



**FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL (PHSDSBC)**

29-04-2025

## Feedback: Special PHSDSBC Meeting – 29 April 2025

### **Implementation of the PHSDSBC Resolution 3 of 2019: Amendments to an agreement on payment of annual statutory registration fees in respect of health and social development professionals**

Members are aware that the Council resolved to invite the Statutory Bodies after identifying challenges pertaining to the implementation of the Resolution 3/2019, where the employer was blaming the Bodies for non-compliance. Subsequently, the Council wrote letters to the Bodies to clarify the challenges regarding the payment of annual statutory registration fees. Upon receipt of the responses from the Bodies, it necessitated a meeting which was arranged for 29 April 2025.

The Agreement (3/2019) provides for mandatory deductions of professional registration fees from the salaries of employees by PERSAL as requested by respective statutory professional bodies in the Health and Social Development Departments. The agreement was concluded to relieve the employees from the burden of having to pay directly to the professional bodies and also to assist the employer to monitor the compliance with the registration requirements.

The Statutory Bodies reported as follows:

#### **South African Nursing Council (SANC)**

The Council attributed deregistration of members and payment rejection to incomplete information from the employer in that ID numbers are not provided, and names are not as per the ID documents, members paying directly due to late processing of the payments by the employer, and failure by the employer to deduct correct and verified amounts. Failure to provide complete and accurate information create administrative hurdles for the Council to process the transactions, which delays the issuance of practice certificates to members. The cause for individual payments is the late processing by the employer which affects members who may want to study or seek greener pastures, as they need to provide proof of registration. Furthermore, although the Resolution provides that the deduction of the statutory fees must be effected in October of every year, the employer is dismally failing. A case in point is that during November 2024, only two departments had complied, *i.e.* the Gauteng Department of Social Development and the Eastern Cape Department of Health. All other departments paid after the end of financial year with the exception of the Limpopo Department of Social Development that has not submitted anything to the Council.

### **South African Dental Technicians Council (SADTC)**

SADTC reported that they have only 33 members registered with Council who are paying for themselves, and none is in arrears or removed from the register. The employer has not implemented Resolution 3/2019. It was further reported that members are sent invoices during March of every year where they are given 30 days to pay as the attempt to engage the employer never yielded the results.

### **South African Council for Social Service Professions (SACSSP)**

The Council reported that pertaining to Department of Social Development Services, there are deregistration's and owing's from all provinces, total deregistration's are 516 and owing's of 220. The employer was urged to ensure that all employees are not practicing without registration as it is illegal. The deregistered employees should not be allowed to practice. Council also provided that the high number of the Child and Youth Care Workers (CTCW) deregistered are those who failed to acquire qualification within the four-year period they were allocated.

### **South African Pharmacy Council (SAPC)**

The Council reported that annual fees are Gazetted and published annually by 7 December and that there are two categories, namely Pharmacists whose payments are due by 1 February and Pharmacy Assistants who are required to pay by 1 June annually. Refunds for members who paid directly to the Council prior to the employers' payments are being processed. Furthermore, the Council reported that there were delays in the issuance of the invoices for Pharmacy Assistants due to the uncertainty of a VAT increase and committed to start issuing the same from next week. There are minimal challenges and members are given a grace period of three months to ensure payment. It was only in Mpumalanga, where 15 names were picked by the Council from the employer's list who did not appear on their Register and the department was advised as such. The process of verification is underway.

### **Health Professions Council of South Africa (HPCSA)**

The Council reported that 40 852 members were registered, 572 were deregistered and identified a list of 1272 from the employer's list of the practitioners not registered with the Council and that the employer was made aware thus the process of verification is underway. Identified challenges such as getting inaccurate lists from the employer, which would even include members from other Bodies who are not medical practitioners. The Council further alluded to the fact that they experienced significant delays with the submission of PERSAL lists, which affect the timeline as the Council would ideally want to conclude the process between April and July each year. The Council Gazettes the registration fees in February every year. Labour raised concern regarding the high number of practitioners not registered although employed hence the Council was called upon to address the same as they are empowered to protect the integrity of the Profession.

Members are advised that the Council will arrange a Webinar between Statutory Bodies and all the Provinces, which is earmarked for 13 May 2025.

Members will be updated on further developments.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER