South African Nursing Council

Regulating nursing, advocating for the public

ANNUAL REPORT 2020/2021


ANC
ican Nursing Council

General Information

Glossary

APC	– Annual Practicing Certificate
APP	– Annual Performance Plan
CCMA	– Commission for Conciliation, Mediation and Arbitration
CFO	– Chief Financial Officer
CHE	– Council on Higher Education
CPD	– Continuing Professional Development
EFT	– Electronic Funds Transfer
ERP	– Enterprise Resource Planning
HEQSF	– Higher Education Qualifications Sub-Framework
HR	– Human Resources
HRRC	– Human Resources and Remuneration Committee
IA	– Internal Audit
ICT	– Information and Communication Technology
M&E	– Monitoring and Evaluation
MMS	– Membership Management System
NDoH	– National Department of Health
NEI	– Nursing Education Institution
OHS	– Occupational Health and Safety
OHSC	– Office of Health Standards Compliance
PERSAL	– Personnel and Salaries Management System
PIC	– Preliminary Investigating Committee
PMO	– Project Management Office
PPE	– Personal Protective Equipment
POPIA	– Promotion of Access to Information Act
SANC	– South African Nursing Council
SAQA	– South African Qualifications Authority
SEIAS	– Socio-Economic Impact Analysis System

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Message by the SANC Chairperson

Dr Matlou Molepo

The year 2020/2021 has tested the resolve of the world, and South Africa specifically, on levels we could never have imagined. The healthcare system has been challenged severely by the COVID-19 pandemic, with Nurses at the forefront of the fight against the virus.

The South African Nursing Council (SANC) notes and applauds the efforts by Government and in particular the Ministry of Health in the fight against the coronavirus, and the dedication to the optimal health of all South Africans.

In support of these efforts, the SANC in April 2020 announced a further solution to have more Nurses available to assist during the pandemic. Any Nurse, for the period of the COVID-19 National State of Disaster, who wants to be restored back onto the Nurse Register for the sole purpose of rendering services and aiding in the prevention of the spread of COVID-19 or the treatment of affected patients, and is currently not on the Nurse Register, may restore and be registered at a fee of R0.00. In addition, the Council also approved a zero increase in the annual fees for Nurse practitioners for the 2022 Annual Practicing Certificate (APC) season.

The Council's leadership management at the SANC included, amongst others:

- The successful development of a fit-for-purpose organisational structure that is aligned to the overall strategy;
- An Annual Performance Plan 2020/2021 with annual budget that was approved by Council and submitted to the National Department of Health;
- Council engaged with international critical partners and stakeholders to ensure consistent benchmarking;
- Development of a Servant Leadership Model;
- Development of a Quality Assurance Action Plan;
- Implementation of a Risk Management Implementation Plan; and
- Monitoring the SANC's compliance with the Employment Equity (EE) statute.

The year under review was also characterised by the launch of the SANC's new Member Management System (MMS) and the development of the new SANC website which is paving the way for the future business operations at the SANC. The new website will, in future, host an online business portal that will streamline business processes and service delivery.

This Council extends its gratitude to our unsung heroes viz. the Nurses in South Africa and thanks every Nurse for their dedication, commitment and unwavering service in service of humanity especially during the pandemic. Nursing is a noble profession which requires the highest degree of professionalism, dedication and care. This pandemic has highlighted that the healthcare system cannot function without nursing as its backbone.

I would also like to express gratitude to the SANC Council members, the SANC Management and employees for their constant support, commitment and endurance during a very difficult year.

Be safe, be vigilant.

Dr Matlou Molepo
SANC Chairperson

Message by the SANC Registrar and Chief Executive Officer (CEO)

Ms Sizeni Mchunu

During the 2020/21 year under review, the world has experienced the most severe humanitarian crisis in more than a hundred years with the COVID-19 pandemic. This pandemic has highlighted the important role that Nurses play in promoting the health and wellbeing of people in all stages of their lives. The pandemic also forced the healthcare system to introduce new interventions and innovations as the world was operating under the new normal.

As the regulator of the nursing and midwifery professions, the SANC has noticed the urgent need for more qualified, experienced and passionate Nurses to assist in fighting the pandemic at risk to themselves and their families. In support of Governmental initiatives to ensure adequate nursing personnel within the country-wide health establishments, the SANC has introduced a free restoration service to the SANC Nurse Register for qualifying Nurse practitioners who are available to assist during the COVID-19 National State of Disaster.

The year under review has shown significant progress in terms of implementation of Post-Graduate Diploma programmes by Universities and Public Nursing Colleges. The list of institutions that have been accredited to offer Post Graduate Diplomas can be accessed by logging onto the SANC website: **www.sanc.co.za** Such uptakes will assist with production of Nurse Specialists and Midwife Specialists for the country's healthcare needs

The SANC is consistently exploring new avenues to improve service delivery and introduce modern, affordable and electronic communication channels for its clients to interact with the SANC. As a result, the SANC is busy finalising its new website which will be easier to navigate, be more user-friendly and is designed with the newest technology and innovation in mind with the main goal to improve both service delivery and communication.
Another helpful feature on the new website will be the introduction of LiveChat that will enable the profession to communicate with the Client Service Agents during office hours.

The new technology enabler, the e-Member Management System (MMS) has been introduced during the year under review, with a lot of groundwork that has been done during this period. The MMS will feature key activities such as the password-protected login section and business hub, which has been created to streamline business processes and improve service delivery. The first phase of the MMS project is projected to go 'live' by June 2021.

I would like to thank the Chairperson of Council, Council Members, Management and staff for their hard work and expertise during this past financial year. It has been an exhausting year as we collectively navigated through the COVID-19 pandemic to reach new heights.

I sincerely extend my gratitude to all Nurses who, despite the challenges they are faced with, always soldier on and continue to put the lives of their patients first above all else.

We salute you!

Ms Sizeni Mchunu
Registrar and Chief Executive Officer (CEO)

REPORT OF THE CHIEF FINANCIAL OFFICER

By: Mr Thamsanqa Ndadana - Chief Financial Officer

1. OVERVIEW

The South African Nursing Council is a body that is funded mainly through revenue generated from the annual statutory registration fees from Nurse practitioners as well as services rendered to the Nursing Education Institutions (NEIs). This is complemented by the sale of distinguishing devices to the Nurse practitioners as well as through interest income that is generated from investing excess cash with the major South African banks.

The 2021 financial year was a very difficult year for the Council due to the ongoing COVID-19 pandemic. However, the Council executed its role to manage its finances effectively and efficiently. Despite the dire economic climate that is engulfing the world as a result of the ongoing COVID-19 pandemic, the Council managed to report a net surplus of R54.4 million (2020: R66.9million) during the year. This decrease in net surplus for the period is equivalent to 18.7% year on year. The decrease in revenue is short-term in nature, and in addition, the Council also has adequate cash resources to counter the negative effects of the COVID-19 pandemic at the end of the reporting period.

The 16th Council is well on its way in executing the 5-year strategy developed and major strides have been made towards achieving its strategic objectives.

2. REVENUE

Total revenue earned amounted to R149.6 million (2020: R153.4 million), presenting a decrease of 2% year on year. The annual fees from Nurse practitioners of R122.4 million (2020: R119.2 million) remain the core funding source for the Council. During the year under review, annual fees amounted to 82% (2020: 78%) of the total revenue generated by the Council.

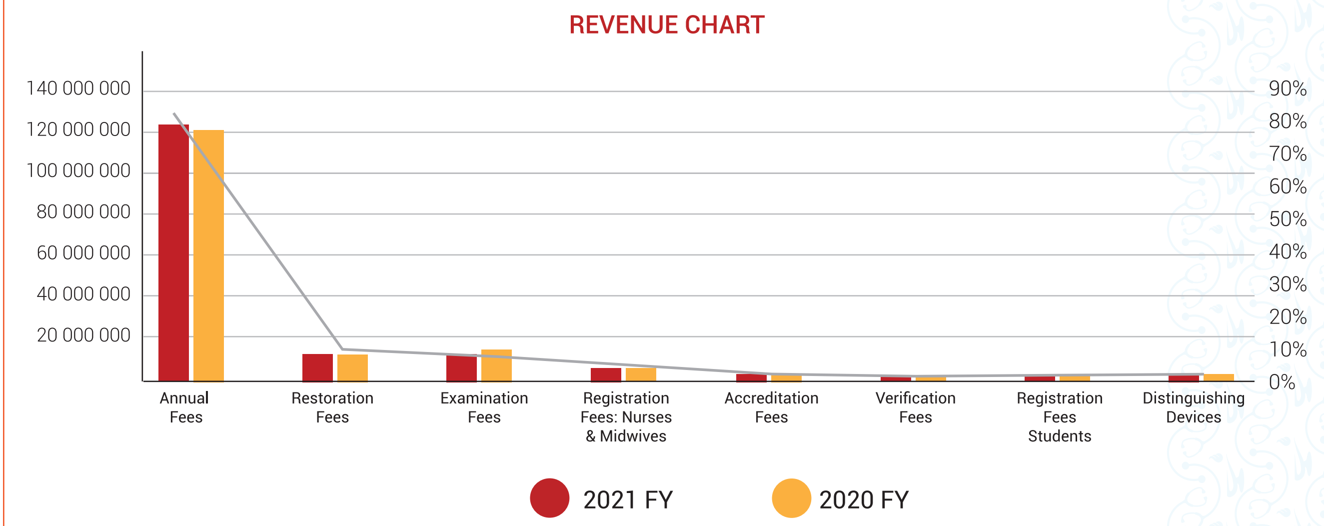
The restoration fees increased to R11.4 million (2020: R10.1 million) and represents an increase of 14% over the two comparative periods. The increase in restoration fees can be attributed to the effects of the Personnel and Salary System (PERSAL) deductions. The PERSAL deductions apply to the public sector Nurse practitioners and it was implemented through the implementation of Resolution 3 of 2019 between the recognised public sector trade unions and the National Department of Health. The PERSAL deductions allow the respective departments to identify Nurse practitioners who could be practising whilst not registered with the South African Nursing Council. It is illegal in South Africa for any Nurse practitioner to practise the nursing profession if they are not registered with the Council.

Examination fees, registration fees and accreditation fees decreased significantly over the period under review. This decrease could be attributed to the restrictions to the health facilities that have been imposed as a result of the COVID-19 pandemic as well the phasing out of the legacy qualifications. Examination fees were R6.6 million (2020: R10.4 million), registration fees were R4.4 million (2020: R7.3 million) whilst the accreditation fees were R1.9 million (2020: R3.2 million). These fees decreased by 37%, 40% and 41% year on year respectively. This is a significant decrease in revenue and the Council has put measures in place to contain further decrease in these revenue streams. Verification fees as well as enrolment and application fees were also not left unscathed. In total, they contributed 1% towards total revenue of the Council (2020: 1%).

Revenue from the sale of distinguishing devices showed a slight increase to R2 million (2020: R1.9 million). The ongoing lockdown restrictions have had a negative impact on this revenue item, and this was exacerbated by the closure of the SANC offices during the hard lockdown period.

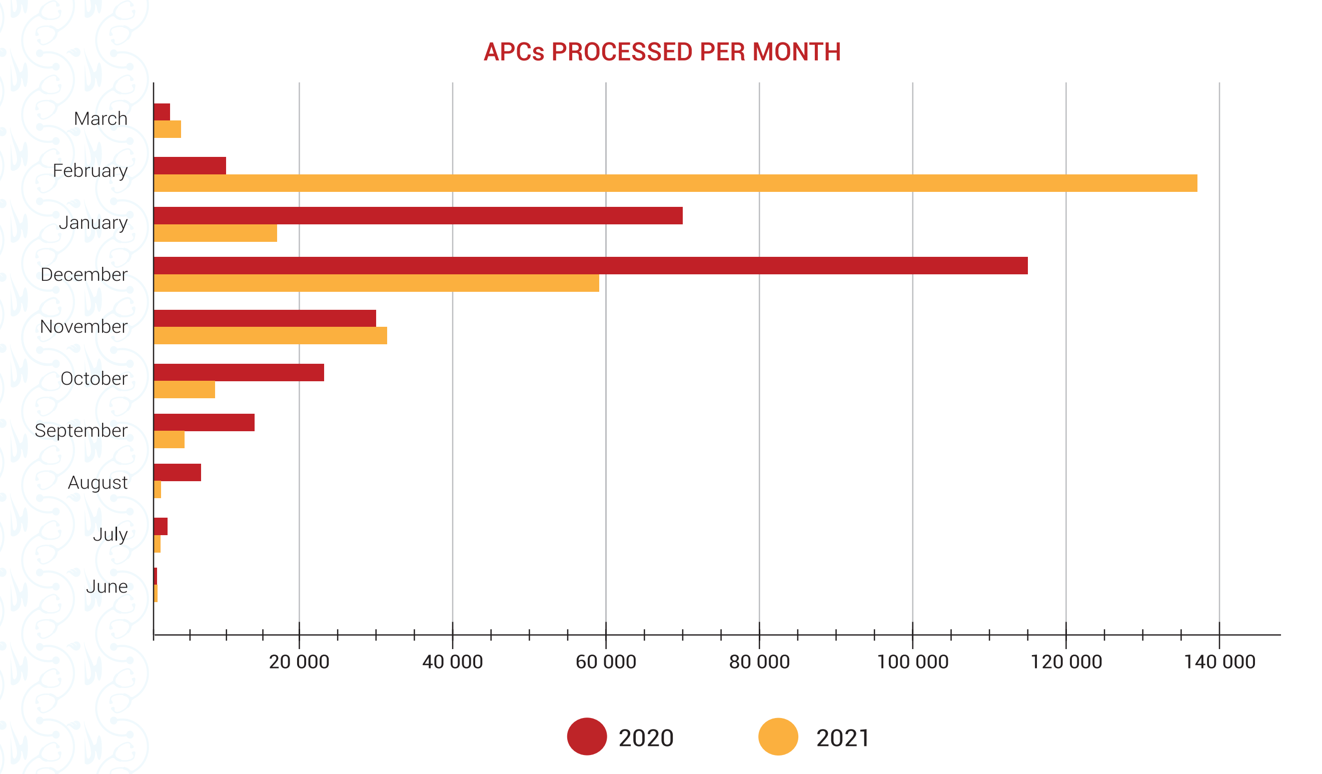
The Council will continue to put measures in place to improve revenue generation, revenue mix and the ultimate collection of Council revenue.

REVENUE PIE CHART FOR 31 MARCH 2021



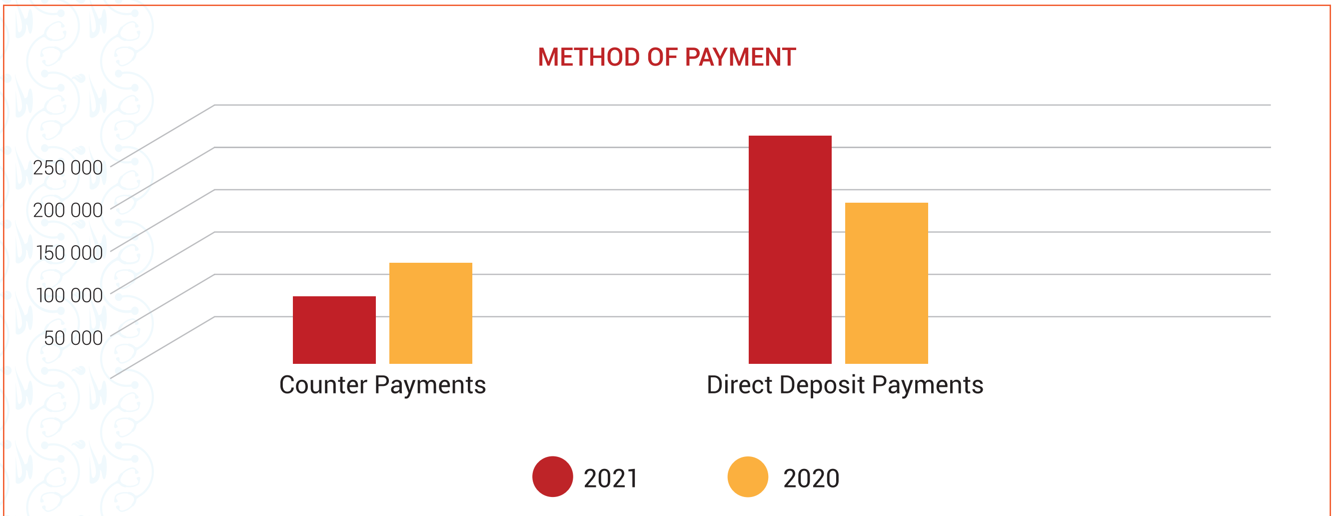
3. ANNUAL FEES

The annual fee payment period opens on the 01st of July of each year and it runs until the 31st December of each year. The annual fees are paid through direct bank account deposit or at the Council premises. The direct bank deposits are the preferred method of payment, however, some Nurse practitioners still prefer making payments at the SANC premises. The main reasons behind making direct payments are due to the challenges with the postal deliveries, fear of removal from the Nurse Register due to late payment as well as incorrect and outdated Nurse practitioners' information in the Nurse Register. The SANC still receives a large number of Annual Practising Certificates (APCs) that are returned undelivered. It is hoped that the new Membership Management System which is currently under development will address this challenge. The chart below depicts the number of APCs processed from June to March of each comparative year.



Nurse practitioners traditionally settle annual fees towards the end of the year and the PERSAL deductions are also effected by the employers on behalf of the Nurse practitioners towards the end of the financial year. The peak periods are in the months of November through to December. The peaks in the month of January and February are not common, these were caused mainly by the late submission of the supporting documents by the Departments which had effected the PERSAL deductions on behalf of the Nurse practitioners.

A total of 262 959 (2020: 269 172) payments of annual fees were made in 2021. This payment method is utilised by all the Departments that deducts annual fees through PERSAL, private organisations as well as individual Nurse practitioners. The use of the direct deposit payment method increased to 219 645 (83.5%) (2020: 199 925) (74.3%) whilst the counter payments decreased to 43 314 (16.5%) (2020: 69 247) (25.7%). The decrease in over the counter payments is a good sign that the Nurse practitioners are starting to embrace the direct deposit payment method, which is a payment method that the Council prefers. The table below summarises the methods of payments used by the Nurse practitioners during 2021 and 2020 financial years.



