



**FOR PSA MEMBERS: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL - NORTHERN CAPE**

10-04-2026

PHSDSBC: Statutory registrations fees

Department of Health and Social Development

The PSA in the Northern Cape has noted as an ongoing concern, discrepancies experienced by members regarding statutory registration fees. The PSA wishes to highlight the following: PHSDSBC Resolution 3/2019 addresses the payment of annual statutory registration fees for health and social development professionals, introducing mandatory deductions from salaries to ensure compliance. This Resolution focuses on amendments to the agreement with regards to the payment of annual statutory registration fees for professionals in the health and social development sectors.

Key facets

- Mandatory deductions: The Resolution introduces mandatory deductions of professional registration fees from the salaries of employees in the health and social development departments. This aims to ensure that all professionals are compliant with their registration requirements.
- Monitoring compliance: It emphasises the need for a system to monitor whether professionals are paying their registration fees, which is crucial for legal practice in the Sector. The Resolution aims to mitigate risks associated with non-compliance and illegal practice.
- Grace period: The Resolution provides a grace period for employees prior to deregistration owing to non-payment of fees, allowing time to address any challenges related to the payment system.

There has been implementation challenges in general despite the Resolution's objectives. Issues include delays in invoicing and difficulties in obtaining accurate lists of registered professionals from employers. The Council has urged employers to ensure that employees do not practice without proper registration, as this is illegal, yet instances where non-registration is apportioned to non-payment by the employer cannot be held against those professionals.

The PSA has noted with concern that members are now being charged for various incidents related to the respective registration requirements and in fact there are incidents where the employer failed to effect the necessary deductions that have created workplace discontent. Members in the Northern Cape are thus encouraged to report any concerns directly to the PSA Office to be dealt with swiftly. A copy of PHSDSBC Resolution 3/2019 can also be obtained.

Reuben Maleka
GENERAL MANAGER