

Annual Report

on the implementation of
international training programmes

2008/09



agriculture,
forestry & fisheries

Department:
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**on the implementation of
international training programmes**

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Acronyms

AADP	African Agricultural Development Plan
AET	Agricultural Education and Training
AgriBEE	Agricultural Black Economic Empowerment
ALF	African Land and Food
APO	Associate Professional Officer
ARC	Agricultural Research Council
BATAT	Broadening Access to Agriculture Thrust
BTOR	Back to Office Report
CASP	Comprehensive Agricultural Support Programme
DoA	Department of Agriculture
DAFF	Department of Agriculture, Forestry and Fishery
FAO	Food and Agriculture Organisation
FET	Further Education and Training
HET	Higher Education and Training
HRD	Human Resource Development
ICC	International Co-ordinating Committee
IBSA	India-Brazil and South Africa
MoU	Memorandum of Understanding
PDA	Provincial Department of Agriculture
RAC	Royal Agricultural College
SA	South Africa
SDA	Skills Development Act
TCP	Technical Cooperation Programme
UK	United Kingdom
USDA	United States Department of Agriculture
YPO	Young Professional Officer

Foreword

I am pleased to present the 2008/2009 Annual Report on International Training Programmes.

Since 1994, there has been an increased international goodwill towards South Africa (SA) and this has been demonstrated by the bilateral and multilateral agreements signed between SA and other countries guided by Trade, Training and Technology transfer principles.

As a result, SA has received many offers of international agricultural training programmes. The purpose of these training programmes is to enable the employees and other stakeholders within the agricultural sector to acquire skills that will enhance their competitiveness. These programmes are in line with the International Training Strategy for the Agricultural Sector that derives its mandate from sources such as the International Training Programme Policy, The AET Strategy, Skills Development Act and the HRD Strategy of the Department of Agriculture.

On an annual basis, DAFF coordinates the accessing of these training programmes by various stakeholders in the sector. Coordination is guided by the approved policies on external and internal international training programmes. The training also focuses on the appropriate skills required to direct fundamental DAFF key programmes such as the Comprehensive Agricultural Support Programme (CASP), African Agricultural Development Programme (AADP), and Comprehensive Rural Development Programme (CRDP).

The report on international training programmes is generated on an annual basis. The report provides feedback on the implementation of international training accessed through bilateral and multilateral agreements with other countries.

I would like to acknowledge the invaluable contribution made by all international stakeholders who contributed in the DAFF International Training programmes for 2008/09 financial year. I would also like to acknowledge the major contribution of Cochran Fellowship in the United States, African Land and Food Fellowship in the United Kingdom, the two member states in the IBSA trilateral, Brazil and India, the German Ministry of Food and Consumer Protection and the Food and Agricultural Organisation (FAO).

It is hoped that by taking part in the DAFF International Training Programmes, participants' experience and exposure have been broadened and the overall aim of human resource development achieved. In addition this will ensure that the training skills development initiative responds to the requirements of the economy, rural development challenges and social integration.

Finally, through the international training programmes Alumni Association, it is hoped that the beneficiaries of DAFF's international training programmes will one day gather to assess the impact of these training programmes on the agricultural sector of South Africa and to attempt to measure the return on investment.



Dr M. E. Mogajane
Acting DIRECTOR-GENERAL

Executive Summary

The International training programme of the Department of Agriculture (DoA) is implemented in terms of the internal and external international training programme policies. The international training opportunities that are received from international countries are aligned to the DoA International Training Strategy of 2006. The major objective of the international training strategy is to guide the process of the coordination and implementation of international training opportunities. The DoA International training programme is implemented by using the following methods: Staff/student exchange programmes, industrial placements, under and post-graduate studies, short courses, conferences, seminars and capacity building interventions in joint technical cooperations with other countries.

In 2008/09 financial year, the DoA advertised 14 (fourteen) international training programmes. A total of 160 (one hundred and sixty) candidates were short-listed to participate in these programmes. The advertised programmes were short courses in the United States of America, Israel; Thailand, Indonesia and Sweden. The other programmes advertised were a Post graduate MSc in the United Kingdom, 2 (two) Industrial Placement in Bangkok and Philippines, Study tours in Denmark, India, Thailand and France.

The DoA International Training Strategy makes provision for the Directorate: Education, Training and Extension Service to monitor the beneficiaries of the International Training programme through annual alumni conference, review workshops, monitoring and back-to-office-reports (BTORs). A total number of 137 (one hundred and thirty seven) beneficiaries of the international training programme have affiliated to the DoA alumni data-base. The beneficiaries who have registered on the data base receive an official standard letter from the DoA confirming their membership. A total number of 5 (five) back to office reports were received, 3 (three) from the group that went to the United States of America, 1 (one) from Bangkok group, 1 (one) from the France study tour group and 1 (one) from the group that participated in the India Training. 1 (one) orientation workshop was held on 23 August 2008 and 1 (one) review workshop on 26 March 2009 for the African Land Food Fellowship Programme.

The DoA international training strategy for Agriculture further makes provision for the Directorate: Education, Training and Extension Services to mobilise resources for the promotion of Agricultural Education and Training (AET). The sourced resources are used to support the advancement of scarce skills in agriculture. For 2008/09 the Directorate visited 23 companies with corporate social investments, the directorate also developed a business plans for priority projects to be distributed to companies. The total amount of sourced resources from international training providers in monetary value is R 6 023 445.00.

The Directorate: Education, Training and Extension Services pay for the return air-fare for all participants of international training programme in line with the International Training Policy. For 2008/09 the Directorate: Education, Training and Extension Services spent a total amount of R666 626.00 (six hundred and sixty six thousand and six hundred and twenty six rand). This amount was spent on international flights, (flights, travel insurance and monitoring workshops for the International Training Programmes.)

1. BACKGROUND

The international training programme of the Department of Agriculture (DoA) is implemented in terms of the internal and external international training programme policies.

Since 1994, there has been an increased international goodwill towards South Africa (SA). This is demonstrated by the bilateral and multilateral agreements signed between SA and other countries. These agreements are characterised by trade, training and transfer of technology. As a result, SA has received many offers of international agricultural training programmes. The DoA has, however, been facing a challenge that most of the international training programmes do not always address South Africa's agriculture training needs. In addressing this challenge, the DoA has since developed an international training strategy which was approved in 2006. The international training strategy assists the DoA to Capitalise on available international training opportunities, especially in the subject areas where skills are lacking in order to measure up to the challenges facing the sector.

The international training strategy is a direct response to the Broadening Access to Agriculture Thrust (BATAT) programme which promotes the broadening of access to human resource development in agriculture. The coordination of international training is now aligned to the training needs identified in the strategy. The training also focuses on the appropriate skills required to direct fundamental DoA key programmes such as the Comprehensive Agricultural Support Programme (CASP), African Agricultural Development Programme (AADP), Agricultural Black Economic Empowerment (AgriBEE) and others.