4. EXPENDITURE

Expenditure increased by 1% year on year. This increase can be attributed mainly to the filling of the vacant and newly created positions within the SANC as well as increases in water and electricity costs, depreciation, repairs and maintenance, materials costs and computer services costs. The Council approved the creation of a number of critical positions that would assist the Council to deliver on its strategic objectives. The employee costs still remain the highest cost element within the South African Nursing Council; management has put measures in place to curb all unnecessary expenditure. There is still a number of vacant positions that are expected to be filled during the 2021/22 financial year. The Council has put measures in place to ensure that all critical vacancies are filled urgently. Water and electricity costs have increased significantly; this was due to the fact that the City of Tshwane had used estimated figures for billing throughout the course of the 2020/21 financial year. The SANC has engaged the City of Tshwane in this regard with limited success. The engagement continues until the matter is resolved completely. The depreciation costs increased mainly due to the review of the estimated useful lives of the assets. The other costs increased due to increase in marketing, recruitment, computer licences and repairs and maintenance costs.

5. FINANCE INCOME

The finance income decreased by 20% in 2021 as a result of a prevailing low interest rate environment. The interest rates are at an all-time low in more than 5 decades, and this has also impacted the finance income that was generated during the period under review.

6. WORKING CAPITAL

The Council has managed to maintain a healthy cash balance during the financial year despite the harsh economic climate that was brought about by the outbreak of the COVID-19 pandemic. The Council has managed to maintain a healthy cash balance and it is able to settle its liabilities as they fall due. The COVID-19 pandemic is still wreaking havoc throughout the world and it is uncertain at this time as to when the virus will be brought under control. The Council settles its obligations as they fall due and it has put measures in place to ensure that all supported invoices are settled in line with the provisions of the Nursing Act, 2005 (Act No. 33 of 2005). The development of the Membership Management System (MMS) is in progress and it is expected that the first phase will go live before the end of the 2021/22 financial year. The cash and cash equivalent balances increased by R58.7 million during the year under review.

7. CAPITAL INVESTMENTS

The South African Nursing Council invested in new laptops and desktops, office furniture and a motor vehicle to the value of R1,6 million. The Council also spent R1.1 million towards the Membership Management System. The Membership Management System is expected to greatly improve the service delivery to the Nurse practitioners and other stakeholders of the South African Nursing Council.

SOUTH AFRICAN NURSING COUNCIL
COUNCILLORS' STATEMENT OF RESPONSIBILITY *for the year ended 31 March 2021*

The Councillors are responsible for the preparation and fair presentation of the financial statements comprising the statement of financial position as at 31 March 2021, the statement of comprehensive income, the statement of changes in equity and statement of cash flows for the year then ended and the notes to the financial statements which include a summary of significant accounting policies and other explanatory notes, and the report of the South African Nursing Council, in accordance with International Financial Reporting Standards.

The Councillors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and for maintaining adequate accounting records and an effective system of risk management as well as the preparation of supplementary schedules included in these financial statements.

The Councillors have reviewed the Council's cash flow forecast for the year to 31 March 2022 and, in the light of this review and the current financial position, they are satisfied that the Council has 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 Council's annual financial statements in the course of executing their statutory duties. The external auditor's unqualified auditor's report is set out in pages 88-90.

The annual financial statements set out on pages 91-118, which have been prepared on the going concern basis, were approved by the Council on 30 July 2021 and were signed on its behalf by:

Dr M C Molepo (Chairperson)

Dr S M Zuma (Vice-Chairperson)

Strategic Overview

VISION

Excellence in professionalism and advocacy for health care users

MISSION

We serve and protect health care users by regulating nursing and midwifery professions

VALUES

Advocacy • Caring • Quality • Professionalism • Innovation • Relevance

COUNCIL STRUCTURE

By: Mr Mokete Penane - Company Secretary (appointed from 1 December 2020)

Governance Framework

The SANC adheres to a governance framework as informed by, but not limited to the Nursing Act, 2005 (Act No. 33 of 2005), and the King IV Report on Corporate Governance; 2016.

Executive Authority

The Council is accountable to the Minister of Health as its Executive Authority who, in turn, accounts to Parliament and the Parliamentary Portfolio Committee on Health. Section 4; (1); (p) of the Nursing Act, 2005 (Act No. 33 of 2005) stipulates that the Council submits to the Minister the following:

i. A five-year Strategic Plan within six months of the Council coming into office which includes details as to how the Council plans to achieve its objectives under this Act;
ii. A report every six months on the status of nursing and on matters of public importance compiled by the Council in the course of the performance of its functions under this Act; and
iii. An Annual Report within six months of the end of the financial year.

Company Secretary

The Company Secretary is a central source of information and advice on matters of good governance to the Council and the SANC. The Company Secretary is responsible for coordinating meetings of the Council and its Sub-Committees. The Company Secretary is accountable to the Council for ensuring that governance procedures are followed and reviewed regularly and are in compliance with applicable laws and regulations. The Company Secretary is ultimately responsible for corporate governance issues, setting annual plans for the Council and related Committees and keeping the governance body abreast of new applicable legislation and governance prescripts. The Council has access to the Company Secretary.

Council Composition

The Council consists of 25 members, of whom 14 must be registered in terms of Section 31(1)(a) and (b) of the Nursing Act, 2005 (Act No. 33 of 2005), appointed by the Minister of Health taking into account their expertise in nursing education, nursing, community health, primary health care, occupational health and mental health.

Following from a process of nomination by fellow practitioners, qualifying members are appointed by the Minister of Health in terms of Section 5 of the Nursing Act, 2005 (Act No. 33 of 2005) as follows:

Section 5 (1) (a)

Fourteen members who are registered in terms of Section 31(1)(a) and (b).

Section 5 (1) (b)

i. One person must be an officer of the National Department of Health;
ii. One person must have special knowledge of the law;
iii. One person must have special knowledge of financial matters;
iv. One person must have special knowledge of pharmacy;
v. One person must have special knowledge of education;
vi. One person must have knowledge of consumer affairs,
vii. Three persons must represent communities; and
viii. One person must be registered in terms of Section 31 (1) (c) and 31 (1) (d).

The Chairperson is appointed by the Minister of Health after consultation with the Council. At the first meeting of the Council the members must elect a Vice-Chairperson from the categories mentioned in Section 31(1)(a) and (b). The term of office for the Council is five years.

THE 16TH COUNCIL OF THE SANC: 2018 – 2023

The current (16th) Council has a five-year tenure which began on 23 August 2018 and ends on 22 August 2023. The members of Council during this financial year under review were:

Appointed in terms of Section 5 (1) (a) of the Act

No	Name	Term of Office
1.	Dr M C Molepo: Chairperson of the Council	23 August 2018 – 22 August 2023
2.	Dr S M Zuma: Vice-Chairperson of the Council	23 August 2018 – 22 August 2023
3.	Dr H Ally	23 August 2018 – 22 August 2023
4.	Prof A Makhene	23 August 2018 – 22 August 2023
5.	Dr S Z Mthembu	23 August 2018 – 22 August 2023
6.	Dr H C de Swardt	23 August 2018 – 22 August 2023
7.	Dr L Nkonzo-Mtembu	23 August 2018 – 22 August 2023
8.	Mr J T Ntshabele	23 August 2018 – 22 August 2023
9.	Ms T M Magoro	23 August 2018 – 22 August 2023
10.	Dr N M Geyer	23 August 2018 – 22 August 2023
11.	Dr P M Orton	23 August 2018 – 22 August 2023
12.	Prof S E Duma	23 August 2018 – 22 August 2023
13.	Dr E Kaye-Petersen	23 January 2020 – 22 August 2023
14.	Ms P Mapotse	16 April 2019 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (i) of the Act

No	Name	Term of Office
15.	Ms V Taschl	16 April 2019 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (ii) of the Act

No	Name	Term of Office
16.	Ms T A Kaseke	23 August 2018 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (iii) of the Act

No	Name	Term of Office
17.	Mr R Tshimomola	16 April 2019 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (iv) of the Act

No	Name	Term of Office
18.	Mr M S Choma	23 August 2018 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (v) of the Act

No	Name	Term of Office
19.	Prof D I Gihwala	23 August 2018 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (vi) of the Act

No	Name	Term of Office
20.	Mr L Rabotapi	23 August 2018 – 22 August 2023

Appointed in terms of Section 5 (1) (b) (vii) of the Act

No	Name	Term of Office
21.	Mr M J Matsomela	23 August 2018 – 22 August 2023
22.	Ms S F Molokoane-Machika	23 August 2018 – 22 August 2023
23.	Ms D Q Ngidi	23 August 2018 – 22 August 2023

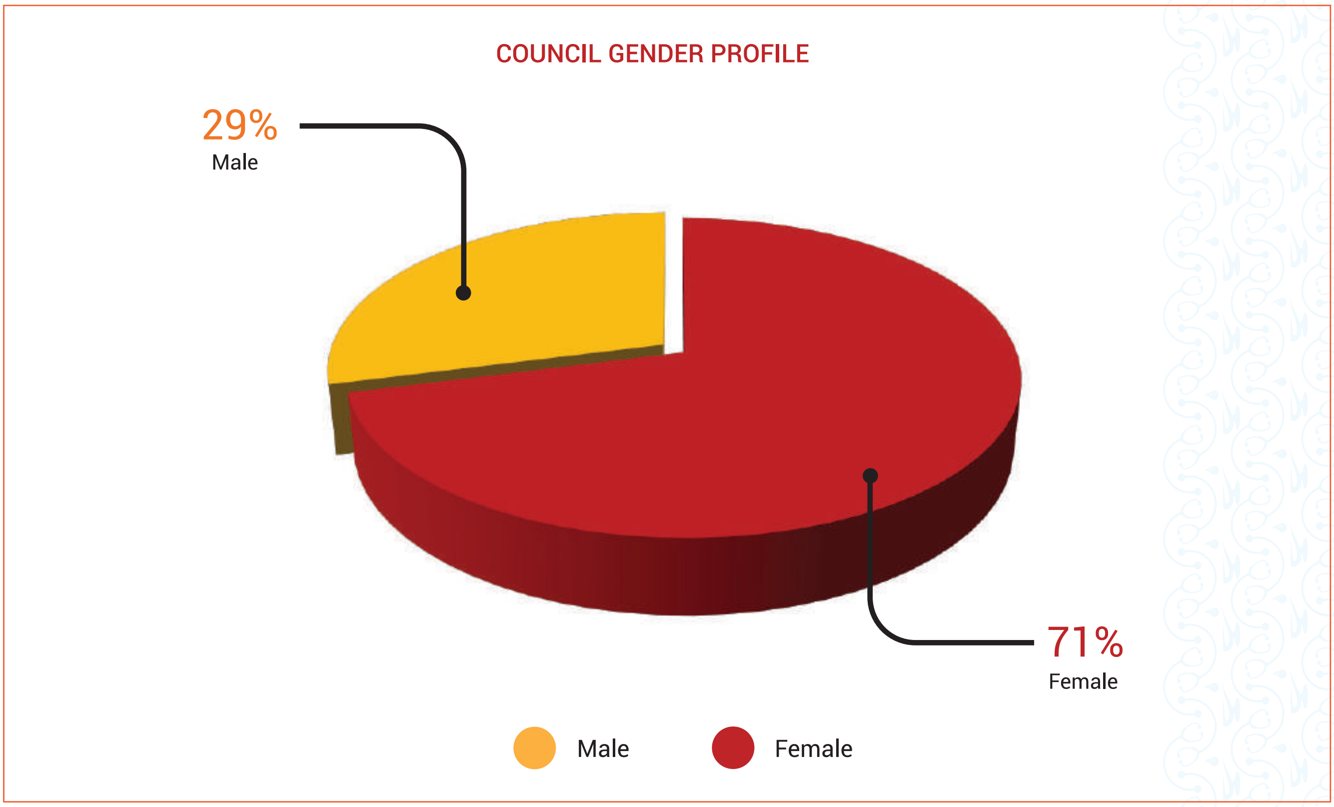
Appointed in terms of Section 5 (1) (b) (viii) of the Act

No	Name	Term of Office
24.	Ms Z M Ramaila	23 August 2018 – 22 August 2023

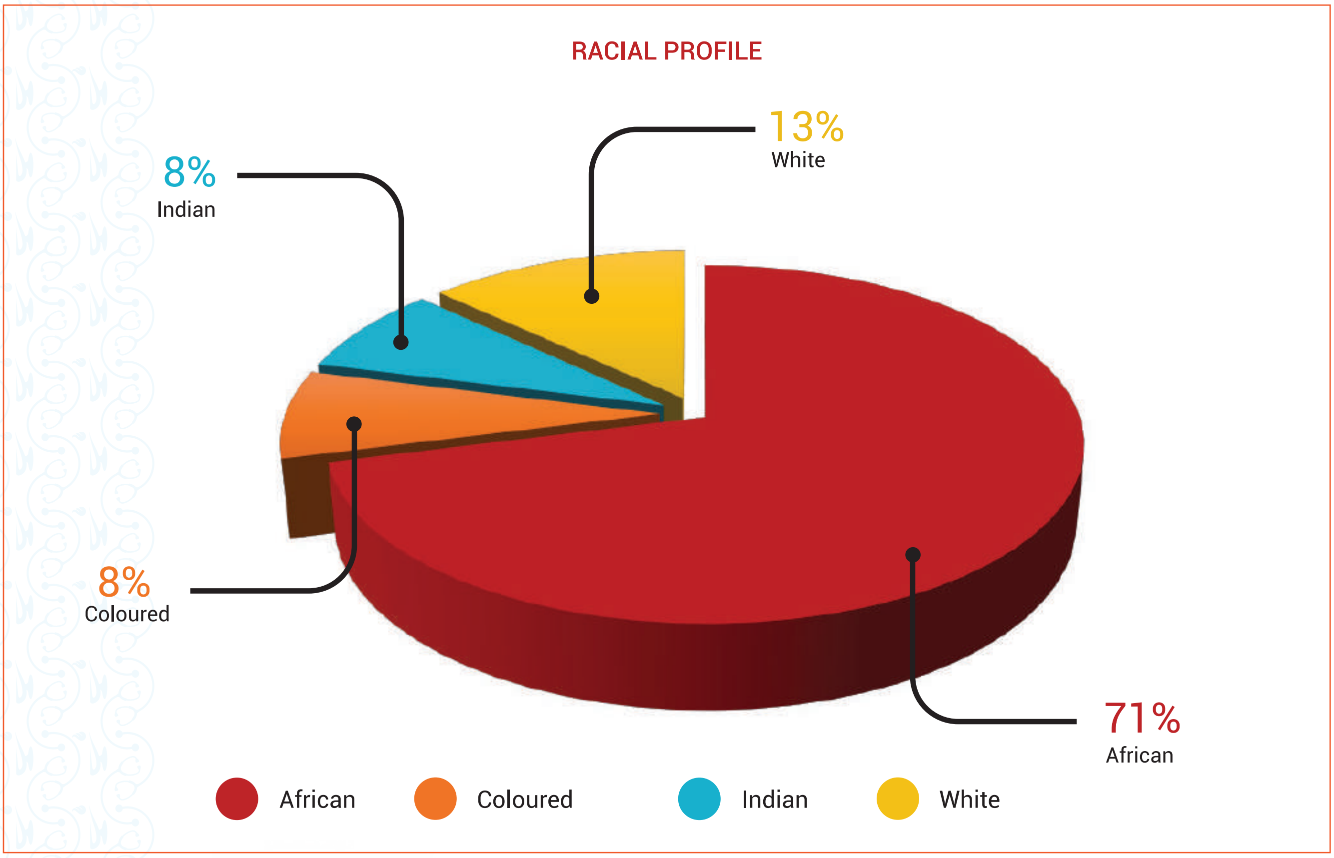
Appointed in terms of Section 5 (1) (b) (viii) of the Act

No	Name	Term of Office
25.	Ms F Newton	23 August 2018 – 22 August 2023

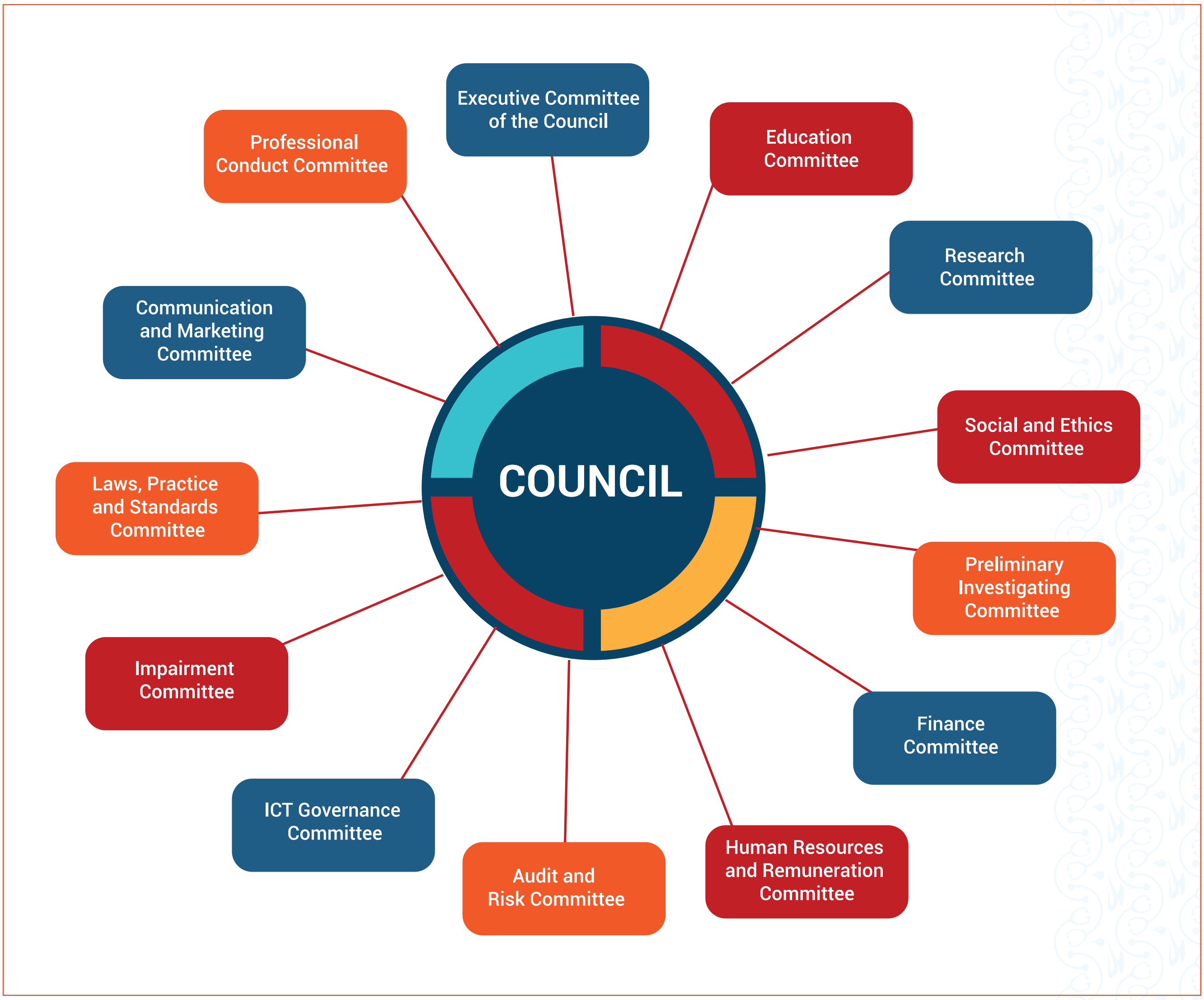
Gender Profile of Council members:



Racial profile of Council members:



The Council structure:



The Council Charter

The Council has approved the Council Charter which regulates how the Council and individual members discharge their responsibilities according to the principles of good governance. The Charter aims to ensure that all the Council Members understand their duties and responsibilities, as well as the laws, regulations and best practices governing their conduct. It also details the division of responsibilities at the Council level and between the Council and Management.

