsletter in the first semester of 2026.

could be remedied by any input from the project.

Planned remedies for non-achievements / underperformance

A Board Chairperson was appointed in late December, the SETA CEO was reappointed by the Minister and the Board members were appointed by the Minister, who could forward the financial statement and budget for approval.

Income and expenditure statement

Income and expenditure statement	4th qtr short fin SD sec ind 2025.xlsx TrainingDec25.pdf
Unnecessary spending during period	No

Popular Report

[Popular 4th qtr report.docx](#)

Popular report and Additional documentation

[ASCEO Newsletter Second Edition 2025-1.pdf](#)
[New SETA Chairperson.docx](#)

Statement

Levy funds were applied only for the purposes stated in the contract	Yes
Levy funds were applied in an appropriate and accountable manner	Yes
Sufficient management and internal control systems were in place to adequately control the project and accurately account for the project expenditure	Yes
The information provided in the report is correct	Yes