2. OBJECTIVES OF THE INTERNATIONAL TRAINING STRATEGY

The objectives of the international training strategy are to:

- 1.2.1 Develop the competency of human capacity in the sector.
- 1.2.2 Facilitate training in subject areas where the South African agricultural sector is lacking.
- 1.2.3 Develop skills that will enable South Africans to become leaders in their fields.
- 1.2.4 Acquire skills that will make people in the sector capable of addressing development issues.

3. SPECIFIC AREAS OF INTERNATIONAL TRAINING

The specific areas of training that are addressed through international training, are adjusted over time as the needs of the sector change. Currently, the skills needs in the South African agricultural sector, as identified by the AET Strategy, include but are not limited to the following scarce skills:

- Veterinary sciences
- Agricultural economics, trade and business
- Agricultural engineering
- Food sciences
- Nematology
- Entomology
- Viticulture
- Horticulture
- Plant pathology
- Biotechnology
- Aquaculture

4. METHODS OF IMPLEMENTATION

The international training programmes are implemented by using the following methods:

4.1 Staff/student exchange programmes

Exchange programmes provide opportunities for staff and/or other potential trainees to be deployed in organisations elsewhere. This arrangement leads to practical on-the-job-training. This will include management, professional, technical and student exchange programmes with governments, research institutions, universities and foreign companies. This arrangement is guided by the secondment policy of the DoA.

4.2 Shadowing consultants/industrial placements

The purpose of industrial placements is to provide technical experience to qualified professionals in scarce skills in Agriculture. After placements, the participants obtain their experience from international countries in improving the policy, technical and management aspects of the DoA.

4.3 Undergraduate studies

Undergraduate field of study are informed by the skills requirement analysis and are guided by the sector strategic plan objectives and the capacity to provide such skills. Study areas include the skills required to direct national programmes such as ASGISA, AADP, CASP and AgriBEE. The focus is on study fields in which South African academic institutions are unable to produce the desired capacities required by the sector within a given time frame. The training is technical in nature and addresses the issues and problems facing the beneficiaries of national programmes.

4.4 Postgraduate studies

Research topics for postgraduate studies are determined by the skills requirements in the country and the Sector strategic plan objectives. The emphasis is on practices that are sustainable.

4.5 Short courses

Short courses focusing on areas of trade, import and export programmes and regulatory issues are targeted as key areas of training. Short course training is focused but not limited on areas of sustainable development, risk management, monitoring and evaluation, total quality management, contingency planning, project and investment appraisal and auditing. The emphasis for training is on processing and value-adding to raw materials. Training also focuses on consumer demands and needs in the global market.

4.6 Conferences and seminars

Appropriate and motivated conferences and seminars that offer an element of training and have strategic importance, such as events involving international regulatory issues, trends, best practices and standards, are targeted as international training interventions.

4.7 Capacity-building interventions in joint technical cooperation with other countries

Experts in the areas of research, extension and training are sent to other countries on technical exchange programmes, study tours and industrial placements.

The DoA has signed a five year co-operation agreement with the Food and Agricultural Organisation (FAO) of the United Nations in the field of capacity building. The agreement makes provision for South Africans at various levels of seniority to participate in study tours with international bodies for exposure to aid delivery and support systems for achieving food security and rural development.

5. ADMINISTRATIVE MATTERS

5.1 International Training Programme Calendar

Each year a calendar of available international training opportunities is developed. All international training opportunities that are accessed through bilateral, technical cooperatives agreement, invitations from international

training providers and embassies are compiled into a calendar. The information in the calendar is categorised according to field of study, the mechanism through which the training is offered, the duration of the course and cost implications, if there are any. The calendar is distributed to all sector partners in order for them to access the available opportunities.

Based on the internal training opportunities received in 2008, a total number of 59 (fifty nine) officials within the agricultural sector benefited from the international training programme of the DoA.

TABLE 1 A comprehensive profile of 2008/09 beneficiaries per province and fields of study

Host institution/country	Field of study	Province/DoA	Number of beneficiaries	Total
Galilee College Tuition Scholarship	Agribusiness Market and Export Management	Gauteng	2	3
		Northern Cape	1	
African Land and Food Fellowship from 2008/09	MSc (International Rural Development)	Limpopo	1	13
		Northern Cape	1	
		Eastern Cape	3	
		DoA	8	
COCHRAN Fellowship from 2008/09	Plant Breeding	Free State	1	12
		Western Cape	1	
	DoA	1		
	Extension and Project Management	Eastern Cape	1	
		Nerpo	2	
	Seed Capacity Building Dairy Management and Processing Programme	Gauteng	1	
Agricultural Statistics	Gauteng DoA	4		
Indonesia	Agricultural Extension Methodology	Northern Cape	1	1
Sweden	Climate Change - Mitigation and Adaption	Limpopo	2	3
		Mpumalanga	1	
FAO/DoA Capacity Building programme Study Tours	Denmark	DoA	1	5
		North West	1	
		Limpopo	1	
		Nafu	1	
		AgriSA	1	
FAO/DoA Capacity Building programme Study Tours	France	DoA	1	5
		WARD	1	
		Mpumalanga	1	
		North West	1	
		KZN	1	
FAO/DoA Capacity Building programme Study Tours	Thailand	DoA	3	5
		WARD	1	
		Mpumalanga	1	
Thailand	Enhancing Women's Role on Rural Development (Thailand)	KZN	1	1
India	IBSA	DoA	4	4

Host institution/country	Field of study	Province/DoA	Number of beneficiaries	Total
Germany	Vocational Training and Extension	DoA Limpopo WARD YARD Western Cape Nafu	1 1 1 1 1 1	6
Young Professional Programme (DoA/FAO/GCP/RAF/412)	Industrial placement	DoA	1	1
TOTAL			59	59

The above table shows that the total number of 59 (fifty nine) officials within the agricultural sector benefited from the international training programme of the DoA in 2008/09

5.2 Advertisement of international training programmes

5.2.1. Based on the opportunities that the department receives from international countries, embassies and high commissions, the Directorate: Education Training and Extension Services prepared advertisements in the form of memoranda, letters and electronic media. Memoranda were distributed to all the directorates within the DoA. Letters were addressed to PDAs, FET, Faculties of Agriculture in universities (HET), Agri SA and the National African Farmers' Union (Nafu). The international training programme advertisements specify the following:

- The focus area of the training
- The host country
- Duration of the training
- Entry requirements as prescribed by the training institution
- Selection criteria
- Cost implications, if any
- Deadline for submission of the application forms

For the 2008/09 financial year the following international training programmes were advertised:

- Galilee College Tuition Scholarship
- African Land and Food Fellowship
- COCHRAN Fellowship
- Malaysian Technical Cooperation Programmes
- RIPA International Programme
- Sweden Training Courses (Climate Change - Mitigation and Adaption)
- Indonesian training programme (Agricultural Extension Methodology)
- Thailand Training Course (Enhancing woman's role in Rural Development)
- Associate Professional Officer Placements (Rome and Ethiopia)
- Young Professional Officer Placements (Bangkok)
- IBSA (Cotton production training) India
- FAO Study Tours:
 - Thailand
 - France
 - Denmark
- Germany study tour on vocational training.