The Charter of Good Conduct for Councillors

The members of the Council sign a Charter of Good Conduct for Councillors, binding them to fulfil their fiduciary responsibility to act only in the interest of the Council. To ensure decorum, members of Council also have to adhere to the approved Rules for Conduct of Business during the course of running Council meetings.

Key outputs for the financial year under review

The key outputs of the Council for the financial year under review are highlighted on pages 30-37.

The SANC Council: 2018 - 2023

Dr Matlou Molepo
Chairperson

Dr Sibusiso Zuma
Vice-Chairperson and Chairperson of Preliminary Investigating Committee

Ms Sizeni Mchunu
Registrar and Chief Executive Officer (CEO)

Dr Hafisa Ally

Dr Hester De Swardt

Mr Molefe Matsomela
Chairperson of Information and Communication Technology Governance Committee (ICT)

Dr Lulama Nkonzo-Mtembu

Dr Nelouise Geyer

Ms Thukane Magoro
Chairperson of Human Resources and Remuneration Committee

Ms Florrie Newton

Prof Dherendra Gihwala

Ms Ziphora Ramaila
Chairperson of Communication and Marketing Committee

Mr Rabelani Tshimomola
Chairperson of Finance Committee

Mr Tshidiso Ntshabele
Chairperson of Impairment Committee (IC)

Prof Agnes Makhene
Chairperson of Professional Conduct Committee (PCC)

Ms Trudy Kaseke
Chairperson of Laws, Practice and Standards Committee.

Dr Sindisiwe Mthembu

Dr Penelope Orton

Ms Duduzile Ngidi

Mr Simon Choma

Ms Sophy Molokoane-Machika

Prof Sinegugu Duma
Chairperson of Education Committee (EDCO)

Ms Veronica Taschl

Mr Lehlohonolo Rabotapi

Ms Paulinah Mapotse

Dr Elizabeth Kaye-Petersen

COUNCIL MEETING ATTENDANCE

COUNCIL YEAR-TO-DATE ATTENDANCE SCHEDULE FOR PERIOD 1 APRIL 2020 TO 31 MARCH 2021

The Nursing Act, 2005 (Act No. 33 of 2005) stipulates that meetings of the Council must be held at least four times a year at such times and places as the Council may determine. Meetings of the Council and its committees are scheduled annually in advance. The Council is also permitted, in terms of the Nursing Act, 2005 (Act No. 33 of 2005) to hold special meetings. Meetings of the Council are scheduled in advance, and special meetings are convened as specific circumstances dictate. The Council held eight scheduled meetings and one special meeting during the year under review.

			29/07/2020	30/07/2020	21/10/2020	22/10/2020	30/11/2020	28/01/2021	29/01/2021	30/03/2021	31/03/2021	TOTAL
Council Members	Chairperson	Dr M C Molepo	√	√	√	√	√	√	√	√	√	9
	Vice-Chairperson	Dr S M Zuma	√	√	√	√	√	√	√	√	√	9
		Dr H Ally	√	√	√	ʘ	√	√	√	√	√	8
		Mr M S Choma	ʘ	ʘ	√	√	√	√	√	√	√	7
		Prof S E Duma	√	√	√	√	√	√	√	√	√	9
		Dr N M Geyer	√	√	√	√	√	√	√	√	√	9
		Prof D I Gihwala	√	√	√	√	√	√	√	√	√	9
		Ms T A Kaseke	ʘ	ʘ	√	√	√	√	√	√	√	7
		Dr E Kaye-Petersen	√	√	√	√	√	√	√	√	√	9
		Ms T M Magoro	√	√	√	√	√	√	√	√	√	9
		Prof A Makhene	√	√	√	√	√	√	√	√	√	9
		Ms P Mapotse	ʘ	ʘ	√	√	√	√	ʘ	√	√	6
		Mr M J Matsomela	√	√	ʘ	√	√	√	√	ʘ	√	7
		Ms S F Molokoane-Machika	ʘ	ʘ	√	√	√	ʘ	ʘ	ʘ	ʘ	3
		Dr S Z Mthembu	√	√	√	√	√	√	√	√	√	9
		Ms F Newton	√	√	√	√	√	√	√	√	√	9
		Ms D Q Ngidi	√	√	√	√	√	√	√	√	√	9
		Dr L L Nkonzo-Mtembu	√	√	√	√	√	√	√	√	√	9
		Mr J T Ntshabele	√	√	√	√	√	ʘ	ʘ	√	√	7
		Dr P M Orton	√	√	√	√	√	√	√	√	√	9
		Mr L L Rabotapi	√	√	√	√	√	√	√	√	√	9
		Ms Z M Ramaila	√	√	√	√	√	√	√	√	√	9
		Dr H C de Swardt	√	√	√	√	√	√	√	√	ʘ	8
		Ms V Taschl	♪	♪	♪	♪	♪	♪	♪	♪	♪	0
		Mr R Tshimomola	√	√	√	√	√	√	√	√	√	9

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

ATTENDANCE OF EXECUTIVE COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Executive Committee of the Council held two scheduled meetings during the year under review.

			23/04/2020	26/06/2020	TOTAL
Council Members	Chairperson	Dr M C Molepo	√	√	2
	Vice-Chairperson	Dr S M Zuma	√	√	2
		Dr H Ally	√	√	2
		Ms T M Magoro	√	√	2
		Dr S Z Mthembu	ʘ	√	1
		Ms D Q Ngidi	√	√	2
		Ms V Taschl	♪	♪	0
		Mr R Tshimomola	√	ʘ	1

			31/08/2020	26/02/2021	TOTAL
Council Members	Chairperson	Dr M C Molepo	√	√	2
	Vice Chairperson	Dr S M Zuma	√	√	2
		Dr E Kaye-Peterson	√	√	2
		Mr M J Matsomela	√	√	2
		Mr J T Ntshabele	√	√	2
		Dr P M Orton	√	√	2
		Ms V Taschl	♪	♪	0
		Mr R Tshimomola	√	√	2

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

NOTE: New Executive Committee members were appointed on 20 July 2020, hence two tables with information are provided above.

ATTENDANCE OF COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

1. ATTENDANCE OF AUDIT AND RISK COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Audit and Risk Committee held four scheduled meetings during the year under review.

			20/07/2020	18/09/2020	13/11/2020	05/03/2021	TOTAL
Council Members	Chairperson	Ms M E Sikhosana	√	√	√	√	4
		Mr K J Sello	√	√	√	√	4
		Ms T A Kaseke	ʘ	ʘ	√	√	2
		Mr L Rabotapi	√	√	√	√	4
		Mr G Labane	■	■	■	√	1
		Ms Z L Ngwepe	■	■	■	√	1

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

2. ATTENDANCE OF FINANCE COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Finance Committee held four scheduled meetings during the year under review.

			17/07/2020	28/08/2020	19/11/2020	11/03/2021	TOTAL
Council Members	Chairperson	Mr R Tshimomola	√	√	√	√	4
		Dr H Ally	√	√	ʘ	√	3
		Mr M S Choma	√	ʘ	√	√	3
		Ms S F Molokoane –Machika	√	√	√	ʘ	3
		Mr S Maharaj	■	■	■	√	1

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

3. ATTENDANCE OF HUMAN RESOURCES AND REMUNERATION COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Human Resources and Remuneration Committee held four scheduled meetings during the year under review.

			23/07/2020	09/09/2020	25/11/2020	18/03/2021	TOTAL
Council Members	Chairperson	Ms T M Magoro	√	√	√	√	4
		Mr M J Matsomela	√	√	√	√	4
		Ms S F Molokoane-Machika	√	√	√	√	4
		Dr S Z Mthembu	√	√	√	√	4
		Mr C Marais	√	ʘ	ʘ	√	2
		Prof S Singh	√	√	√	√	4

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

4. ATTENDANCE OF THE INFORMATION AND COMMUNICATION TECHNOLOGY GOVERNANCE COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Information and Communication Technology Governance Committee held four scheduled meetings during the year under review.

			13/07/2020	11/09/2020	17/11/2020	15/03/2021	TOTAL
Council Members	Chairperson	Mr M J Matsomela	√	√	√	√	4
		Prof D I Gihwala	√	√	√	√	4
		Ms T M Magoro	√	√	√	√	4
		Ms Z M Ramaila	√	√	√	√	4
		Mr Faizal Docrat	√	√	√	√	4
		Dr Charles Motau	√	√	√	ʘ	3

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

5. ATTENDANCE OF EDUCATION COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Education Committee held nine out of four scheduled meetings during the year under review.

			29/06/2020	30/06/2020	25/08/2020	26/08/2020	09/11/2020	10/11/2020	11/12/2020	11/02/2021	12/02/2021	TOTAL
Council Members	Chairperson	Prof SE Duma	√	√	√	√	√	√	√	√	√	9
		Prof D I Gihwala	√	√	√	√	√	√	√	√	√	9
		Dr E Kaye-Peterson	■	■	√	√	√	√	ʘ	√	√	6
		Prof A Makhene	√	√	√	√	√	√	√	√	√	9
		Dr S Z Mthembu	√	√	√	√	ʘ	ʘ	√	√	√	7
		Ms V Taschl	♪	♪	♪	♪	♪	♪	♪	♪	♪	0

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

6. ATTENDANCE OF IMPAIRMENT COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Impairment Committee held three out of four scheduled meetings during the year under review.

			24/08/2020	11/11/2020	15/02/2021	TOTAL
Council Members	Chairperson	Mr J T Ntshabele	√	√	√	3
		Prof S E Duma	ʘ	√	√	2
		Ms F Newton	√	√	√	3
		Dr P M Orton	√	√	√	3

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

7. ATTENDANCE OF LAWS, PRACTICE AND STANDARDS COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Laws, Practice and Standards Committee held four scheduled meetings during the year under review.

			19/08/2020	09/10/2020	24/11/2020	23/02/2021	TOTAL
Council Members	Chairperson	Ms T A Kaseke	√	ʘ	√	ʘ	2
		Dr N Geyer	√	√	√	√	4
		Dr E Kaye-Petersen	√	√	√	√	4
		Dr P M Orton	√	√	√	√	4
		Ms V Taschl	♪	♪	♪	♪	0
		Dr S M Zuma	√	√	√	√	4

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

8. ATTENDANCE OF COMMUNICATION AND MARKETING COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Communication and Marketing Committee held three out of four scheduled meetings during the year under review.

			06/08/2020	18/11/2020	08/03/2021	TOTAL
Council Members	Chairperson	Ms Z M Ramaila	√	√	√	3
		Prof D I Gihwala	√	√	√	3
		Ms F Newton	√	√	√	3
		Mr J T Ntshabele	√	√	√	3
		Ms D Q Ngidi	√	√	√	3
		Dr H C de Swardt	√	√	√	3

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

9. ATTENDANCE OF PRELIMINARY INVESTIGATING COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Preliminary Investigating Committee held four scheduled meetings during the year under review.

			27/07/2020	01/10/2020	24/02/2021	25/02/2021	TOTAL
Council Members	Chairperson	Dr S M Zuma	√	√	√	√	4
		Ms T A Kaseke	ʘ	√	ʘ	√	2
		Mr L Rabotapi	√	√	√	√	4
		Dr H C de Swardt	√	ʘ	√	√	3
		Ms Z M Ramaila	√	√	√	√	4

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

10. ATTENDANCE OF PROFESSIONAL CONDUCT COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Professional Conduct Committee held four scheduled meetings during the year under review.

			14/09/2020	05/10/2020	02/11/2020	01/03/2021	TOTAL
Council Members	Chairperson	Prof A Makhene	√	√	√	√	4
		Dr H Ally	ʘ	ʘ	√	√	2
		Mr M S Choma	√	√	√	√	4
		Dr N Geyer	√	√	√	√	4
		Dr L Nkonzo-Mtembu	√	√	√	√	4
		Ms P Mapotse	√	√	√	√	4

Legend	
In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

11. ATTENDANCE OF RESEARCH COMMITTEE MEETINGS FROM 1 APRIL 2020 TO 31 MARCH 2021

The Research Committee held three out of four scheduled meetings during the year under review.

			09/09/2020	12/11/2020	16/03/2021	TOTAL
Council Members	Chairperson	Dr P M Orton	√	√	√	3
		Prof A Makhene	√	√	√	3
		Dr S Z Mthembu	√	√	√	3

Legend

In attendance	√
Not a member	■
Did not attend	♪
Apology	ʘ

COUNCIL COMMITTEES, THEIR ROLE AND MANDATE

Section 15 of the Nursing Act, 2005 (Act No. 33 of 2005) stipulates that the Council may from time to time establish such Committees as it may think necessary to investigate and report to the Council on any matter falling within the scope of its functions. The Chairperson and Vice-Chairperson of the Council serve as ex officio members of the Committees of the Council.

Each Committee of the Council is constituted with formal Terms of Reference or Charter which will determine, amongst other things, the membership, purpose, powers and authority of the Committee, the scope of its mandate and its relationship to the Council. The Council has established the following Council Committees:

- Audit and Risk Committee;
- Communication and Marketing Committee;
- Education Committee;
- Executive Committee of the Council;
- Finance Committee;
- Human Resources and Remuneration Committee;
- Impairment Committee;
- Information and Communication Technology Governance Committee;
- Laws, Practice and Standards Committee;
- Preliminary Investigating Committee;
- Professional Conduct Committee;
- Research Committee; and
- Social and Ethics Committee.

1. Executive Committee of the Council

The Committee may perform all the functions of the Council between Council meetings except for rescinding or amending decisions of Council. This implies that it may determine and execute policy subject to subsequent ratification by the Council.

Membership

The membership of the Committee during the year of review consisted of:

- Dr M C Molepo (Chairperson)
- Dr S M Zuma (Vice-Chairperson)
- Dr E Kaye-Petersen
- Mr M J Matsomela
- Mr J T Ntshabele
- Dr P M Orton
- Mr R Tshimomola.

Key outputs for the year under review

During the year under review, the Committee recommended the following documents to the Council for approval:

- Council Charter;
- Rules for virtual meetings of the Council and its Sub-Committees;
- Policy on the Council Evaluation;
- Establishment of Social and Ethics Committee;
- Establishment of the Audit and Risk Committee;
- Interim Protocol on the establishment of the Southern African Development Community (SADC) Nursing Regulators' Forum;
- Accreditation matters;
- Registration matters; and
- Assessment matters.

2. Laws, Practice and Standards Committee

The Committee is established in terms of Section 15 of the Nursing Act, 2005 (Act No. 33 of 2005) to deal with all matters of professional/nursing practice for the Council, including but not limited to the following:

- Developing a regulatory framework for nursing practice;
- Reviewing all draft nursing practice related regulations as well as regulations developed by other functional areas of the Council;
- Determining, reviewing and developing the scope of practice for all categories of nurse practitioners;
- Developing standards, ethical codes and rules for nursing practice;
- Providing comments on draft legislation that has an impact on the nursing profession
- Establishing inspectorate function of SANC;
- Developing and implement Continuing Professional Development (CPD) system for nurses; and
- Establishing a mechanism for implementing the transition of practitioners from of current to new categories of nurses in terms of the Nursing Act, 2005 (Act No. 33 of 2005) and regulations.

During the year under review, the following milestones were achieved:

- The phased in establishment of the Inspectorate commenced with the appointment of the Inspectorate Manager;
- The process to development on Nursing Practice Standards was commenced;
- A Technical Working Group was appointed for development of Nursing Practice Standards;
- Draft two Nursing Practice Standards developed;
- CPD Pilot Roll-out plan was developed and approved by Council;
- SANC Delegation of Authority developed and approved by Council;
- Amendment to the Nursing Act, 2005 (Act No. 33 of 2005);
- Regulations relating to conditions under which a private practitioner may be licensed were reviewed and were been submitted to the National Department of Health (NDoH) for gazetting for public comments;
- Scope of practice regulations finalised after comments were received from the National Department of Health, the SANC awaits promulgation of these regulations; and
- The Committee developed two position statements, one on insertion of intravenous infusion (IVI) and taking of blood specimen by registered nurse practitioners and position statement on issuing of sick notes by professional nurse practitioners. These were approved by Council, shared with the nursing profession/stakeholders and are available on the SANC website for ease of reference.