TABLE 2 A summary of international training opportunities advertised in 2008/09

Name of the training programme	Method of training	Hosting country	Field of study	Duration
Galilee College Tuition Scholarship	Short courses	Israel	<ul style="list-style-type: none"> • Crop Production and Water Management • Agriculture: Intensive Fish Cultivation Management • Agribusiness and Export Marketing Management • Livestock: Dairy Farming, Technology and Management 	2 weeks
African Land and Food Fellowship	Postgraduate studies`	UK	Master of Science in International Rural Development (MSc IRD)	12 months
COCHRAN Fellowship	Short courses	USA	<ul style="list-style-type: none"> • Agricultural Statistics • Port Inspection Techniques • Agricultural Marketing and Trade • International Trade Policy • Biofuels Development • Dairy Processing • Meat and Poultry Inspection • Food Safety Policy • Pest Risk Residue Levels in Food Agricultural Production 	3 weeks
Malaysian Technical Cooperation	Short course	Malaysia	Integration System Management	2 weeks
RIPA International Training Programme	Short courses	UK	Management courses and study tours	1 month
Sida International Training Programme	Short course	Sweden	Climate Change - Mitigation and Adaption	1 month
Thailand	Short course	Thailand	Enhancing Women's Role on Rural Development (Thailand)	1 month
FAO/DoA Thailand Study Tour	Study tour	Thailand	Development of farmer organisations and Thai agricultural cooperatives	1 week
FAO/DoA France Study Tour	Study tour	France	Development of farmer organisations and French agricultural cooperatives	1 week
China training courses	Seminars	China	Small and Medium Enterprise Seminars for Developing Countries Industrial Economics Development Seminar for Developing Countries	3 weeks
Young Professional Programme	Industrial placement	Philippines Bangkok	- Land Reform and related fields Commercialisation and Agribusiness	6 months
Associate Professional Programme	Industrial placement	Rome Ethiopia	- Agricultural Policy Support - Emergency Aid Coordination and African Integration	2 years
India-Brazil South Africa (IBSA)	Short course	India	Cotton Production	2 weeks
Vocational Training and Extension	Short course	Germany	Vocational Education	1 week

The table above shows that a total number of 14 (fourteen) international training programmes were advertised during the 2008/09 financial year and eight of the advertised programmes were short courses.

5.3 Short listing and interviews

All completed application forms for international training opportunities were forwarded to the Directorate Education, Training and Extension Services. The directorate conducted pre shortlisting before the application forms were forwarded either to the hosting country or embassies. This process mainly entails matching the profiles of the applicants against the entry requirements as prescribed by the various international training providers for their specific training courses. The final shortlisting and interviews are done by the international training providers themselves or agencies of the hosting countries.

After the final short listing and interviews, the hosting country informs the Directorate Education, Training and Extension Services of the outcome. The directorate then informs the successful candidates of the outcome of the interviews.

Out of all the international training programmes advertised during 2008/09 160 (a hundred and sixty) candidates were shortlisted for various international training programmes.

The table on the next page shows the total number of shortlisted and recommended candidates per training programme.

TABLE 3 Shortlisted candidates per training programme for 2008/09

International training programmes	No. of shortlisted candidates	No. recommended candidates
1. Galilee College Tuition Scholarship	3	3
2. African Land and Food Fellowship	64	13
3. COCHRAN Fellowship	41	12
4. Sida International Training Programme	19	3
5. Thailand Enhancing Women's Role on Rural Development (Thailand)	1	1
6. FAO/DoA Thailand Study Tour	5	5
7. FAO/DoA France Study Tour	5	5
8. FAO/DoA Denmark Study Tour	5	5
9. Indonesia	3	1
10. IBSA (India)	4	4
11. Young Professional Programme	5	1
12. Germany (Vocational Training and Extension)	6	6
TOTAL	160	59

The table above depicts that a total number of 160 (a hundred and sixty) candidates were shortlisted to participate in international programmes and 59 (fifty nine) beneficiaries were nominated to participate in the international training.

5.4. Travel arrangements

After receiving a list of successful candidates from various international training providers, the Directorate Education, Training and Extension Services prepares travel submissions requesting the Minister to approve the release of the officials. The officials who are based in the PDAs are released by the Premiers in their respective provinces. The Directorate Education, Training and Extension Services prepared 10 (ten) travel submissions. The travel submissions were to release beneficiaries to participate in the training but also to get approval to pay for travel and subsistence. Travel submissions were written for Cochran in the USA, African Land and Food Fellowship in the UK, India, Israel, Sweden and Indonesia. There was also 1 (one) for Germany and 3 (three) study tours to Denmark, France and Thailand, there was also who were accompanying a representative from the DoA who traveled with the beneficiaries.

5.5 Orientation of recommended candidates

After receiving a confirmation of successful candidates from international training providers, the Directorate Education, Training and Extension Services conducts an orientation workshop with successful candidates for various training programmes. The purpose of the orientation workshop is to share the International Training Strategy and the policies governing the implementation of international training programmes, with the candidates.

6. IMPLEMENTATION OF INTERNATIONAL TRAINING PROGRAMMES

For 2008/09 the DoA implemented the following international training programmes:

- Galilee College Tuition Scholarship
- African Land and Food Fellowship
- COCHRAN Fellowship
- Malaysian Technical Cooperation Programmes
- RIPA International Programme
- Sweden Training Courses (Climate Change - Mitigation and Adaption)
- Indonesian training programme (Agricultural Extension Methodology)
- Thailand Training Course (Enhancing Women's role in Rural Development)
- FAO Study Tours:
 - Thailand
 - France
 - Denmark
- Associate Professional Officer Placements (Rome and Ethiopia)
- Young Professional Officer Placements (Bangkok)
- IBSA (Cotton production Training) India

TABLE 4 Beneficiaries of international training programmes for 2008/09

Name of field of study	Method of training	Duration of the programme	Name of the hosting country	Total no. of beneficiaries
1. Galilee College Tuition Scholarship	Short courses	2 weeks	Israel	3
2. African Land and Food Fellowship	Postgraduate studies'	12 months	UK	8
3. COCHRAN Fellowship	Short courses	3 weeks	USA	12
4. Sida International Training Programme	Short course	1 month	Sweden	3
5. Indonesia	Short course	1 week	Thailand	1
6. FAO/DoA Thailand Study Tour	Study tour	1 week	Thailand	5
7. FAO/DoA France Study Tour	Study tour	1 week	France	5
8. FAO/DoA Denmark Study Tour	Study tour	1 week	Denmark	5
9. IBSA India	Short course	1 week	India	4
10. Germany (Vocational Training and Extension)	Short course	1 Week	Germany	6
11. Enhancing Women's Role in Rural Development	Short course	1 month	Thailand	1
12. Young Professional Programme	Industrial placement	6 months	Philippines Bangkok	1
TOTAL				54

A total number of 12 (twelve) international training programmes were implemented in 2008/09 financial year.

6.1 African Land and Food Fellowship

The African Land and Food Fellowship is a development initiative aimed at sustainable land, food and natural resources management strategies. The programme was launched in June 2006 by the African Land and Food Fellowship trust and the Royal Agricultural College (RAC). The programme is a practical response to the objectives of Nepad, the 2005 G8 summit and the United Kingdom government's new African education initiative which stresses the independence of Africa and the developing world. The programme attracts eligible candidates in the field of agriculture, food or natural resource exploitation, management and rural development in Africa. Successful candidates are enrolled in a 12 (twelve) months structured Master of Science degree in International Rural Development (MSc IRD) at the Royal Agricultural College in London.

In order to allow fellows to completely focus on development issues and strategies for Africa, the fellowship trust provides fully funded fellowships that cover tuition, accommodation, international and local travel, secondments and incidental expenses. The proportion of funding allocated to tuition and secondments depends on whether fellows choose to pursue a Masters of Science in International Rural Development with less time spent on secondments or a more significant period in industry and networking which leads to a post graduate certificate in development studies.

Since the launch of the programme in 2006, the DoA has been sending scores of eligible candidates to participate in the programme. A total number of 14 (fourteen) South Africans have benefited from the fellowship since its inception. Out of the 14 (fourteen) fellows who benefited from the fellowship, 4 (four) are DoA beneficiaries, 3 (three) beneficiaries are from the Northern Cape Province, 2 (two) from North West Province, 1 (one) from Limpopo and 4 (four) are from the directorates within the DoA.

TABLE 5 A summary of African Land and Food Fellowship beneficiaries from 2006-2008

Year of enrollment	Province	Sector Partner	No of Beneficiaries
2007	Eastern Cape	Eastern Cape Provincial Department of Agriculture (Fort Cox Colleges of Agriculture)	2
2006/07	Northern Cape	Northern Cape Provincial Department of Agriculture	2
2006	North West	North West Department of Agriculture Conservation and Environment	2
2007	Limpopo	Tompi Seleka College of Agriculture	1
2007	DoA	Directorate: Agricultural Product Inspection Services	2
2007	DoA	Directorate: Land Use and Soil Management	1
2007	DoA	Directorate: Food Security	1
TOTAL			11

The table above shows that a total number of 11 (eleven) South Africans have benefited from the fellowship since its inception in 2006.

TABLE 6 Analysis of the Land and Food Fellowship Programme beneficiaries per race and province for 2007/08

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
MSc Rural Development	Limpopo	0	1	0	0	0	0	0	0	1
	Eastern Cape	0	2	0	0	0	0	0	0	2
	Northern Cape	0	1	1	0	0	0	0	0	2
	North West	2	0	0	0	0	0	0	0	2
	DoA	2	2	0	0	0	0	0	0	4
TOTAL		4	6	1	0	0	0	0	0	11

The table above shows that a total number of 11 officials benefited from the programme since its inception. The table further shows that 6 (six) are females and 5 (five) are males.

FIG 1 A summary comparison of participants per country in the fellowship throughout Africa



The map above depicts that South Africa has a larger number of beneficiaries from African Land and Food Fellowship than the rest of the other countries in the continent

TABLE 7 Analysis of the Land and Food Fellowship Programme beneficiaries per race and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	Number
MSc Rural Development	Limpopo	0	1	0	0	0	0	0	0	1
	Eastern Cape	0	1	0	0	0	0	0	0	1
	DoA	2	3	0	0	0	0	0	0	5
TOTAL		2	5	0	0	0	0	0	0	7

The table above shows that a total number of 7 (seven) officials benefited from the fellowship. The table further shows that 2 (two) are males and 5 (five) are females.

6.2 COCHRAN Fellowship

The COCHRAN Fellowship Programme is part of the United States Department of Agriculture's Foreign Agricultural Industries Division (USDA/FAS/ICD/FID)

The US Congress has made funds available for training agriculturalists from middle income countries and emerging democracies. Training opportunities are for senior and middle level specialists and administrators concerned with agricultural trade, agribusiness development, management, policy and marketing from the public and private sectors.

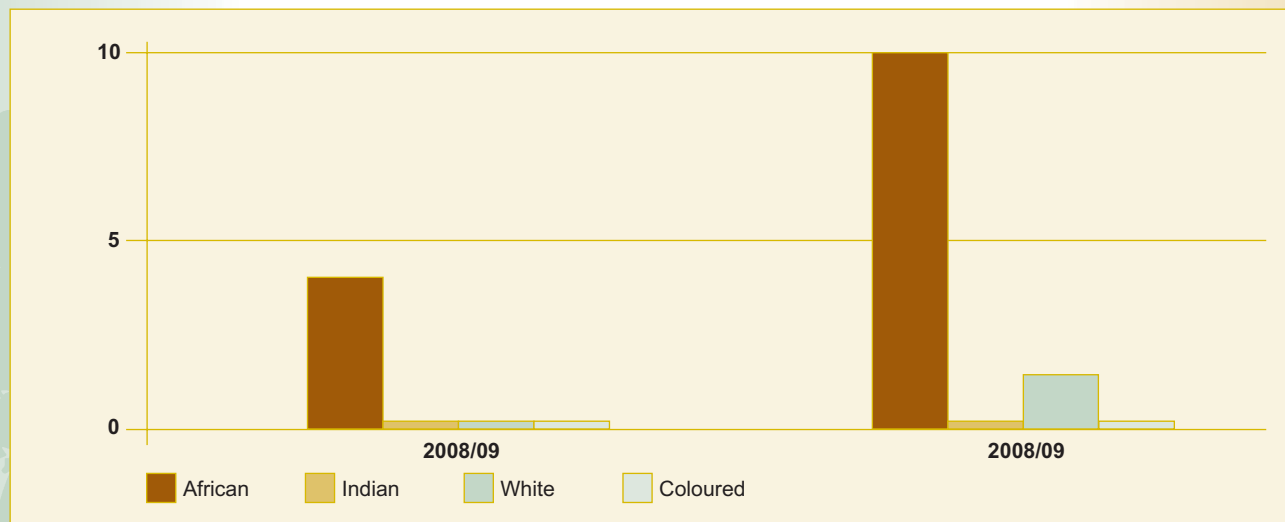
The COCHRAN Fellowship Programme offers short-term opportunities, mostly ranging from 2 (two) weeks to 3 (three) months, depending on the objectives of the programme. Training takes place in the United States. Participants meet with professionals in their fields, attend university courses and seminars and participate in field observations and industry visits. The Cochran Fellowship is one of the prominent international training programmes that the DoA benefit from. Since its inception in South Africa, the DoA has been sending scores of officials to participate on the programme.