Membership

The membership of the Committee during the year of review consisted of:

- Ms T A Kaseke (Chairperson)
- Dr S M Zuma
- Dr N Geyer
- Dr E Kaye-Petersen
- Dr P M Orton

Key outputs for the year under review

During the year under review, the Committee recommended the following documents to the Council for approval:

- Checklist for CPD Evaluators;
- CPD Process;
- CPD Pilot Roll-out Plan;
- SANC Delegation of Authority;
- Amendment to the Nursing Act, 2005 (Act No. 33 of 2005);
- Draft Inspection Policy;
- Draft Inspection Guidelines;
- Draft Policy Guidelines for Private Practice;
- Establishment of the Working Group to develop Nursing Practice Standards;
- Position Papers; and
- Regulations

3. Education Committee

The Committee is responsible for:
- Developing and reviewing regulations and policies for nursing education and training;
- Determining, developing and reviewing standards, for nursing education and training;
- Developing and reviewing the assessment and moderation system for nursing education and training;
- Developing and reviewing qualification frameworks for nursing;
- Investigating and managing complaints and non-compliances in respect of Nursing Education Institutions;
- Monitoring and evaluating the implementation of regulations and policies in nursing education;
- Communicating to nursing education institutions and relevant stakeholders with regards to information pertaining to nursing education and training;
- Providing support to nursing education institutions to facilitate delivery of quality nursing education; and
- Identify research priorities and needs and collaborate with relevant stakeholders.

Membership

The membership of the Committee during the year of review consisted of:
- Prof S E Duma (Chairperson)
- Prof A Makhene (Vice-Chairperson)
- Prof D I Gihwala
- Dr E Kaye-Petersen from 23 January 2020
- Dr S Z Mthembu
- Ms V Taschl.

Key outputs for the year under review

During the year under review, the Committee approved the following applications for recommendation to the Council:
- Accreditation of Nursing Education Institutions;
- Conditional or full Accreditation of Higher Education Qualifications Sub-Framework (HEQSF) aligned nursing programmes (Undergraduate and postgraduate) relating to the Nursing Education Institutions;
- Clinical facilities for placement of students for experiential learning;
- Assessment and Moderation Policy;
- Literature review on Nursing standards;
- Education and Training standards;
- Guidelines on Interprovincial placement of students for experimental learning;
- Revised Accreditation Policy and Procedure; and
- Education and Training Guidelines for Advanced Diploma in Midwifery.

4. Audit and Risk Committee

The Council has delegated full functional responsibility for risk monitoring and oversight to the Audit and Risk Committee until a separate Risk Committee (established by the Council on 31 March 2021) is fully functional.

The Committee provides an independent oversight of:
- The effectiveness of the SANC's assurance functions and services, with particular focus on combined assurance arrangements, including internal audit services and external audit assurance service provider;
- The integrity of the annual financial statements and, to the extend delegated by the Council, other external reports issued by the SANC;
- The effectiveness of the risk management and ethics, and
- Compliance with Laws and Regulations.

Membership
The membership of the Committee during the year of review consisted of:
- Ms E M Sikhosana (Chairperson)
- Mr K Sello – External independent member
- Mr G Labane – External independent member
- Ms Z L Ngwepe – External independent member
- Ms T A Kaseke
- Mr L L Rabotapi.

Key outputs for the year under review
During the year under review, the Committee recommended the following documents for Council approval
- Audit and Risk Committee Charter;
- Internal Audit Charter;
- Three year Internal Audit Strategic Plan and Annual Plan;
- Combined Assurance Framework;
- Independent Auditors Report;
- Audited Annual Financial Statements;
- Risk Management Framework;
- Risk Policy;
- Strategic Risk Register;
- Risk Management Implementation Plan; and
- Fraud Management Framework.

5. Preliminary Investigating Committee

The Committee is mandated in terms of Sections 46, 47, 50 and 52 of the Nursing Act, 2005 (Act No. 33 of 2005) to deal with all cases of alleged unprofessional conduct against nurse practitioners who are registered in terms of the Act.

Membership
The membership of the Committee during the year of review consisted of:
- Dr S M Zuma (Chairperson)
- Mr L L Rabotapi
- Ms Z M Ramaila
- Dr H C de Swardt
- Ms T A Kaseke.

Key outputs for the year under review
During the year under review, the Committee achieved the following:
- PIC meetings were conducted as scheduled;
- Reports were compiled and submitted to Council;
- PIC resolutions were implemented as per the directives of the Committee;
- Successful recruitment of PIC Professional advisor who will resume duties on 1st June 2021
- PIC backlog significantly reduced;
- Referral of cases to the Professional Conduct Committee, if deemed to require professional conduct hearing; and
- Circular for mandatory provision of Personal Protective Equipment (PPE) to nurse practitioners and Nursing Students during the pandemic developed, approved by Council and shared the Nursing Profession and Stakeholders.

6. Professional Conduct Committee

The Committee is responsible for:
- Holding inquiries in terms of the Nursing Act, 2005 (No. 33 of 2005);
- Considering all matters in the best interest of the public and the profession;
- Establishing a legislative framework for professional conduct;
- Ensuring compliance with the legislative framework;
- Reporting and referring any non-compliance or any other matter to the relevant bodies;
- Ensuring that findings of the Professional Conduct Committee are published in a government gazette; and
- Appointing experts or assessors in terms of Section 47(11).

Membership
The membership of the Committee during the year of review consisted of:

- Prof A Makhene (Chairperson)
- Dr H Ally (Vice-Chairperson)
- Mr M S Choma
- Dr L L Nkonzo-Mtembu
- Ms P Mapotse
- Dr N Geyer.

Key outputs for the year under review
During the period under review, the Committee had two (2) sittings due to the COVID-19 pandemic: first in Cape Town where six (6) cases were considered, four (4) were finalized, and two (2) were found not guilty. Secondly in Durban: Five (5) cases, two (2) were finalized, one (1) withdrawn, one (1) postponed and one (1) appeal.

7. Impairment Committee

The Committee is mandated in terms of Section 51 of the Nursing Act, 2005 (Act No. 33 of 2005) to conduct inquiries into alleged impairment or unfitness to practice for persons registered in terms of the Act.

During the year under review, the Committee achieved the following:

- IC meetings were conducted as scheduled;
- Reports were compiled and submitted to Council;
- IC resolutions were implemented as per the directives of the Committee; and
- Standardised presentation to create awareness with stakeholders and the profession on the role of Impairment was developed and approved by Council.

Membership
The membership of the Committee during the year of review consisted of:

- Mr J T Ntshabele (Chairperson)
- Prof S E Duma
- Dr P M Orton
- Ms F Newton.

Key outputs for the year under review

- During the year under review the Committee presented a number of impairment cases to the Council for approval; and
- The Committee presented a Policy on Financial Assistance for respondents to the Council for approval.

8. Finance Committee

Mandate of the Committee
The Committee provides assistance to the Council in discharging its financial oversight responsibilities over the South African Nursing Council (SANC). Furthermore, the Committee is responsible for:

- Development, planning, implementation, monitoring and evaluation of financial requirements in terms of the Nursing Act and take into account the: (i) policies and procedures; (ii) financial system, i.e. assets, cash management, investment and supply chain management; and (iii) risk management system;
- Provision of technical support to the Chairperson of the Council for the preparation, approval and implementation of the annual budget in accordance with the provisions of the Nursing Act, 2005 (No. 33 of 2005); and
- Supporting the Council to comply with all financial reporting requirements.

Membership
The membership of the Committee during the year of review consisted of:

- Mr R Tshimomola (Chairperson)
- Dr H Ally
- Mr M S Choma
- Ms S F Molokoane-Machika
- Mr S Maharaj – External Independent Member.

Key outputs for the year under review
During the year under review, the Committee recommended the following documents to the Council for approval:

- Petty Cash Policy;
- Donor Funding Policy;
- Revenue Management Policy;
- SANC Vehicle use and Management Policy;
- Telephone Policy;
- Budget Policy;
- Finance Strategy;
- Budget Rollover (from 2020/2021 Financial Year to 2021/2022 Financial Year for selected goods and services); and
- Participation of the SANC into National Treasury's transversal contracts.

9. Communication and Marketing Committee

The purpose of the Committee is to:

- Recommend and facilitate an overall Communication Strategy for the SANC that includes:
    i. an external Communication Strategy;
    ii. an internal Communication Strategy; and
    iii. a Media Strategy;
- Recommend a Communication Policy for the SANC to implement the Communication Strategy;
- Ensure that Communication Procedures and Guidelines are in accordance with the Strategy of the SANC;
- Recommend and implement a monitoring mechanism for monitoring the implementation of the Communication Strategy of the SANC and that all communication is in accordance with the Communication Policy and the Communication Plan of the SANC; and
- Facilitate and recommend an Annual Marketing Communication Plan for the SANC.

Membership
The membership of the Committee during the year of review consisted of:

- Ms Z M Ramaila (Chairperson)
- Prof D I Gihwala
- Ms F Newton
- Ms D Q Ngidi
- Mr J T Ntshabele
- Dr H C de Swardt.

Key outputs for the year under review
During the year under review, the Committee recommended the following to the Council for approval:

- Logo of Nursing Indaba;
- The Nursing Indaba be held virtually due to COVID-19;
- The Nursing Indaba Programme;
- SANC Draft Service Standards Charter;
- SANC Marketing Plan for the 2021/2022 Financial Year;
- SANC Social Media Crisis Communication Plan;
- MMS Project Change Management and Communication Plan;
- Wall of Remembrance design and wording;
- Communication and Marketing Strategy; and
- Media and Branding Strategy.

10. Human Resources and Remuneration Committee

Mandate of the Committee

The Human Resources and Remuneration Committee (HRRC) is responsible for:

- Reviewing and making recommendations to the Council regarding the SANC's Human Resources Strategy, in respect to the alignment of that strategy to:
  - i. The SANC's strategic and operational plans; and
  - ii. The SANC's organisational structure;
- Reviewing and making recommendations to the Council regarding the SANC's Human Resources Policies and practices, including in respect of the effectiveness of policies and practices to support the Human Resources Strategy;
- Reviewing and making recommendations to the Council regarding the SANC's Remuneration Policies and practices; and
- Developing a Performance Management System for the SANC.

Membership

The membership of the Committee during the year of review consisted of:

- Ms T M Magoro (Chairperson)
- Mr M J Matsomela
- Ms S F Molokoane-Machika
- Dr S Z Mthembu
- Mr C Marais – Remuneration Specialist
- Prof S Singh – External Independent member.

Key outputs for the year under review

During the year under review, the Committee recommended the following documents to the Council for approval:

- Conditions of Service;
- Reviewed HRRC Charter;
- Overtime Policy;
- Cell Phone Policy;
- Performance Management and Development System (PMDS) Policy;
- Internal Bursary Policy;
- SANC Acting and Additional Responsibility Policy; and
- Terms of Reference COVID-19 Command Council.

11. The Information and Communication Technology Governance Committee

Mandate of the Committee

The Committee advises the Council and Management on all matters relating to the ICT and is responsible for:

- The investigating, considering and steering of high level/impact ICT projects;
- The prioritising of proposed high level projects;
- The constant reviewing of approved projects;
- Facilitating the achievement of optimal ICT management;
- Enhancing the understanding and satisfaction with the value of ICT investments; and
- Fusing the ICT and business strategies, goals, and resources, and achieving competitive advantage through ICT.

Membership

The membership of the Committee during the year of review consisted of:

- Mr M J Matsomela (Chairperson)
- Prof D I Gihwala
- Ms T M Magoro
- Ms Z M Ramaila
- Mr F Docrat – External Independent member
- Dr C Motau – External Independent member.

Key outputs for the year under review

During the year under review, the Committee recommended the following documents to the Council for approval:

- Bring-Your-Own-Device Policy;
- ICT Governance Policy;
- Mobile and Wireless Network Policy;
- Promotion of Access to Information Act (PAIA) Manual; and
- Adoption of the Microsoft Teams Communication Platform for the virtual meetings of the Council and the Council Committees.

12. Research Committee

Mandate of the Committee

The Committee is responsible for the SANC's research priorities and the development and support of the research initiatives from stakeholders. This includes:

- Support the Council in line with Section 41 of the Act in ensuring that the prescribed ethical conduct pertaining to research related to the practice of nursing is adhered to;
- Oversee the scientific review of research proposals in order to ensure that only well-designed and scientifically sound research is submitted and approved;
- Guide the development of the SANC's strategic research priorities and objectives and monitor research performance within the framework of the SANC's Strategic Planning process;
- Consider and make recommendations on matters of policy relating to research, including matters referred to it by the Council;
- Review and oversee the implementation on the SANC's Policy on Research Ethics;
- Advise the Council on research and research training matters as they arise;
- Enable effective management of research and research requests at SANC; and
- Identify research priorities and needs and collaborate with relevant stakeholders.

Membership

The membership of the Committee during the year of review consisted of:

- Dr P M Orton (Chairperson)
- Prof A Makhene
- Dr S Z Mthembu.

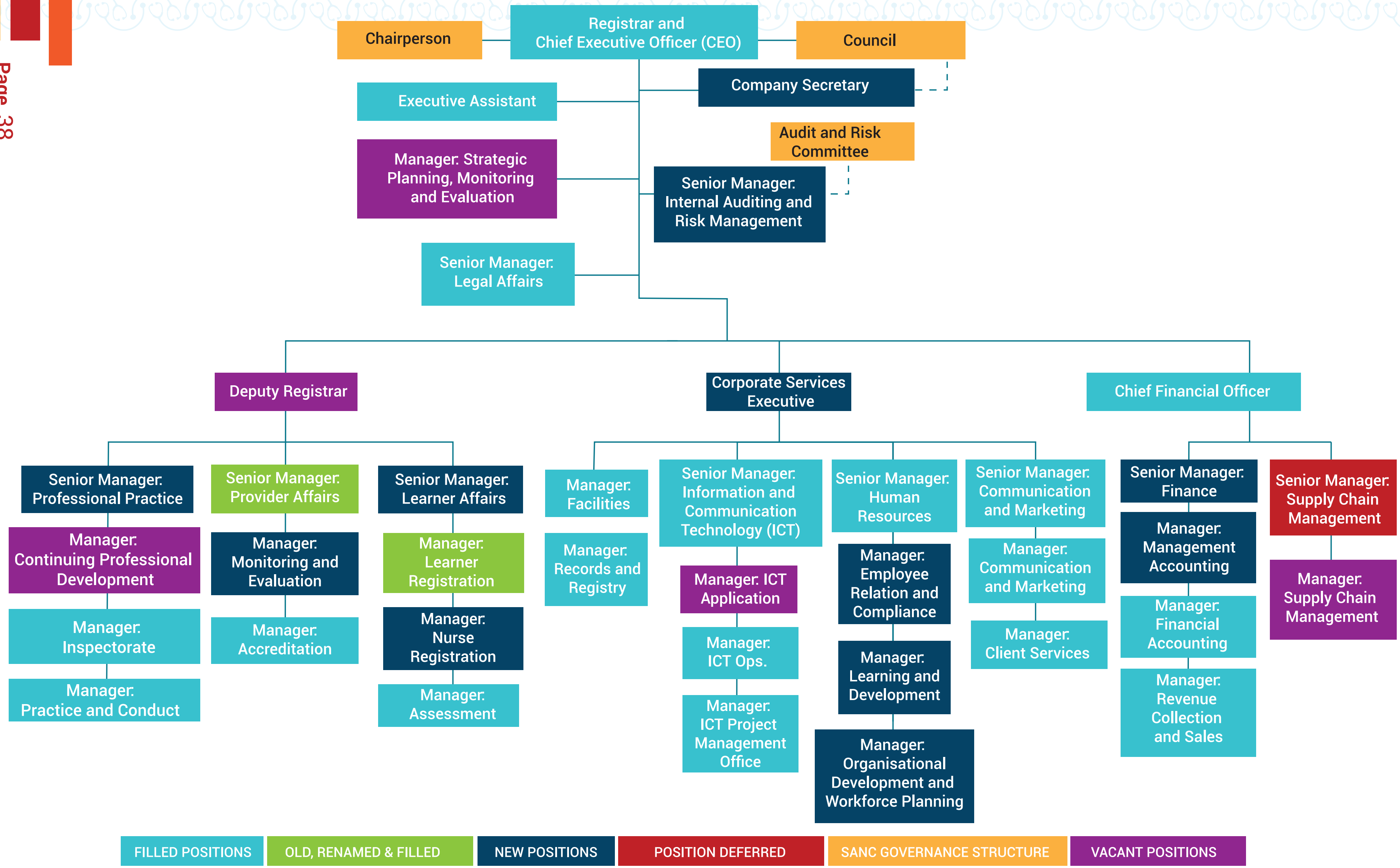
Key outputs for the year under review

This committee was established halfway through the financial year. During the short period of its existence, the Committee developed the following documents to initiate a structured process:

- Interim protocol/ arrangements for the management of research requests at the SANC;
- Draft Research Policy; and
- Draft Research Committee Charter.

Further, the committee has processed three research requests from prospective researchers.

SOUTH AFRICAN NURSING COUNCIL ORGANISATIONAL STRUCTURE



Organisational Performance

EXECUTIVE SUMMARY ON PERFORMANCE AGAINST THE ANNUAL PERFORMANCE PLAN: 2020-2021

This section of the report is comprised of two parts. The first part provides an analysis on the overall performance of the SANC in 1st quarter, 2nd quarter, 3rd quarter and the 4th quarter of the Annual Performance Plan (APP) ending in March 2021.

The second part provides a detailed analysis of the performance of each of the three (3) programmes, per quarter namely: Governance and Corporate Services, Education and Training and Professional Practice.