TABLE 8 Analysis of COCHRAN Fellowship Programme beneficiaries per race, gender and province for 2008/2009

Field of study	Province/DoA	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	Number
Plant Breeding	Free State	1	0	0	0	0	0	0	0	1
	Western Cape	1	0	0	0	0	0	0	0	1
Extension and Project Management	Eastern Cape	0	0	0	0	0	0	1	0	1
Seed Capacity Building	Gauteng	1	0	0	0	0	0	0	0	1
Dairy Management and Processing Programme	Gauteng	0	1	0	0	0	0	0	0	1
Extension and Project Management	NERPO	1	1	0	0	0	0	0	0	2
Agricultural Statistics	Gauteng	2	2	0	0	0	0	0	0	4
	Limpopo	0	0	0	0	0	0	1	0	1
TOTAL		6	4	0	0	0	0	2	0	12

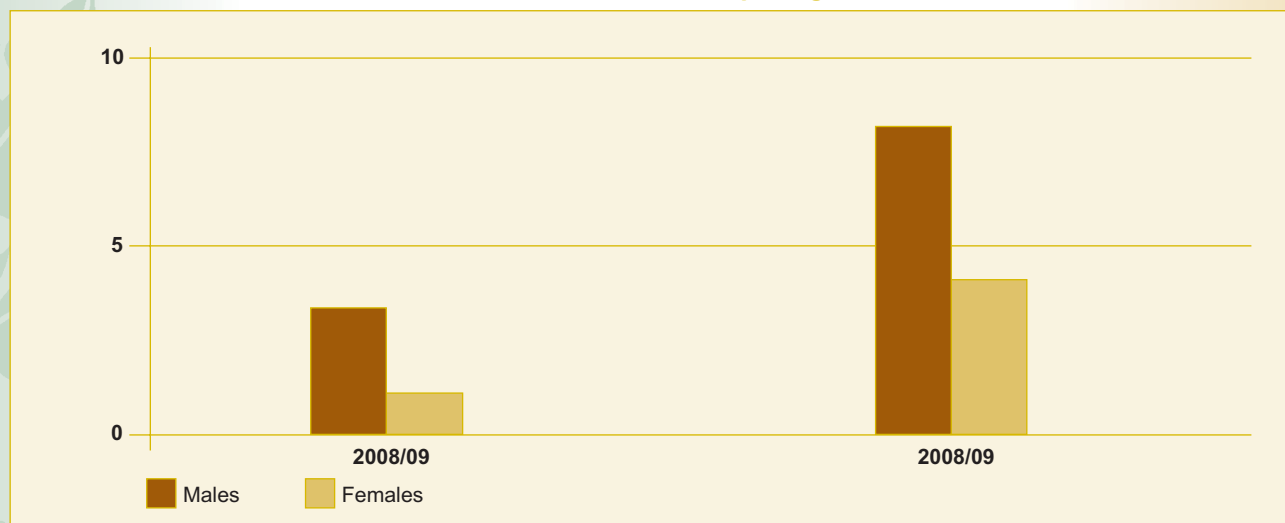
The table above shows that 4 (four) females and 8 (eight) males participated in the Cochran Fellowship Programme of the DoA during 2008/09.

GRAPH 1 Breakdown by race of the COCHRAN Fellowship Programme beneficiaries



The graph above shows that in 2008/09, 3 (three) beneficiaries of Cochran were Africans, but in 2008/09 there were 10 (ten) Africans and only 2 (two) white beneficiaries.

GRAPH 2 Gender breakdown of the COCHRAN Fellowship Programme beneficiaries



The graph above shows that in the 2008/09 financial year 8 (eight) of the beneficiaries were males and 4 (four) were females.

6.3. Sida International Training Programme

The overall objective of the programme is to increase the knowledge about climate change and its consequences. The aim is to provide methods for identification of vulnerable sectors both in a national and international perspective. For 2007/08 1 (one) official from the DoA in Directorate: Food Safety and Quality Assurance benefited from Sida training programme. The focus of the training was on Climate Change - Mitigation and Adaption.

TABLE 9 Analysis of Sida International Programme according to gender and race for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	Number
Climate Change – Mitigation and Adaption	DoA	0	1	0	0	0	0	0	0	1
TOTAL		0	1	0	0	0	0	0	0	1

The table above shows that only 1 (one) official benefited from the Sida training programme.

6.4. Indonesian Training Programme (Agricultural Extension Methodology)

The Government of Indonesia in cooperation with Japan International Co-operation Agency (JICA) organised the training for the trainers for participatory training programme on Agricultural Extension Methodology. The purpose of the training is to upgrade the knowledge of the participants on implementing participatory training programme on Agricultural Extension and to have a better understanding of agricultural development programme and activities in Indonesia particularly farmer activities.

The Government of the Republic of Indonesia provided the accepted candidates with one return economy class air ticket and local hospitality which includes living allowance based on the standard living cost in Indonesia, boarding and lodging, and local transport.

TABLE 10 Analysis of Indonesian training programme (Agricultural Extension Methodology) beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
Agricultural Extension Methodology	Northern Cape	1	0	0	0	0	0	0	0	1
TOTAL		1	0	0	0	0	0	0	0	1

The table above shows that only 1 (one) official benefited from the Indonesian training programme.

6.5. FAO/DoA Capacity Building Programme study tours

The DoA has signed a 5 (five) year cooperation agreement with the FAO of the United Nations in the field of capacity building. The Directorate: Education, Training and Extension Services provide the overall oversight to the project. The other critical role of the Directorate in the project is the coordination of international capacity building interventions provided through the agreement.

For 2008/09 the Directorate: Education, Training and Extension Services coordinated 3 (three) FAO study tours in Denmark, Thailand and France. The Directorate further coordinated the placement of 1 (one) young professional officer in Bangkok for a period of 6 (six) months.