1. Standards: 2020/2021 Assessment Report

The SANC has used the following standards, approved by the Council, to assess the extent of the achievement against the set targets:

a)	Achieved targets	Green	
b)	Partially achieved targets	Amber	
c)	Targets not achieved	Red	

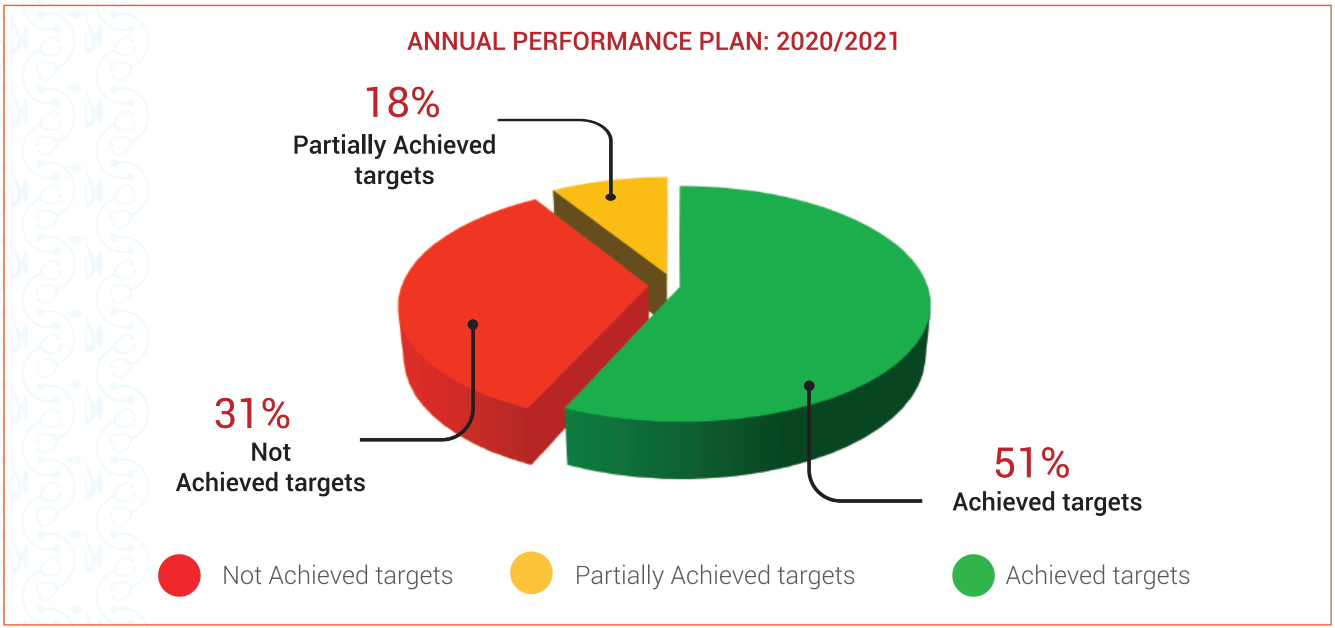
2. Overall Performance

Overall, SANC had a total number of **478** planned targets for 2020/21 Financial Year. Out of **478** planned targets, **244** (51%) targets were achieved; **82** (18%) targets were partially achieved; **152** (31%) targets were not achieved. **(See Table 1 below and Figure 1 on page 40).**

Table 1: Overall performance: SANC Annual Performance Plan (APP) 2020/2021 Financial Year

Planned targets	Achieved targets	Partially achieved targets	Not achieved targets
478	244	82	152
100%	51%	18%	31%

Figure 1: Overall percentage: SANC Annual Performance Plan (APP) 2020/2021 Financial Year



ANNUAL PERFORMANCE PLAN: 2020/2021

Table 2: SANC Programme 1: Governance and Corporate Services: Overall performance 2020/21 Financial Year

Planned targets	Achieved targets	Partially achieved targets	Not achieved targets
405	216	70	119
100%	53%	17%	30%

(i) Overall Performance per Sub-Programme
The overall performance per programme is as follows **(See Table 3 below).**

Sub-Programme 1.1: *Leadership Management*
- Overall, SANC had a total number of **73** planned targets under **Sub-Programme 1.1.**
- Out of **73** planned targets, **42** targets (57%) were achieved; **18** targets (25%) were partially achieved and **13** targets (18%) were not achieved.

Sub-Programme 1.2: *Risk Management*
- Overall, SANC had a total number of **18** planned targets under **Sub-Programme 1.2.**
- Out of **18** planned targets, **9** targets (50%) were achieved; **3** targets (17%) were partially achieved, **6** targets (33%) were not achieved.

Sub-Programme 1.3: Human Resources
- Overall, SANC had a total number of **68** planned targets under **Sub-Programme 1.3.**
- Out of **68** planned targets, **27** targets (51%) were achieved; **6** targets (9%) were partially achieved and **35** (40%) targets were not achieved.

Sub-Programme 1.4: Finance and Administration
- Overall, SANC had a total number of **116** planned targets under **Sub-Programme 1.4.**
- Out of **116** planned targets, **70** targets (60%) were achieved; **19** targets (17%) were partially achieved and **27** (23%) targets were not achieved.

Sub-Programme 1.5: Information and Communication Technology
- Overall, SANC had a total number of **38** planned targets under **Sub-Programme 1.5.**
- Out of **38** planned targets, **6** targets (16%) were achieved; **18** targets (47%) were partially achieved and **14** (37%) targets were not achieved.

Sub-Programme 1.6: Legal Affairs
- Overall, SANC had a total number of **45** planned targets under **Sub-Programme 1.6.**
- Out of **45** planned targets, **37** targets (82%) were achieved; **1** target (2%) was partially achieved and **7** targets (16%) were not achieved.

Sub-Programme 1.7: Communication and Marketing
- Overall, SANC had a total number of **47** planned targets under **Sub-Programme 1.7.** Out of **47** planned targets, **25** targets (53%) were achieved; **5** targets (11%) were partially achieved and **17** targets (36%) were not achieved.

Table 3: Overall performance per Sub-Programme of the Annual Performance Plan (APP) 2020/21 Financial Year

Planned targets	Achieved targets	Partially achieved targets	Not achieved targets
Sub-Programme 1.1: Leadership Management			
73	42	18	13
100%	57%	25%	18%
Sub-Programme 1.2: Risk Management			
18	9	3	6
100%	50%	17%	33%
Sub-Programme 1.3: Human Resources			
68	27	6	35
100%	51%	9%	40%
Sub-Programme 1.4 Finance and Administration			
116	70	19	27
100%	60%	17%	23%
Sub-Programme 1.5: Information and Communication Technology			
38	6	18	14
100%	16%	47%	37%
Sub-Programme 1.6: Legal Affairs			
45	37	1	7
100%	82%	2%	16%
Sub-Programme 1.7: Communication and Marketing			
47	25	5	17
100%	53%	11%	36%

1. Programme 2: Education and Training

- Overall, SANC had a total number of **40** planned targets under **Programme 2.**
- Out of **40** planned targets, **13** targets (32%) were achieved; **5** targets (13%) were partially achieved; **22** (55%) targets were not achieved. **(See Table 4 below).**

Table 4: SANC Programme 2: Overall Performance 2020/21 Financial Year

Planned targets	Achieved targets	Partially achieved targets	Not achieved targets
40	13	5	22
100%	32%	13%	55%

2. Programme 3: Professional Practice

- Overall, SANC had a total number of **33** planned targets under **Programme 3.**
- Out of **33** planned targets, **15** targets (46%) were achieved; **7** targets (21%) were partially achieved, **11** (33%) targets were not achieved. **(See Table 5 below).**

Table 5: Overall performance: Programme 3: Annual Operational Plan (AOP) 2020/21 Financial Year

Planned targets	Achieved targets	Partially achieved targets	Not achieved targets
33	15	7	11
100%	46%	21%	33%

3. Deferred targets

The Council resolved at its virtual Strategic Planning Review held in August 2020 to defer the following Key Performance Indicators (KPI) to the 2021/22 Financial Year under Programme 1, Programme 2 and Programme 3 respectively:

3.1 Programme 1: Governance and Corporate Services

- Promote servant leadership.

3.2 Programme 2: Education and Training

- Reviewed Nursing Education and Training Standards;
- Approved licensure examination framework and regulations; and
- Established Monitoring and Evaluation (M&E) Systems.

3.3 Programme 3: Professional Practice

- Nursing Standards approved;
- Develop inspection tools; and
- Establishing a Regulators Forum within the Southern African Development Community (SADC).

KEY GOVERNANCE AND OPERATIONAL DOCUMENTS DEVELOPED AND APPROVED BY COUNCIL

During the year under review, the Council approved the following policy documents:

- SANC Delegation of Authority
- Amendment to the Nursing Act, 2005 (Act No. 33 of 2005)
- Inspection Policy
- Inspection Guidelines
- Policy Guidelines for Private Practice
- Assessment and Moderation Policy
- Guidelines on Interprovincial placement of students for experimental learning with the inclusion of the issue of transport
- Accreditation Policy and Procedure
- Education and Training Guidelines for Advanced Diploma in Midwifery
- Enterprise Risk Management Policy
- Business Continuity Policy
- Combined Assurance Framework
- Policy on Financial Assistance for Respondents
- Petty Cash Policy
- Donor Funding Policy
- Revenue Management Policy
- SANC Vehicle use and Management Policy
- Finance Strategy
- Communication and Marketing Strategy
- Media and Branding Strategy
- Conditions of Service
- Overtime Policy
- Cell Phone Policy
- Performance Management and Development System (PMDS) Policy
- Internal Bursary Policy
- SANC Acting and Additional Responsibility Policy
- Bring-Your-Own-Device Policy
- ICT Governance Policy
- Mobile and Wireless Network Policy
- Promotion of Access to Information Act (PAIA) Manual.

LEGISLATIVE CHANGES

It is imperative that the SANC takes cognisance of, and complies with all legislation. The South African Nursing Council (SANC), being a statutory body, and operating under the Nursing Act, 2005 (Act No. 33 of 2005), is acutely aware of all legislative changes that will have any effect on the functioning and operations of the Council.

The SANC, by operating in and regulating in the spheres of professional practice and nursing education and training as its two core competencies, subscribes to multiple legislative prescripts in all forms from Acts to Regulations and policies.

In the year under review, the overwhelming legislative changes came by way of Regulations under the Disaster Management Act, 2002 (Act No. 57 of 2002) and had a profound effect not only on the country and the citizens but also on the SANC. The SANC had to comply with all such Regulations not only as an employer but also as a Regulator. Compliance with these Regulations required an immense effort and attention as the Regulations kept changing throughout the financial year at hand. The above had not only an operational effect on the Council but also a financial effect on staffing and deliverables.

Furthermore, the South African Qualifications Authority (SAQA) published a policy being the 'Policy and Criteria for Recognising the Professional Body and Registering a Professional Designation'. This policy published by the SAQA has a direct impact on the SANC being a professional body that is registered with SAQA. The policy is undergoing challenges by multiple organisations, however the SANC has complied with same and has successfully obtained its re-registration as a professional body with SAQA.

With the imminent implementation of the Protection of Personal Information Act, 2013 (POPI Act No. 4 of 2013) – (POPIA), the SANC has endeavoured and proceeded to initiate to put all policies, plans and documents in place in order to be compliant with the POPI Act when it will be taking effect on the 1st of July 2021.

INTERNAL LEGISLATIVE CHANGES

The SANC mandated by the Nursing Act, 2005 (Act No. 33 of 2005) is responsible for either publishing Regulations or consultation with the Minister responsible for publication of Regulations. The SANC has developed and submitted for consideration for publication the Regulations on Private Practice of Nursing Practitioners and Scope of Practice. The SANC has further undertaken the review of the Nursing Act, 2005 (Act No. 33 of 2005) and such is submitted to the National Department of Health (NDoH) for review and considerations as proposed amendment to the Act.

Executive Overview

EDUCATION AND TRAINING

By: Ms Jeanneth Nxumalo - Senior Manager: Education and Training

1. OVERVIEW

The Department of Education and Training is comprised of three sections, namely, Accreditation. Registration and Assessment. Accreditation Section is responsible for processing of applications for Nursing Education Institutions intending to offer nursing programmes, nursing education programmes and clinical facilities used for experiential learning of students. Registration Section is responsible for all statutory registrations as defined in the Nursing Act, 2005 (Act No. 33 of 2005) including processing of applications for registration of foreign nurses. Assessment Section is responsible for processing and management of examinations that are conducted by the SANC. The Department supports the Education Committee of Council that is established in terms of Section 15 of the Nursing Act, 2005 (Act No. 33 of 2005). Its main functions include the determination, development and review of the nursing education and training regulatory framework, standards, systems for accreditation, assessment and registration. Deriving from its work, it makes recommendations to the Council on matters of nursing education and training. The Committee had four regular meetings and recommended accreditation, registration and assessment applications for approval by Council. Table 1 to 8 below outlines the activities that were undertaken at the three sections of the Department.

2. ACCREDITATION

TABLE 1: Accreditation activities handled during the period April 2020 - March 2021

TYPE OF ACCREDITATION ACTIVITIES	NURSING PROGRAMMES	TOTAL
Evaluated programmes	Higher Certificate in Nursing (Government Notice No. R. 169 of 8 March 2013)	10
	Diploma in Nursing (Government Notice No. R. 171 of 8 March 2013)	9
	Bachelor of Nursing (Government Notice No. R. 174 of 8 March 2013)	7
	Advanced Diploma in Midwifery (Government Notice No. R. 1497 of 22 November 2019)	6
	Postgraduate Diploma programmes in Nursing (Government Notice No. R.635 of 5 June 2020)	53
	Total	**85**

TYPE OF ACCREDITATION ACTIVITIES	NURSING PROGRAMMES	TOTAL
Accredited Nursing Education Institutions to offer the new nursing qualifications	**Undergraduate programmes**	
	Higher Certificate in Nursing (Government Notice No. R. 169 of 8 March 2013)	7
	Diploma in Nursing (Government Notice No. R. 171 of 8 March 2013)	8
	Bachelor of Nursing (Government Notice No. R. 174 of 8 March 2013)	6
	Advanced Diploma in Midwifery (Government Notice No. R. 1497 of 22 November 2019)	3
	Total	**24**
	Postgraduate Diploma programmes	
	Mental Health Nursing	1
	Primary Care Nursing	4
	Occupational Health Nursing	2
	Perioperative Nursing	1
	Health Services Management	3
	Midwifery	4
	Nursing Education	1
	Critical Care (Adult)	2
	Orthopaedic Nursing	1
	Emergency Nursing	1
	Total	**20**
Accreditation visits to Nursing Education Institution		0
Accreditation visits to clinical facilities		0
Analysed clinical facilities		**1 078**
Requests for information to open private Nursing Education Institutions		**18**

3. REGISTRATION

The table below depicts the number of learners who were registered during the period January-December 2020 for both basic and additional qualifications.

TABLE 2: Registered learners in 2020

Leaners registered	Total counts per year
Higher Certificate in Nursing for registration as Auxiliary Nurse	122
Diploma in Nursing for registration as General Nurse	756
Bachelor of Nursing for registration as Professional Nurse and Midwife	516
Four-year Diploma/Degree program in Nursing for registration as Nurse (General, Psychiatric and Community) and Midwife	626
Diploma in Midwifery for registration as a Midwife	0
Bridging course for Enrolled Nurses leading to registration as a General Nurse/ Psychiatric Nurse	2053
Diploma in Psychiatric Nursing for registration as a Psychiatric Nurse	0
Total	**5845**
Course in Clinical Nursing Science leading to registration of an additional qualification:	
Oncology Nursing	10
Nephrology Nursing	10
Trauma and Emergency Nursing	14
Orthopaedic Nursing	80
Critical Care Nursing - General	242
Child Nursing	49
Operating Theatre Nursing	125
Advanced Midwifery and Neonatal Nursing	135
Ophthalmic Nursing	15
Emergency Nursing	16
Occupational Health Nursing	320
Advanced Diploma in Psychiatric Nursing	14
Diploma in Nursing Education	742
Diploma in Nursing Administration	1013
Clinical Nursing Science, Health Assessment, Treatment and Care	306
Total	**3091**

The table below depicts the number of nurses who were registered during the period January-December 2020 after completion of the basic qualifications.

TABLE 3: Basic qualifications registered in 2020

Basic qualifications	Total counts per year
Enrolled Nurse	63
Enrolled Nursing Auxiliaries	110
Bridging course for Enrolled Nurses leading to registration as a General Nurse	3358
Diploma in Psychiatric Nursing for registration as a Psychiatric Nurse	47
Diploma in Midwifery for registration as a Midwife	846
Community Service Practitioner	3459
Registered Nurses post community service	3015

The table below depicts the number of Assessors and Moderators registered during January-December 2020.

TABLE 4: Assessors and Moderators registered in 2020

Assessors and Moderators	Total counts per year
Assessors	493
Moderators	514

The table below depicts the number of replacement certificates issued in January-December 2020.

TABLE 5: Replacement certificates issued in 2020

Replacement certificates	Total counts per year
Enrolled Nurses	56
Enrolled Nursing Auxiliaries	53
Bridging course for Enrolled Nurses leading to registration as a General Nurse	51
Diploma in Psychiatric Nursing for registration as a Psychiatric Nurse	4
Diploma in Midwifery for registration as a Midwife	14
Diploma in Community Nursing Science	8
Community Service Practitioner	0
Registered Nurses post community service	44
Additional qualifications	20

The table below depicts the number of Nurses registered for additional qualifications during the period January-December 2020.

TABLE 6: Additional qualifications registered in 2020

Additional qualifications	Total counts per year
Nursing Administration	408
Nursing Education	312
Clinical Nursing Science, Health Assessment, Treatment and Care	643
Child Nursing	81
Community Health Nursing	30
Midwifery and Neonatal Nursing Science	109
Occupational Health Nursing	151
Psychiatric Nursing	9
Operating Theatre Nursing	56
Orthopaedic Nursing	2
Ophthalmic Nursing	6
Oncology Nursing	15
Critical Care Nursing - General	168
Critical Care - Nephrology nursing	1
Critical Care - Emergency Nursing	15
Critical Care Nursing - Child	4
Trauma and Emergency Nursing	4
Psychiatric Nursing - Child	4
Nephrology Nursing	1
Total	**2019**

4. ASSESSMENT

The Examination Section is still conducting assessments for the legacy qualifications. The South African Nursing Council will conduct nursing practice/task analysis from which findings for a blue print will be developed for the Licensure examination which will be undertaken by students who have undergone and completed the new nursing qualifications before they are entered into the SANC register.

The table below depicts the number of learners who wrote the SANC examination in May and November 2020.

TABLE 7: Examinations statistics for the year 2020

Examination Statistics 2019			
Type of Examination	**Number wrote**	**Number passed**	**%**
First year examination for the Bridging Course leading to registration as a General Nurse R.683	**2779**	**2156**	**77.5%**
Final year examination for the Bridging Course leading to registration as a General Nurse R.683	**3537**	**2437**	**68.9%**
Final examination for the Diploma in Psychiatric Nursing R.880	**58**	**50**	**86.3%**
Final examination for the Diploma in Midwifery R.254	**925**	**578**	**62.5%**
Examination in Clinical Nursing Science, Health assessment, Treatment and Care R.48	**407**	**367**	**90.2%**
Admission examination for foreign applicants leading to registration as a Nurse	**68**	**44**	**64.7%**

TABLE 8: Verification and Transcript Statistics – Calendar Year 2020

Country	Jan	Feb	Marc	Apr	May	June	Jul	Aug	Sep	Oct	Nov	Dec	Year Total
Australia	7	8	4	0	0	10	10	3	4	3	1	7	**57**
Canada	0	5	1	0	0	2	1	0	3	2	2	2	**18**
Riyadh	2	1	1	0	0	0	0	0	0	1	3	1	**9**
Namibia	0	1	0	0	0	1	0	0	2	2	1	2	**9**
New Zealand	0	1	0	0	0	4	2	0	3	2	2	2	**16**
Ireland	2	4	4	0	0	8	6	0	6	4	2	5	**41**
Texas	1	2	0	0	0	1	2	0	0	1	2	1	**10**
United Arab Emirates	3	2	2	0	0	2	3	1	2	1	1	4	**21**
United Kingdom	14	24	10	0	0	22	2	12	15	16	11	15	**141**
United States of America	12	22	16	0	0	9	18	7	20	8	17	27	**156**
Agencies	2	4	1	0	0	4	9	1	7	4	6	2	**40**
Other Countries	1	1	1	0	0	4	3	3	5	2	0	5	**25**
Totals	**44**	**75**	**40**	**0**	**0**	**67**	**56**	**27**	**67**	**46**	**48**	**73**	**543**

Note: The above figures indicate the number of persons who have requested that verifications of qualifications and/or transcripts of training be sent to the countries indicated only and nothing else. It is specifically stated that Nurses are not required to notify the Council if they do leave the country. The fact that a Nurse has requested a verification be sent does not necessarily mean that she/he has taken up the offer of a position in another country.

PROFESSIONAL PRACTICE

By: Ms Joyce Muswede- Senior Manager. Professional Practice

1. OVERVIEW

The Professional Practice Department of the South African Nursing Council (SANC) is responsible for all Professional Nursing Practice matters of Nurse Practitioners who are registered in terms of Section 31 (1) of the Nursing Act, 2005 (Act No. 33 of 2005). The department has four major functions: regulating nurse practice and conduct, conducting inspections and investigations on reported unprofessional conduct, managing reported unfitness to practice, and conducting and managing Continuing Professional (CPD) Development for practitioners. The department supports three Committees of Council, i.e. The Laws, Practice and Standards Committee, Impairment Committee (IC) and the Preliminary Investigation Committee (PIC).

2. THE INSPECTORATE

During the year under review, the appointment of the Manager: Inspectorate was finalised and the incumbent will resume duties on 1st April 2021 to drive and lead the establishment of the SANC inspectorate system as envisaged in the strategy. The recruitment of the Professional Advisor Inspectorate is underway. This is to enable the SANC to perform its functions in terms of Section 4 (1) (d) of the Nursing Act, 2005 (Act No. 33 of 2005), which mandates the SANC to conduct inspections and investigations of health establishments in order to ensure compliance with the Act as well as the rules and standards determined by the Council in terms of this Act.

3. NURSING PRACTICE STANDARDS

During the year under review, the Council commissioned two Council members from the Laws, Practise and Standards Committee and the Senior Manager Professional Practice to start the process on Nursing Practice Standards development. Initial scoping of the standards was conducted by the Core Group in June 2020. The scoping exercise produced draft O Nursing Practice Standards. The draft was shared with provincial Directors of Nursing Practice in a virtual meeting that was held with Directors of Nursing Practice in August 2020, the document was shared with them for further dissemination with their constituency and provide input. In October 2020, the Council approved the initial draft standards for further development. A Technical Working Group (TWG) approach was approved by Council to ensure an inclusive process in with stakeholders in this project. By March 2021 the TWG had already been appointed.

4. REGULATIONS RELATING TO CONDITIONS UNDER WHICH A REGISTERED PERSON MAY PRACTICE AS A PRIVATE PRACTITIONER

The implementation of the Private Practice Management System is dependent on finalisation and ultimate promulgation of Regulations relating to conditions under which a registered person may practice as a private practitioner by the National Department of Health (NDoH) as well as the SANC online system - the Membership Management System (MMS), which is underway. The Regulations were developed by the Council and submitted to the NDoH and were sent to State Law advisors by the NDoH.

5. PRELIMINARY INVESTIGATIONS

The Preliminary Investigating Committee (PIC) is responsible for handling cases of alleged unprofessional conduct in terms of the Nursing Act, 2005 (Act No. 33 of 2005). The media, members of the public, and managers in both private and public healthcare establishments and other institutions are welcome to report cases. Only cases relating to nurses whose names are in the SANC Nurses Register are investigated. Preliminary Investigation cases were conducted as scheduled quarterly, reports were compiled and served at PIC and the Council. Resolutions were implemented as per the directives of the Committee.

The tables below reflect a statistical summary of cases that were received and processed by the SANC during the year under review:

TABLE 1: Cases received

Financial year 2020/21	Q1	Q2	Q3	Q4	TOTAL
Complaint attended to	9	2	16	81	**108**
Prospective	10	11	29	0	**50**
Outside jurisdiction	7	0	16	24	**47**
TOTAL	26	13	61	105	**205**

TABLE 2: Cases presented to the Committee

CASES	Q1	Q2	Q3	Q4	TOTAL
Midwifery	0	2	2	6	**10**
General	0	3	6	4	**13**
Unprofessional conduct	0	6	4	2	**12**
Education and training	0	7	7	12	**26**
TOTAL CASES	0	18	19	24	**61**

TABLE 3: Committee decisions

Committee decisions	Q1	Q2	Q3	Q4	TOTAL
No case	0	6	3	2	**11**
Professional Conduct Committee	0	4	6	11	**21**
Fined	0	1	6	0	**7**
Cases underway	0	7	4	11	**22**
TOTAL	0	18	19	24	**61**

TABLE 4: Persons who reported cases

CASES REPORTED BY:	NO.	NO.	NO.	NO.	TOTAL
Members of the public	0	7	7	8	22
Nursing Managers/Other	0	3	3	3	9
Internal (SANC)	0	7	8	12	27
Media	0	1	1	1	3
TOTAL	0	18	19	24	61

TABLE 5: Place of incidence

REPORTED FROM:	NO.	NO.	NO.	NO.	TOTAL
Private institution	0	3	3	5	11
Public institution	0	8	8	2	18
Internal	0	7	8	9	23
Media	0	1	1	6	8

Table 6: Number of nurses referred to the Professional Conduct Committee

PROFESSIONAL NURSES	ENROLLED NURSES	ENROLLED AUXILLIARY NURSES	TOTAL
37	4	4	45

INSPECTION IN LOCO CONDUCTED = 4

6. CONSTITUTIONAL/POLICY MATTERS

The following Regulations were handled and approved by Council:

1. Consideration of Public comments on the Scope of Practice regulations that was published on 3 July 2020
2. Review of the Nursing Act, 2005 (Act No. 33 of 2005)
3. Delegation of Authority
4. Continuing Professional Development (CPD) related activities: The CPD Strategy, CPD Criteria and Guidelines for Service Providers, Guidelines for recognition of CPD evaluators, CPD process, CPD pilot roll out plan (costed).

7. "UNFITNESS TO PRACTICE" INQUIRIES

The inquiries into alleged unfitness to practice are conducted by the Impairment Committee, as mandated by Section 51 of the Nursing Act, 2005 (Act No. 33 of 2005). Employers, colleagues, and the public report cases of unfitness to practice to the Council. The SANC balances the interest of the public and the wellness of the nurse practitioners by ensuring that practitioners with physical or mental health challenges or any other such condition which renders them impaired, are assisted and rehabilitated. Impairment inquiries were conducted as scheduled, reports on managed cases were compiled and served at the Impairment Committee (IC) and the Council. Resolutions were implemented as per the directives of the Committee.

The tables below outline the annual statistical report of the managed cases:

TABLE 1: Cases received

CASES	NUMBER OF RESPONDENTS			
	Q1	Q2	Q3	Q4
Cases in progress (submitting quarterly and six monthly reports)	23	20	16	24
New cases	2	3	5	6
Limitation to practice	0	2	4	0
Administrative removal/ suspension	0	0	1	6
Restored	0	0	4	0
Discharged/closed	0	0	0	0
Inquiries	0	3	3	0
Referred to PIC	0	0	0	2
Total	25	28	33	38

TABLE 2: Categories of nurses who are under impairment review

CATEGORY OF NURSES	GENDER	Q1	Q2	Q3	Q4
Registered nurses	F	17	20	23	26
	M	3	3	3	4
Enrolled nurses	F	4	4	5	6
	M	1	1	1	1
Enrolled Nursing Auxiliaries	F	0	0	0	0
	M	0	0	0	0
Learner	-	0	0	1	1
Total		25	28	33	38

TABLE 3: Removals due to non-compliance

CATEGORY	GENDER	Q1	Q2	Q3	Q4
Registered nurse	F	0	0	1	4
	M	0	0	0	0
Enrolled nurse	F	0	0	0	2
	M	0	0	0	0
Enrolled Nursing Auxiliary	F	0	0	0	0
	M	0	0	0	0
TOTAL				1	6

8. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

The Laws, Practice and Standards Committee co-opted three of its members to form the CPD Committee in order to have a dedicated focus and fast-track the CPD related processes. A variety of CPD documents were developed and presented at Laws, Practice and Standards Committee meetings and were subsequently approved by Council. This included the CPD Strategy, CPD process, CPD Criteria and Guidelines for Service Providers, Criteria and Guidelines for recognition of CPD evaluators amongst others.

CPD pilot roll out costing plan was developed and approved by Council in October 2020. Communication was sent to the Chief Nursing Officer (CNO) at the National Department of Health (NDoH) to request for utilisation of their Regional Training Centres for the roll out of the CPD pilot plan. Request letters were written to the Provincial Departments of Health to request for approval for the SANC to conduct CPD pilot roll out visits and provision of a dedicated coordinator to assist with coordination of pilot roll out activities serv in the province. The plan is ready for implementation, however, it is dependent on the new online system - the Membership Management System (MMS) which is underway, and CPD is on phase three of this project. Database of CPD Service Providers and CPD evaluators have not yet been developed as these are dependent on Membership Management System (MMS). In terms of resource capacitation, the recruitment of Professional Officer CPD is at an advanced stage of appointment.

LEGAL AFFAIRS

By: Mr. Benjamin Grobler – Senior Manager: Legal Affairs

1. CORE FUNCTIONS

The core functions of the Legal Affairs Department are to:

01	Provide corporate legal support services to the South African Nursing Council (SANC)
02	Institute and defend all litigation matters on behalf of and against the SANC
03	Assist with the drafting of all relevent legislation
04	Conduct inspections and investigations of accredited and illegal Nursing Education Institutions
05	Conduct any other inspection or investigation ordered by the Registrar
06	Lead the prosecution in an inquiry into any complaint of unprofessional conduct or misconduct against any practitioner in terms of the Nursing Act, 2005 (Act No. 33 of 2005)
07	Render legal support to all standing or working Committees of the Council or the Administration
08	Facilitate all appeals in terms of Section 15(4) of the Nursing Act, 2005 (Act No. 33 of 2005)
09	Attend to all appeals in terms of Section 57 of the Nursing Act, 2005 (Act No. 33 of 2005)

2. OVERVIEW

The Legal Affairs Department of the South African Nursing Council consists of a staff complement of seven employees. The Professional Conduct hearings form a large part of the Legal Affairs Department's work; however, it is by no means all that the department is responsible for as can be seen from the table above.

3. LITIGATION MATTERS

During the period under review the SANC had various legal matters most of which the SANC successfully defended. These range from urgent applications to various other forms of applications, mainly private Nursing Education Institutions and/or bodies representing same. Very few matters were brought against the SANC by individuals and usually if an individual is the applicant, they are represented by either a trade union or other form of organization.

The SANC wins most of the cases with costs and proceeds to take same, however recouping such costs is usually a very difficult if not impossible task. One matter that warrants noting is an aging labour matter that was mentioned in the previous report as well, this matter was finalised in the Commission for Conciliation, Mediation and Arbitration (CCMA) and is now again under review in the Labour Court.

4. PROFESSIONAL CONDUCT COMMITTEE (PCC) MATTERS

4.1 CRITICAL MILESTONES:

In adhering to this function in terms of the Nursing Act, 2005 (Act No. 33 of 2005), the Legal Affairs section also rendered services to the following Committees of Council:

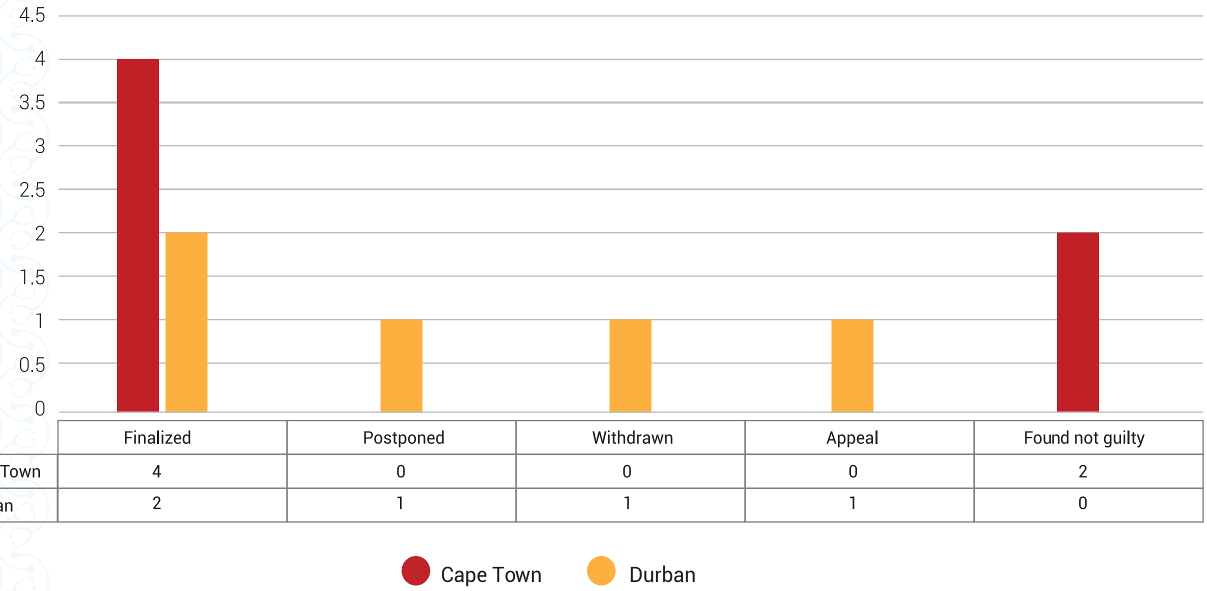
4.1.1 Professional Conduct Committee

The function of the Committee is to conduct inquiries or formal hearings into any complaint or allegation of unprofessional conduct or misconduct, referred to it by the Preliminary Investigating Committee in terms of Section 46 of the Nursing Act, 2005 (Act No. 33 of 2005). The committee will then make a finding and decide on an appropriate sanction based on the evidence before the Committee in terms of Section 47(1) of the Nursing Act, 2005.

It must be stated that in the year under review, the COVID-19 prohibited the Committee from having the full six hearings as planned, but during the tenure of the current Committee they have made huge strides in effectively dealing with their case load.

During the period under review, the Committee had two (2) sittings due to the COVID-19 pandemic: first in Cape Town where six (6) cases were considered, four (4) were finalized, and two (2) were found not guilty. Secondly in Durban: Five (5) cases, two (2) were finalized, one (1) withdrawn, one (1) postponed and one (1) appeal.

PCC CASES 2020-2021



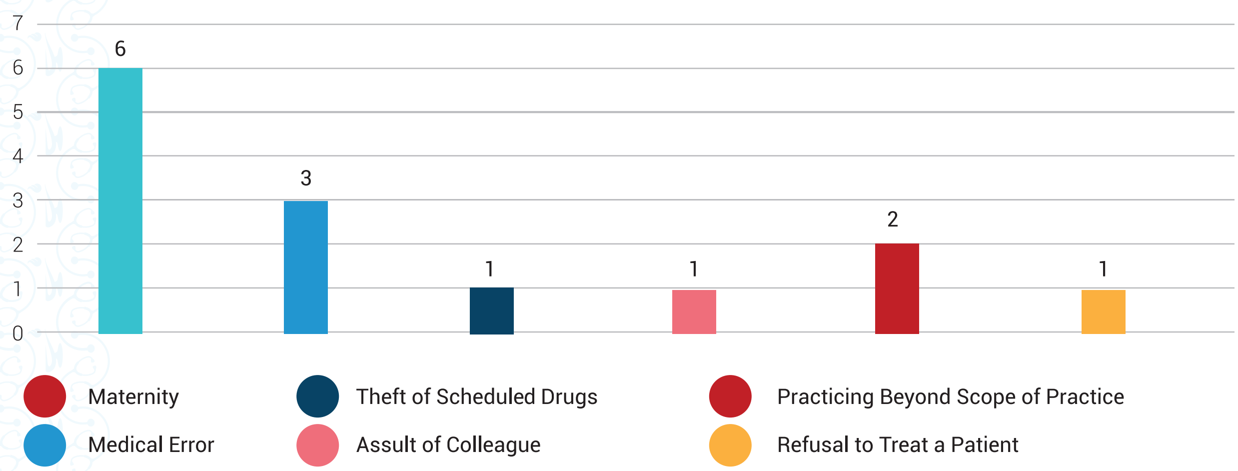
	Finalized	Postponed	Withdrawn	Appeal	Found not guilty
Cape Town	4	0	0	0	2
Durban	2	1	1	1	0

5. APPEALS

5.1 Appeals in terms of Section 15 (4) Appeals of the Nursing Act, 2005

The SANC had received 15 appeals in terms of Section 15 (4) of the Nursing Act against the decision of the Professional Conduct Committee, some of these appeals were heard and finalized. In Gauteng we had four (4) cases, two (2) maternity related, one (1) poor nursing care and one (1) acting beyond scope of practice. And we had two cases in KwaZulu-Natal, one (1) for fraud and one (1) for Assault of patient.