TABLE 11 Summary of FAO/DoA Capacity Building programme Study Tours for 2008/09

Field of study	African		Indian		Coloured		White		Total Number
	M	F	M	F	M	F	M	F	
Denmark	4	0	0	0	0	0	1	0	5
France	1	3	1	0	0	0	0	0	5
Thailand	2	3	0	0	0	0	0	0	5
TOTAL	7	6	1	0	0	0	1	0	15

The table above shows that the total number of 15 (fifteen) officials with in the agricultural sector participated in the FAO/DoA study tours in 2008/09.

6.5.1. Denmark study tour

The strategic intent of this study tour was aimed towards the sharing of knowledge and experience on public service matters related to public policies and implementation, and public administration and public management both at the Organisational and international level. Focus areas during the study tour includes:

- The development of the farmers' Organisations, their tasks and relations to the Danish Agricultural Advisory Service.
- The linkages with the Government, authorities and other stakeholders.
- The Danish Agricultural Cooperative - the history and present status.
- The linkage between farmers and markets.
- The agricultural education and continuous training of farmers in Denmark.

A total number of 5 (five) beneficiaries from the DoA participated in this study tour from 19 to 24 May 2008.

TABLE 12 Analysis of the Denmark Study Tour beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
Denmark Study Tour	DoA	1	0	0	0	0	0	0	0	1
	Limpopo	1	0	0	0	0	0	0	0	1
	North West	1	0	0	0	0	0	0	0	1
	Agri SA	0	0	0	0	0	0	1	0	1
	Nafu	1	0	0	0	0	0	0	0	1
TOTAL		4	0	0	0	0	0	1	0	5

The table above indicates that 4 (four) of the beneficiaries of the Denmark study tour in 2007/08 are Africans and 1 (one) of the beneficiaries is white. The table further shows that 2 (two) representatives from farmers unions and 2 (two) provinces are presented viz: Limpopo and North West.

6.5.2. France study tour

The strategic intent of this study tour was to increase the knowledge and skills of South African officials in the agriculture sector in managing international rehabilitation. The other development objective of the programme is a long-term capacity building programme for DoA development and aid management in the agriculture sector, institutionalized within accredited institutions. Focus areas during the study tour including:

- The French Agricultural Extension and Advisory Services it's positioning in agriculture, operation and accountability to farmers.
- Lessons from land reform management programme in Guadeloupe, an island under the French Government.
- Access to agricultural land and the role of extension and advisory service.
- The relationship between farmers' unions, Chamber of Agriculture, SAFER and Extension.
- Exposure to a typical farming enterprise

A total number of 5 (five) beneficiaries from the DoA participated in this study tour from 9 to 13 September 2009.

TABLE 13 Analysis of the France Study Tour beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
France Study Tour	DoA	1	0	0	0	0	0	0	0	1
	Mpumalanga	0	1	0	0	0	0	0	0	1
	North West	0	1	0	0	0	0	0	0	1
	KZN	0	0	1	0	0	0	1	0	1
	WARD	0	1	0	0	0	0	0	0	1
TOTAL		1	3	1	0	0	0	0	0	5

The table above indicates that 4 (four) of the beneficiaries of the France french study tour in 2007/08 are Africans and 1 (one) of the beneficiaries is Indian. The table further shows that 1 (one) representative from WARD and 3 (three) provinces are presented viz: Mpumalanga, North West and KwaZulu-Natal.

6.5.3. Thailand study tour

The strategic intent of this study tour was to increase the knowledge and skills of South African officials in the agriculture sector in managing international rehabilitation. The other development objective of the programme is a long-term capacity-building programme for DoA development and aid management in the agriculture sector, institutionalized within accredited institutions. The focus areas during the study tour included:

- Farmers who produce their own fertiliser and using of integrated pest management
- Contract farming system
- Value added chain and marketing

A total number of 5 (five) beneficiaries from the DoA participated in this study tour from 3 to 10 August 2008.

TABLE 14 Analysis of the Thailand Study Tour beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
Thailand Study Tour	DoA	1	2	0	0	0	0	0	0	3
	Mpumalanga	0	1	0	0	0	0	0	0	1
	WARD	0	1	0	0	0	0	0	0	1
TOTAL		1	4	0	0	0	0	0	0	5

The table above indicates that 5 (five) of the beneficiaries of the Thailand study tour in 2007/08 are Africans. The table further shows that 1 (one) representative from WARD and 1 (one) province is presented viz: Mpumalanga.

6.5.4. Young Professional Officer (YPO) - Commercialisation and Agribusiness

The DoA co-ordinated the placements of 1 (one) young professional officer in the FAO regional office for Asia and the Pacific, Bangkok for a period of 6 (six) months. The expected output from the placement was for the YPO to assist in the development and implementation of work by the FAO in the area of commercialisation and agribusiness development in Asia. The YPO that was placed in Bangkok is from the Marketing directorate within the DoA. The YPO left in July 2008 and return to South Africa in January 2009.

TABLE 15 Analysis of the YPO Programme beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
YPO	DoA	1	0	0	0	0	0	0	0	1
TOTAL		1	0	0	0	0	0	0	0	1

The table above indicates that the only beneficiary for the Young Professional Officer programme (Commercialisation and Agribusiness) for 2008/09 is an African. The table further shows that the beneficiary was from the DoA.

6.6. Germany tour on vocational education

The DoA signed a cooperation agreement with the Federal Ministry of Food, Agriculture and Consumer Protection of the Republic of Germany in September 2008. Flowing from the agreement, the member country coordinators arranged a fact finding tour on vocational education and rural development from 22 to 28 March 2009. The participants of the tour were representatives from Youth in Agricultural and Rural Development (YARD), Woman in Agricultural and Rural Development (WARD), Association of Principals of Agricultural Colleges (APAC), Colleges of Agriculture and the DoA.

TABLE 16 Analysis of German tour on vocational education per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total Number
		M	F	M	F	M	F	M	F	
Germany Tour on vocational education	DoA	1	0	0	0	0	0	0	0	1
	APAC (Western Cape)	0	0	0	0	1	0	0	0	1
	YARD	0	1	0	0	0	0	0	0	1
	WARD	0	1	0	0	0	0	0	0	1
	Limpopo	1	0	0	0	0	0	0	0	1
TOTAL		2	2	0	0	1	0	0	0	5

The table above indicates that 4 (four) of the beneficiaries of the German tour on vocational education in 2007/08 are Africans and only 1 (one) is a coloured. The table further shows that 1 (one) representative from WARD and 1 (one) from YARD, there is also a representative from Association of Principals for Colleges of Agriculture (APAC) and 1 (one) province is presented viz: Limpopo.