APPEALS IN TERMS OF SECTION 15(4) OF THE NURSING ACT

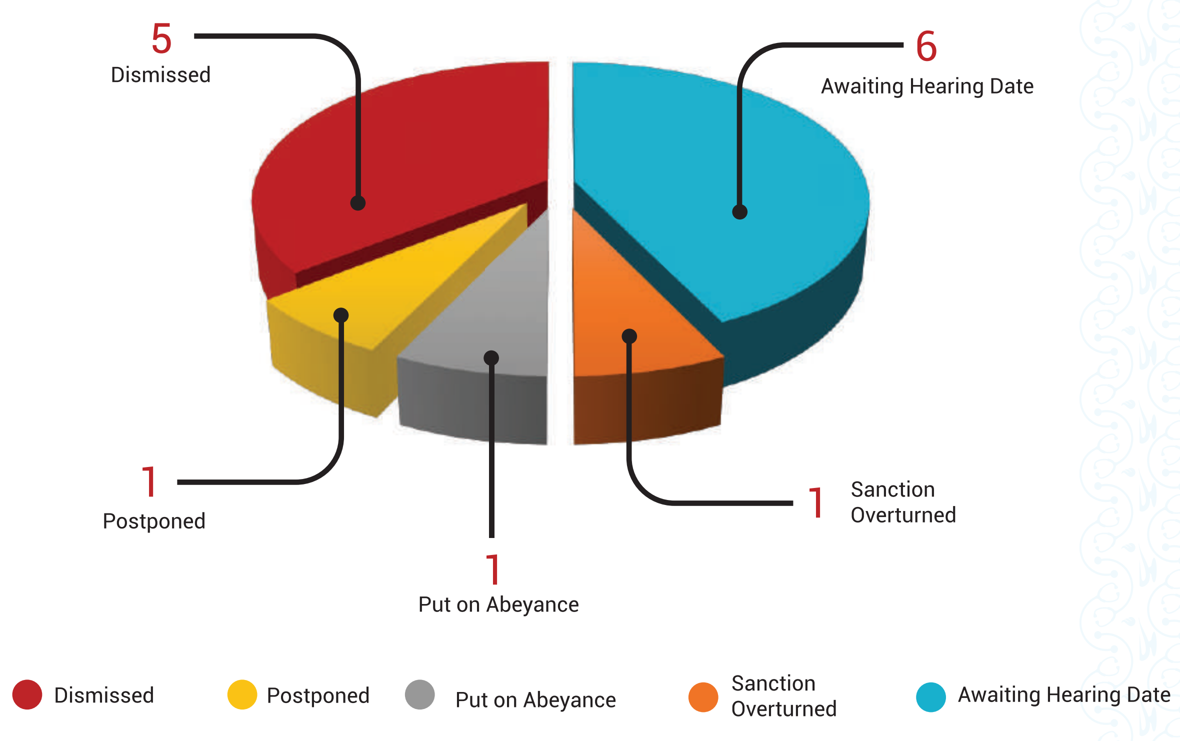


5.2 Appeals in terms of Section 57 of the Nursing Act, 2005 (Act No. 33 of 2005)

For period 2020-2021, the South African Nursing Council received fourteen (14) appeals in terms of Section 57 of the Nursing Act, 2005, which are appeals to the Appeals Committee appointment by the Minister of Health in terms of Section 57 of the Nursing Act, 2005.

There are five (5) cases that were PCC sanctions were overturned by the Council thus these constitute appeals in terms of Section 57 of the Nursing Act, the letters of notification that these are appeals in terms of Section 57 have been sent to the defendants and their representatives. One (1) case has been dismissed, one (1) postponed, one (1) put in abeyance and six (6) cases are awaiting hearing date.

APPEALS IN TERMS OF SECTION 57 OF THE NURSING ACT



INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Mr Maredi Makgolane - Senior Manager: ICT (appointed on 01 December 2020)

The Information and Communication Technology (ICT)/Information Management Department comprises of the Information and Communication Technology section, Project Management Office (PMO) as well as Records Management and Registry Section. This Department supports the ICT Governance Committee of Council.

1. ICT AND PMO

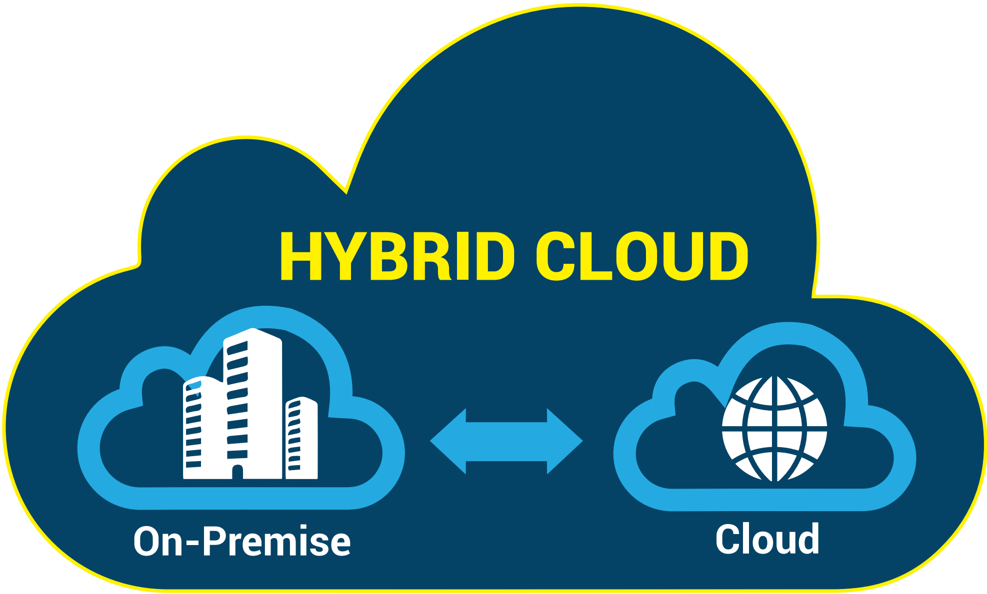
The ICT and the Project Management office are responsible for process re-engineering, automation and optimisation of the SANC technology environment to improve the image of the Council, service delivery as well as operational effectiveness.

2. DATA CENTRE REVITALIZATION AND DISASTER RECOVERY CAPABILITIES

The SANC medium and long term data centre strategy is to migrate to the hybrid cloud solution which will provide a more efficient and effective online support for a remote workforce, reduced costs, improved scalability and control, increased agility and innovation, business continuity, improved security and risk management. The Azure hybrid cloud as a service planning process commenced with implementation planned for Q1 to Q3 of the 2021/2022 financial year. Cloud Microsoft Office 365 as a service was acquired and the planning for deployment commenced.

The appointment of Consultant for data centre and infrastructure revitalisation was completed. Bill of material for the on-site commissioning of the new server, storage infrastructure, uninterrupted power supply, environmental controls, fire suppression systems, physical and logical security commenced.

3. HYBRID CLOUD SOLUTION MODEL



4. WIDE AREA NETWORK (WAN) LINKS

A primary Fibre Optic 150 Mbps WAN link was completed and the procurement process for the secondary link commenced.

5. WEBSITE HOSTING

A new website development was at planning phase. Contracting for web hosting commenced.

6. ENTERPRISE RESOURCE PLANNING (ERP) SYSTEM

The procurement process for the ERP system has commenced. The ERP system will increase the SANC's efficiency and effectiveness using technology as an enabler in support of the core business.

7. VOICE OVER INTERNET PROTOCOL (VOIP)

The procurement process for the VoIP as a service has commenced. The solution will lower the SANC's operational costs and increase accessibility.

8. DOCUMENT MANAGEMENT SYSTEM

The commitment by the SANC to automate records management and registry processes is underway and will be finalised in the 2021/2022 financial year. The process improvement's targets are to ensure that the records are received, tracked, processed, managed and archived electronically.
This will ensure that the SANC is in compliance with the provision of the POPI Act, 2013 (Act No. 4 of 2013) as per the Legislation of the Republic of South Africa.

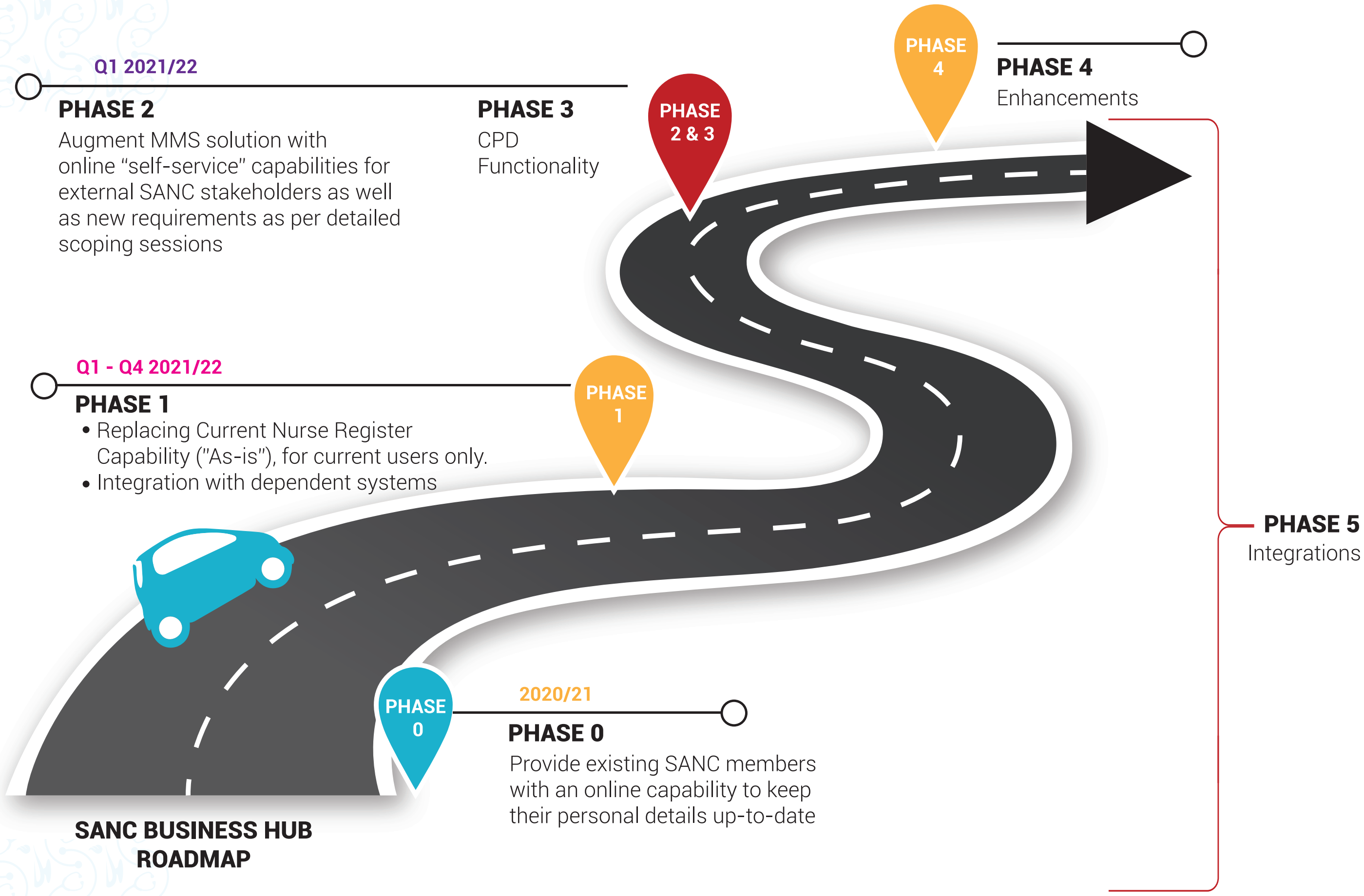
9. RISK MANAGEMENT

The process of regular review of the ICT operational and PMO risks continues. The information security assessment was completed and the process for putting control measures in place commenced.

10. MEMBERSHIP MANAGEMENT SYSTEM (MMS)

The multi-year implementation of the new Membership Management System/Nurse Register commenced. The Membership Management System is aimed at providing web-based and cell phone application (App) capabilities for the SANC in order to improve both customer service and operational efficiencies, which includes the introduction of the Continuing Professional Development (CPD) system.

11. MMS PROJECT ROADMAP



12. POLICY DEVELOPMENT

The following policies were approved by Council:

- ICT Governance Policy;
- Bring Your Own Device Policy; and
- Mobile and Wireless Network Policy.

The draft for the Disaster Recovery Policy has commenced.

13. RECORDS MANAGEMENT

Records Management section is responsible for the registry function and the general handling of the SANC records. The SANCs commitment to improve the image and the compliance universe of the Council can also be seen by the appointment of the Information Officer and the Deputy Information Officer. The draft Promotion of Access to Information Act (PAIA) manual commenced to ensure compliance with PAIA, 2000 (Act No. 2 of 2000).

14. RECORDS MANAGEMENT SKILLS

The procurement process for Archives and Records Management training to upskill the current staff is in progress.

5 COMMUNICATION AND MARKETING

Ms Adri Van Eeden – Senior Manager: Communication and Marketing

1. OVERVIEW

In terms of Section 15(1) of the Nursing Act, 2005 (Act No. 33 of 2005), the Council of the South African Nursing Council (SANC) may establish "…such committees as it may think necessary to investigate and report to the Council on any matter falling within the scope of its functions".

The Council of the South African Nursing Council (SANC) must establish a Communication and Marketing Committee as its Sub-Committee. The Committee must operate in terms of a written Terms of Reference, which deals adequately with its membership, authority and responsibilities as well as the requirements for its composition and meeting procedures. The purpose of the Communication and Marketing Committee is to ensure effective and timeous communication with all relevant SANC stakeholders, and to promote a positive image of the SANC.

2. STAKEHOLDER ENGAGEMENT

During the past financial year, with the unique challenges that COVID-19 and the resultant lockdown periods have brought, the SANC has focussed its communication efforts on online channels like social media and its website to improve communication and ensure the regularity of communication to its stakeholders. A virtual Stakeholder Forum was hosted on Thursday, 29 October 2020 via Microsoft Teams, the SANC electronic newsletter, #SANCnews was distributed electronically and key communication to Nurses have been made available via the SANC's social media pages.

A key focus during the pandemic has been the SANC's #bethatnurse campaign, reminding Nurses of their value. The Council also introduced its "Nursing as a career" video and pamphlets during this period, effectively marketing the profession of nursing to prospective students.

3. SANC COMMUNICATION DURING COVID-19

The SANC concentrated its communication efforts during the lockdown period on the platforms mostly utilised by Nurses to ensure they remain informed:

- Regular Facebook posts from 30 March 2020 to September 2020 that were COVID-19-related;
- *#SANCnews:* Three editions (April/May, June/July and August);
- Circulars regarding SANC office closure, service delivery, examinations, etc.;
- Media releases;
- Newspaper advertisements supporting Nurses and thanking them for their service, in 3 x national newspapers: Sowetan, Star and Citizen; and
- Website posts of Circulars, media releases, newsletters, etc.

The SANC also prioritised communication to its staff during this period, and utilised channels that would effectively reach staff during the lockdown period:

- Video (motivational);
- Posters (Occupational Health and Safety);
- Whatsapp groups (departmental);
- Regular check-ins with staff via Whatsapp and sending updates and emotional support messages from the Registrar and Chief Executive Officer's (CEO) office; and
- The Communication and Marketing Department assisted the Occupational Health and Safety (OHS) section with several designs to create awareness amongst staff and clients visiting the SANC building about COVID-19 and its prevention.

4. SANC WALL OF REMEMBRANCE

With the world having experienced its biggest crisis in more than a hundred years with COVID-19 healthcare workers have been at its centre, trying everything possible to save the lives of patients that they come into contact with. Sadly, some of the Nurses have succumbed to COVID-19 in their line of duty.

The South African Nursing Council has taken a decision during this financial year to honour these fallen heroes by building a Wall of Remembrance on the SANC premises. The wall will be unveiled during a formal ceremony once completed.