6.7. Galilee Tuition Scholarship

The Main objectives of Galilee Tuition Scholarship are to promote training, research and interest in Agricultural Economics. Microfinance was one on the issues addressed in all of the International Agricultural Training Centre (IATC) programmes. In addition, each programme provides fundamental tools for Project Management in the Agricultural sector.

The Directorate: Education, Training and Extension Service coordinated the Galilee Tuition Scholarship but the Directorate: Business Entrepreneurial Development facilitated the nominations of the 3 (three) beneficiaries, 1 (one) beneficiary was from Gauteng and 2 (two) beneficiaries Northern Cape.

TABLE 17 Analysis of Galilee Scholarship Tuition beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	Number
Agribusiness Market and	Gauteng	2	0	0	0	0	0	0	0	2
Export Management	Northern Cape	1	0	0	0	0	0	0	0	1
Total		3	0	0	0	0	0	0	0	3

The table above indicates that 3 (three) of the beneficiaries of the Galilee Scholarship Tuition in 2007/08 are Africans. The table further shows that 2 (two) provinces are presented viz: Gauteng and Northern Cape.

6.8. India-Brazil and South Africa trilateral cooperation (IBSA)

The Department of Agriculture has a trilateral cooperation agreement with Brazil and India. Flowing from the agreement, a joint working group on Agriculture from the 3 (three) member countries met from 5 to 17 May 2008 in Stellenbosch, South Africa. As part of the deliberations, the sub group on research and capacity building agreed to a focused approach on training emphasising areas in which each country has excellence and achievement. As such, India was identified to conduct training on Cotton Production and value addition.

The Directorate: Education, Training and Extension Services coordinated the participation of the DoA in the IBSA training on cotton production and value addition from 17 to 29 November 2008 at Nagpur, India. A total number of 4 (four) DoA beneficiaries participated in the training. The officials who participated were from KwaZulu Natal Provincial Department of Agriculture, Mpumalanga Provincial Department of Agriculture, Agricultural Research Council (ARC) and the DoA.

TABLE 18 Analysis of training on cotton production beneficiaries per race, gender and province for 2008/09

Field of study	Province/DoA	African		Indian		Coloured		White		Total
		M	F	M	F	M	F	M	F	Number
Training on cotton production	DoA	0	1	0	0	0	0	0	0	1
	KZN	0	1	0	0	0	0	0	0	1
	Mpumalanga	1	0	0	0	0	0	0	0	1
	ARC	0	1	0	0	0	0	0	0	1
TOTAL		1	3	0	0	0	0	0	0	4

The table above indicates that 4 (four) of the beneficiaries of the India-Brazil and South Africa trilateral co-operation in 2007/08 are Africans. The table further shows that 1 (one) representative from the ARC and 2 (two) provinces are presented viz: KwaZulu Natal and Mpumalanga.

7. MONITORING AND EVALUATION OF INTERNATIONAL STUDY PROGRAMME BENEFICIARIES

Monitoring and evaluation is a fundamental element used to ascertain whether the implemented international training programmes meet the required standards as highlighted in the objectives of the strategy. The International Training Strategy makes provision for the Directorate Education, Training and Extension Services to monitor the beneficiaries of the completed international training programmes through Alumni conferences, review workshops, monitoring and back to office reports (BTORs).

7.1 International Study Programmes Alumni Association

Each beneficiary of international training brings back a unique experience and skills acquired through their respective programmes from international countries. For the DoA and the sector to optimally gain from these individual experiences, it is imperative to share benefits of these training interventions. It is against this background that the DoA established an Alumni Association. The purpose of this association is to bring together beneficiaries of the various international training programmes coordinated by the DoA together to share experiences and best practices. The Terms of Reference (TOR) and Constitution of the DoA Alumni Association have since been approved by the International coordinating Committee (ICC) in May 2008.

7.1.2 Establishment of an Alumni database

The Directorate Education, Training and Extension Services has developed an affiliation form for the Alumni Association. A public invitation announcing the establishment of the Alumni Association was made through the national newspapers, Sunday Times, City Press and Mail & Guardian on 21 June 2007. The affiliation form was attached to the newspaper advertisements. All beneficiaries of international training programmes coordinated by the DoA were requested to fill in the form to register in the Alumni database. The advertisement and the affiliation forms were also put on the notice boards in all the directorates within the DoA. The affiliation form was further placed in the national DoA's website for access by other members of the sector partners. From June 2007 to date, 137 (a hundred and thirty seven) beneficiaries have registered as members of the DoA Alumni Association of which the database is updated as new beneficiaries register. The beneficiaries who have registered on the database receive official letters from the DoA confirming their membership.

7.2 Review workshops

As a strategy to analyse completed training programmes and determine their value, the Directorate Education, Training and Extension Services conducted review workshops with beneficiaries who had completed their training. The purpose of the review workshops was to ascertain the impact of the training programmes on individual beneficiaries.

7.2.1 African Land and Food Fellowship Review Workshop

The Directorate Education, Training and Extension Services conducted a Review Workshop with 2008/09 returning fellows on 26 March 2009. The purpose of the workshop was to give the fellows who have successfully completed the programme a chance to share their experiences with the Directorate Education, Training and Extension Services.

During the review workshop, the fellows made presentations on their development projects and their experiences.

7.3 Back to Office Reports

According to the Internal International Training Policy, employees of the DoA are supposed to submit a Back to Office Report (BTOR) upon completion of their various international study programmes. It is through the BTORs that the beneficiaries share with the department, the lessons learnt and their recommendations in line with the international studies they participated in. BTORs further create a sense of responsibility, obligation and accountability to the beneficiaries. The Directorate Education, Training and Extension Services also requested monitoring reports from international training providers to check the progress of the DoA beneficiaries.

A total number of 5 (five) back to office reports were received 2 (two) from the group that went to the United States of America 1 (one) from Bangkok beneficiary, 1 (one) from the beneficiaries from the France study tour and 1 (one) from the beneficiary that participated in the India Training. 1 (One) orientation workshop was held on 23 August 2008 and 1 (one) review workshop was held on the 26 March 2009 for the African Land Food Fellowship Programme.

TABLE 19 Analysis on the outcomes and further recommendations for the BTORs

Study	Outcomes	Further recommendations
Cochran Fellowship Programme (USA)		
Plant Breeding Training	The training was theory and practical. DNA fingerprinting lab and isolation of protoplast electroporation, and transferring of DNA using gene gun. Training in plant breeding, help in molecular in the work which is in entomology and the DNA isolate, PCR, and the procedure is the same.	Collaboration with other biologist and see what they are doing and what are the things they can help to improve on while working.
France Study Tour (France)		
France study tour on extension and advisory services	<ul style="list-style-type: none"> • The French Agricultural Extension and Advisory Service are compulsory for anyone (potential farmer) wanting land for farming. • Farming Unions in France are focused on development programmes for farmers. • There is an established body known as LE SAFER responsible to regulate the allocation of agricultural land to those who have applied. 	<ul style="list-style-type: none"> • The Minister for Agriculture and Land Affairs to attend the annual International Agricultural Show in Paris • A French extension and advisory expert to participate in our extension seminars and/or envisaged international study programmes alumni conference in 2009.
India-Brazil and South Africa (IBSA) (India)		
Cotton production and value addition	<ul style="list-style-type: none"> • Delegates learned to deal with cotton production and trained molecular biologists, breeders, geneticists, agronomists, entomologists, plant pathologists, biochemists, seed technologists. • Integrated pest management (IPM) -approach that employs a combination of techniques to control variety of potential pests like insects' diseases and weeds. 	To share the information with the management and farmers and propose future developments that will result in adoption of the technology (or have learner ship or mentorship program with CICR).
Thailand Study Tour (Bangkok)		
Thai study tour on extension and advisory services	The participants were to expose to the Thai model of extension, farmer support, Land reform processes, cooperative development and exports.	The Thai integrated model of development in which research is done prior any intervention to evaluate the situation, livelihoods and problems/challenge is at the centre of success achieved. South Africa can learn from this approach to ensure success of its developmental initiatives. The two-pronged approach that identifies short and long-term respites is paramount. Marketing, especially amongst the resource-poor farmers is a challenge in South Africa, and the involvement of extension services in identifying markets for these farmers is essential.

8. MOBILISATION OF RESOURCES FOR AGRICULTURAL EDUCATION AND TRAINING

8.1 Implementation of resource mobilisation

The International Training Strategy makes provision for the Directorate: Education, Training and Extension Services to mobilize resources for the promotion of Agriculture Education and Training (AET). The sourced resources are to be declared with the Directorate: Financial Services before they can be appropriated among the projects of the Directorate. On an annual basis, the Directorate compiles a database of companies with corporate social investments. Based on the database the Directorate develops an itinerary for engaging with the identified companies for sponsorships.

For 2008/09 the Directorate identified 2 (two) major projects which need more financial back up over and above the allocated budget, namely, career awareness and alumni conference. The two projects were the major focus of the sourcing of resources for 2008/09 financial year. As such comprehensive business proposals for the 2 (two) projects were developed, approved and distributed to corporate social Investment companies.

The Directorate further engaged other government departments with similar projects for collaboration purposes with the aim of cutting costs. The Directorate has since identified the Department of Science and Technology (DST) for collaboration during 2009 National Science Week (NSW).

The Directorate: Education, Training and Extension Service received a collaboration confirmation letter dated 9 February 2009 from DST. The DoA will participate during the NSW through the career awareness programme.

8.2 Sourced resources for 2008/09

Manstrat Development Strategies sponsored the Directorate: Education, Training and Extension Service with executive bags for the Mentors appreciation ceremony that was held on 22 January 2009. The bag/ folders were handed over to mentors during the graduation ceremony. The value of the sourced executive bags is R30 000.

Ostrich Industry pledged to provide meat for the alumni conference scheduled to take place in September 2009.

Elsenburg Colleges of Agriculture in the Western Cape sponsored 40 (forty) bottles of wine for the dinner during the Mid Term Review Workshop that was held on 27 August 2008.

8.3 Sourced resources for International Training programmes in monetary value for 2008/09

The DoA International Training programmes are funded fully by the host International countries. The Department of Agriculture only carries the cost for return international air tickets for officials who participate in the programme in line with the international training policy. The relevant directorates and provincial departments of agriculture pay daily subsistence allowances to their officials

The international host countries and fellowships cover the cost for:

- Tuition,
- Accommodation and meals,
- Local travel and insurance,
- Incidental expenses

TABLE 20 Sourced resources for International Training programmes in monetary value for 2008/09

No	International training programme	Foreign currency per person	South African currency per person	Number of beneficiaries	Total value
1	African Land and Food Fellowship programme	£ 20 000.00	R 283 400.00	14	R 3 967 600.00
2.	Cochran Fellowship	\$ 7 500.00	R 74 775.00	12	R 897 300.00
3.	Swedish - Climate Change - Mitigation and Adaption	€ 1 500.00	R 19 005.00	2	R 38 010.00
4.	Study Tours				
	Denmark	€ 9 565.08	R 135 537.00	5	R 677 686.00
	Thailand	\$ 12 438.82	R 124 015.00	5	R 620 075.00
	France	\$ 2 462.86	R 24 555.00	5	R 122 774.00
TOTAL				44	R 6 023 445.00

The above table shows the monetary value of the International training programmes for 2008/09.

9. FUTURE STRATEGIC FOCUS OF THE INTERNATIONAL TRAINING PROGRAMME

9.1 The DoA Alumni Association Annual Conference

The International Training Strategy makes provision for the DoA to organise an alumni conference on an annual basis. The purpose of the conference is to bring together the beneficiaries of various international training programmes, with the intention of obtaining feedback on the impact of the training programmes completed.

The objectives of the conference will be to liaise and consult with beneficiaries of international training programmes to foster unity of purpose, to maintain a database of members in order to enhance communication and information dissemination between alumni members, to analyse implemented international training programmes and determine their value and to ascertain the impact of various international training programmes on individual beneficiaries. The alumni conference is intended to attract the international training providers that are consistent in hosting participants from South Africa in their programmes.

9.2. Collaboration with other government departments

The Directorate will further engaged other government departments with similar projects for collaboration purposes with the aim of cutting costs and sharing of resources.

10. CONCLUSION

The 2008/09 available international training opportunities were coordinated in line with the International Training Strategy of 2006. In the main, the opportunities that were coordinated and implemented include short courses, study tours and one post graduate programme. A total number of 14 (fourteen) available international training opportunities were advertised for access by members of the sector. Out of all the received application forms, a total number of 59 (fifty nine) candidates across the sector were successful. The successful candidates participated in various training courses ranging from short courses in the United States of America, Indonesia, Israel and Sweden. The other candidates participated in a post graduate MSc in the United Kingdom and study tours in Denmark, Thailand and France.

11. THE FINANCIAL STATE OF EXPENDITURE

The Directorate Education, Training and Extension Services pay the return airfare for all participants of international training interventions in line with the international training policy.

TABLE 21 Financial State of Expenditure

Item description	Expenditure up to date
1. Orientation and Review Workshops	
Orientation Workshop (23 August 2008)	R 13 140.00
Review Workshop (26 March 2009)	R 900.00
2. International travel	
Flights	R 576 063.94
International accommodation, travel and subsistence claims	R 67 538.40
Incidental cost	R 5 983.47
TOTAL	R 666 625.81