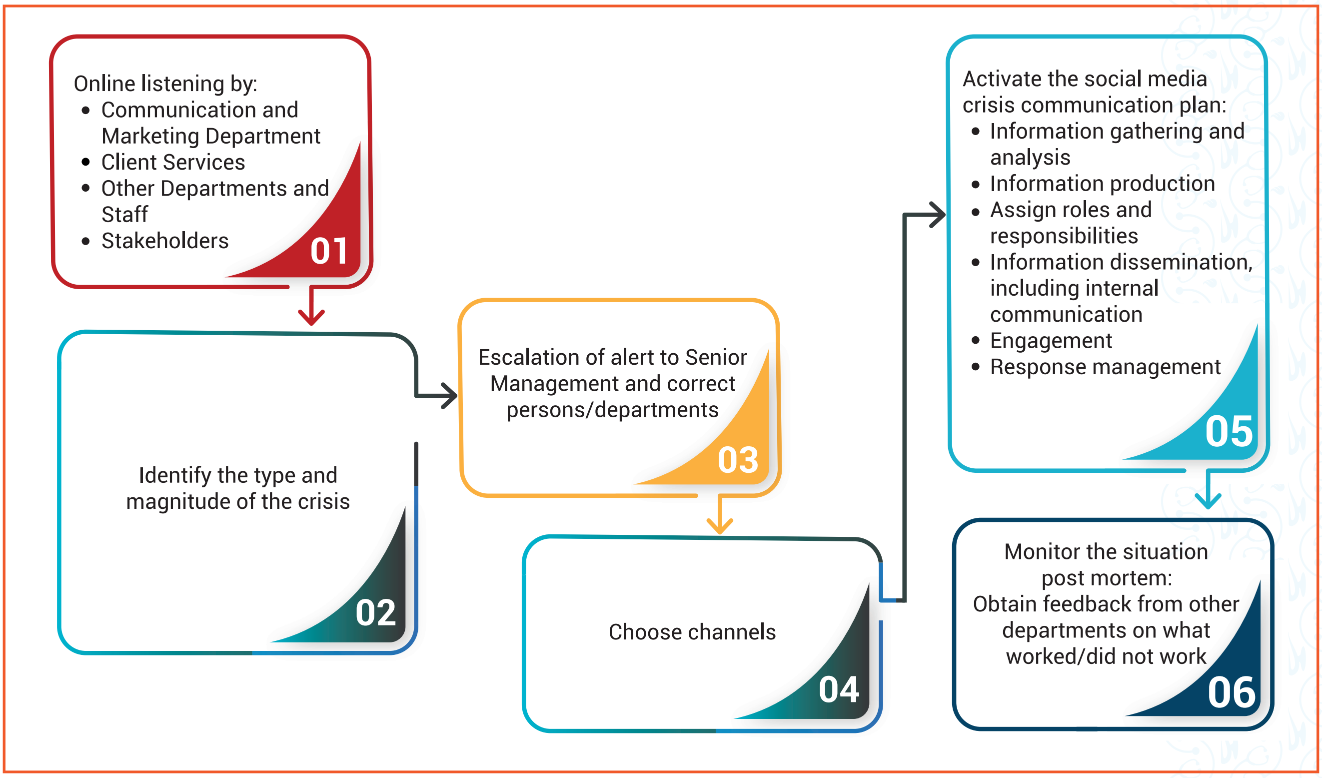
5. SANC WEBSITE

The SANC website has been redesigned, sporting a much more user-friendly look and will be launched in April 2021. The website will host the SANC Business Hub, with a secured log-in section for Nurses where business with the SANC can be done online in future. The first phase of the Business Hub will be launched in 2021.

6. SOCIAL MEDIA CRISIS COMMUNICATION PLAN

The SANC offers a unique environment for communication as it does not use normal methods of communication e.g. emails to reach Nurses, but rather social media and more specifically, Facebook.

Directing and managing communication efforts in this environment have evolved into key requirements that need to be in place to be able to manage it, and the SANC's image, effectively.



7. SANC MEMBER MANAGEMENT SYSTEM (MMS): CHANGE MANAGEMENT, COMMUNICATION AND MARKETING

The SANC strategic vision includes the overhaul of the current systems and software at the SANC with a modern and process-orientated solution which will provide the SANC with the ability and capability to better comply with its regulated mandate.

The SANC has committed to the review of and the improvement of its business processes and adopting the required technology to assist the organisation to improve compliance with its regulatory mandate. This commitment includes a Membership Management System (MMS) to manage all the required membership and associated processes of its relevant stakeholders.

In general, the intention is to improve service delivery to all of the SANC's stakeholders and to improve the efficiencies within the SANC.

At a very minimum, the MMS endeavours to:

- Improve communication: Currently Nurses do not update their contact details as legally obliged to and the solution will provide an on-line capability for the required updates;
- Improve customer services: Clients will have more options to interact with the SANC and in general perform several self-service functions;
- Reduce operational risk;
- Optimise and automate processes related to the management of the SANC stakeholders managed on the MMS;
- Improve reporting capabilities;
- Improve effectiveness and efficiency of the SANC;
- Establish a "fit for purpose" solution which will serve the SANC's requirements; and
- Enhance the perceived reputation of the SANC.

Change management is key in introducing the new MMS system to ensure:

- Staff buy-in to and adoption of the new solution set and related business practices/standards;
- That appropriate upskilling/training for staff and stakeholders alike are performed; and
- Relevant information is shared in accordance with the requirements of the specific stakeholder groups.

The department submitted an opinion regarding the importance of change management prior to initializing a project of this magnitude. The opinion was bench-marked internationally and locally and subsequently several actions were suggested in order to introduce the MMS project to staff and obtain their buy-in first.
Subsequently, a change management plan has been finalised and successfully introduced.

8. CLIENT SERVICES

The landscape of Client Services at the Council has undergone significant changes mainly due to the user-patterns of its clients who favour online and social media contact above traditional methods. The SANC is thus undergoing a major transformation with the procurement of a new Call Centre system and Customer Service Rating System, as well as the inclusion of LiveChat on its website from April 2021. The Council has committed to the drafting of a Service Standards Charter, which is in circulation for input prior to finalising and distributing it.

5 HUMAN RESOURCES

By: Mr Zephrus Molewa - Senior Manager: Human Resources

1. OVERVIEW

The Human Resources (HR) practices at the SANC are consistent with national policy and legislative prescripts as set out in the National Development Plan (NDP) Vision 2030 to improve human resources by ensuring appropriate appointments, adequate training, sound governance processes and accountability measures.

The Human Resources (HR) Department is the custodian of the overall human capital function at the SANC with its main responsibilities being to attract, retain, engage and develop talent with a quest to ensure that the SANC has a high performance culture and accordingly, is a high performing organisation.

The HR Department has evolved from a transaction-orientated to a strategic function, enabling business to achieve its strategic objectives. The HR Department recognises and values employees as the most important asset in achieving each of the aspirations within the SANC Strategy.

The HR Department is mandated with the responsibility to ensure that the institution is well capacitated with human capital resources required to deliver strategic objectives of the institution. The HR Department comprises of the following sections:

- Employment Practice and HR Administration;
- Employee Relations and Compliance;
- Learning and Development; and
- Organisational Development and Workforce Planning.

It is through an organisation's staff that an excellent employee experience will be delivered. To succeed, therefore, an organisation requires the right people with the right skills and values, in the right position at the right time. The SANC requires exceptional leaders who champion its culture, live its values, lead by example and facilitate high performance. In addition, the SANC needs a highly talented, diverse, skilled and motivated workforce who are empowered and engaged through working in a developmental, collaborative, inclusive and supportive working environment.

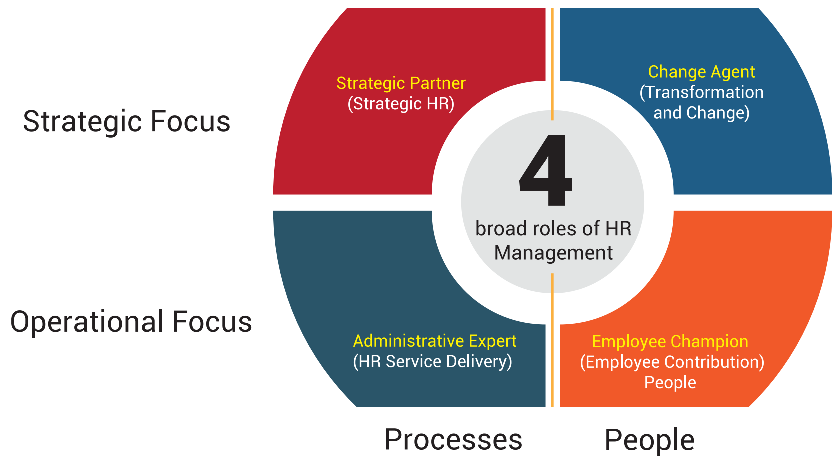
The HR Department supports the Human Resources and Remuneration Committee (HRRC) of the Council:

- The HRRC Committee is appointed by the Council in terms of Section 15 of the Nursing Act, 2005 (Act No. 33 of 2005);
- The HRRC makes recommendations to the Council on matters of Human Resources and Remuneration; and
- The Committee meets at least four times per annum.

2. STRATEGIC ROLES OF THE HR DEPARTMENT

The HR function at the SANC undertook the following four (4) broad roles:

Figure 7: Four broad roles of HR Management:



Source:
Professor Dave Ulrich, Ross school, University of Michigan; DPSA Assessment: Ability of the Departmental Human Resources Component to strategically assist in the achievement of service delivery goals.

3. CRITICAL MILESTONES/ACHIEVEMENTS

3.1. ORGANISATIONAL STABILITY

The overall staff vacancy rate is above the 10% threshold. The increase in the vacancy rate is due to a combination of factors including the following:

- New organisational structure reconfiguration process in progress;
- Approved filling of critical new positions in the new organisational structure;
- Limited HR and ICT capacity; and
- Vacancies at the level of Executive Management (EXCO);
  - The Chief Financial Officer (CFO) was appointed as an interim CFO until the permanent appointment of the Chief Financial Officer;
  - The position of Deputy Registrar: Professional Affairs became vacant in 2015. The 15th Council advertised the position on six (6) occasions. However, on all occasions the SANC was unable to fill the position due to the scarcity of the skills required in the position;
  - The Corporate Services Executive position is a new position on the new structure including other Senior Management positions that are vacant;
  - All Executives (Level 2) positions were planned to be filled in the 2021/22 financial year; and
  - There was no resignation at the Executive Management Level.

3.2. ORGANISATIONAL DESIGN

The SANC continued on a process to review the organisational structure to ensure that it is aligned to the strategic objectives and the legislative mandate of the SANC.

The Council approved a macro level (Executive to Manager level) organisational structure. The organisational structure was implemented in phases. The micro level organisational structure was prioritised for completion. The Council furthermore embarked on a process to review the remuneration and pay scale design.

3.3. REMUNERATION PHILOSOPHY (APPROVAL OF INTERIM PAY-SCALE)

Internal efforts were undertaken to develop an Interim Pay-Scale for Executives whilst awaiting the finalisation of the organisational design process. The Interim Pay-Scale for Executives was developed based on the principles of the existing Pay-Scale for low level (total cost to company remuneration structure) positions in line with the Remuneration Policy of the SANC. The primary purpose of the Remuneration Policy is to create a culture of high performance in the SANC, to attract, motivate and retain competent staff as well as to reward the desired performance behaviour of employees. The Interim Pay-Scale was developed and approved by the Council to allow recruitment and appointment of Executives in the SANC.

In line with principles of King IV-code on remuneration, the Interim Pay-Scale was approved by the Council to ensure equitable, fair, responsible and transparent remuneration in an effort to promote achievement of strategic objectives and positive outcomes in the SANC in the short and medium term.

3.4. COVID-19

In January 2020, the World Health Organisation (WHO) declared COVID-19 as a public health emergency of international proportion. On 15 March 2020, an official announcement was made by the President of South Africa, on the outbreak of COVID-19 in South Africa. South Africa was placed on alert level 5 lockdown restrictions.

In compliance to the Disaster Management Act, 2002 (Act No. 57 of 2002) and relevant COVID-19 guidelines, the SANC implemented a number of measures for compliance and to minimise the spread of the virus within the workplace, including the implementation of working from home arrangements to minimise the total number of staff in the workplace.

3.5. INTERNAL HUMAN RESOURCES COMMITTEES

During the reporting period the HR Department has established and coordinated the following Internal HR Committees viz. the Sanlam Umbrella Fund Joint Forum, Employment Equity Committee, Occupational Health and Safety Committee and the Skills Development Committee.

3.6. EMPLOYEE RELATIONS REPORT

The engagement with organised labour in the SANC has been fruitful. There have been a number of consultations on collective bargaining matters and matters of mutual interest in line with the Recognition Agreement with organized labour.

3.7. FILLING OF CRITICAL POSITIONS

During the reporting period key and critical Senior Management positions were filled which lead to the overall improvement of Governance and performance within the SANC. These positions included the position of the Company Secretary, Senior Manager: Internal Auditing, Senior Manager: Finance and the Senior Manager: Information and Communications Technology.

3.8. EMPLOYMENT EQUITY

The SANC continued to comply with the provisions of the Employment Equity Act, 1998 (Act No. 55 of 1998) to facilitate transformation in the workplace.

3.9. HUMAN RESOURCES RECORDS

The HR Department improved the safe keeping of personnel records in an effort to ensure and maintain an auditable environment, furthermore the previous audit findings relating to personnel records are in the process of being addressed. The management of auditable records promotes sound governance in the workplace particularly from a HR point of view.

3.10. HR GOVERNANCE

HR continued to review HR policies to ensure alignment to legislation and best practice. The following policies were reviewed and approved by the Council:

- Performance Management and Development (PMDS) Policy;
- Internal Bursary Policy;
- Cell Phone Policy;
- Acting and Additional Responsibilities Policy; and
- Overtime Policy.

3.11. HR RISK ASSESSMENT

The SANC developed and continuously reviewed the Strategic and Operational Risk Register and mitigating controls. The HR Department provided regular progress on mitigation controls against the strategic and operational risks to Management, Human Resources and Remuneration Committee and the Council. The mitigation of risks promotes a more stable organisation which contributes towards a high performing organisation.

3.12. HR OVERSIGHT STATISTICS

Table 1: Equity status of the SANC on 31 March 2021.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	1	0		0	0	0	2
Senior management	3	0	0	1	3	0	0	1	0	0	8
Professionally qualified and experienced specialists and mid-management	3	0	0	2	7	0	0	0	0	0	12
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	11	0	0	0	36	0	0	1	0	0	47
Semi-skilled and discretionary decision making	16	0	0	0	54	1	0	6	0	0	70
Unskilled and defined decision making	8	0	0	0	1	0	0	0	0	0	9
TOTAL PERMANENT	46	0	0	2	102	1	0	8	0	0	148
Temporary employees	6	0	0	1	14	0	0	0	1	0	22
GRAND TOTAL	52	0	0	3	116	1	0	8	1	0	170

Based on the above, there is high level representation of African females as compared to the other gender and race.

3.13. TERMINATION (INCLUDING REASONS) DURING THE REPORTING PERIOD

Table 2: Termination and Reason during the reporting period.

REASONS FOR LEAVING	TOTAL PER REASON/S
Better remuneration and prospects	2
Change of work type/interest	1
Contract ended	2
Deceased	2
Retirement	2
Study further	1
TOTAL	10

The information contained in the above table is sourced from the exit interview questionnaires completed by exiting employees. The interview process is facilitated by the Human Resources Department. In total there were ten (10) employees that terminated employment with the SANC during the year under review.

3.14. EMPLOYEE RELATIONS REPORT: GRIEVANCES AND MISCONDUCT

Table 3: Employee relations report.

DISCIPLINARY MEASURES	NUMBER OF OCCURRENCES
Verbal warning	0
Written warning	1
Final written warning	1
Suspensions	1
Dismissal	0
Grievances	3

There were two (2) grievances on employee benefits matters and one relating to unfair labour practice. There was one (1) written warning and final written warning for misconduct.

INTERNAL AUDIT AND RISK MANAGEMENT DEPARTMENT

Ms Moseme Matlala – Senior Manager: Internal Audit (appointed in December 2020)

1. OVERVIEW

The Internal Audit and Risk Management Department consists of two functions, Internal Audit and Risk Management. The Risk Management function is responsible for rendering risk management support to all internal stakeholders to ensure that key risks of the SANC are identified, assessed and mitigated. It is further responsible for the implementation of the fraud management strategy within the SANC. The Internal Audit function is responsible for providing independent, objective assurance and consulting services designed to add value and improve the SANC's operations. It assists the organisation to accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and governance processes. The Internal Audit and Risk Department reports administratively to the Registrar and Chief Executive Officer (CEO) and functionally to the Audit and Risk Committee.

2. INTERNAL AUDIT FUNCTION

The purpose, authority and responsibilities of the Internal Audit function are defined in the internal audit charter as approved by the Audit and Risk Committee. The scope of work of Internal Audit is to review and report that the SANC's risk management, control and governance processes as designed, and represented by management are adequate and effective to ensure that:

- Risks are appropriately identified and managed;
- Interaction with the various governance structures occurs as needed;
- Significant financial, managerial and operating information is accurate, reliable and timely;
- Employees' actions are in compliance with the policies, standards, procedures, instructions, code of ethics and applicable laws, regulations and contractual obligations;
- Resources are acquired economically, used efficiently, and adequately protected;
- Programs, plans, and objectives are achieved;
- Quality and continuous improvement are fostered in the SANC's control process; and
- Significant legislative or regulatory issues impacting the SANC are recognised and addressed appropriately.

The Internal Audit function developed a risk-based Internal Audit Plan that was approved by the Audit and Risk Committee. The risk based Internal Audit plan was executed during the financial year and the audit reports, which included recommendations to strengthen and improve internal controls, were presented to management and the Audit and Risk Committee. The internal audit scope of work completed during the financial year covered the following areas:

- Education and Training: Registrations;
- Revenue Management;
- Finance Discipline Review;
- Supply Chain Management; and
- Human Resources and Payroll audits.

Internal Audit function also developed the audit findings tracking tool to follow-up on the implementation of action plans for findings raised in the previous financial year. Internal audit also conducted follow-up audits to ensure that efficient and effective internal controls are implemented and that the commitments made by management to resolve the audit findings raised by internal and external auditors are implemented. The progress on the execution of the internal audit plan and the implementation of action plans were reported to management and the Audit and Risk Committee on a quarterly basis.

Governance

RISK MANAGEMENT

The SANC has adopted an enterprise-wide approach to its risk management. The Risk Management Policy and Framework provide the risk management methodology, which directs how risk is identified, evaluated, managed, monitored and reported across the organisation.

To achieve best-practice standards, the SANC has aligned its Risk Management Framework to the requirements of the King Report on Corporate Governance for South Africa (King IV), and the ISO 31000:2018 Risk Management Standards.

To ensure continuous improvement to the SANC's risk governance processes, the Enterprise Risk Management Framework is reviewed and adapted to respond to changes in the internal and external environment to ensure the effective management of risk.

Strategic, operational and project risk assessments are conducted on a regular basis to identify and analyse risks that impact on the overall achievement of the Council's strategic objectives. Risk response strategies are developed and monitored to ensure that key risks are mitigated within acceptable levels and are reported to the Audit and Risk Committee on a quarterly basis. Emerging risks are regularly identified, monitored and reported through the appropriate channels.

The SANC has developed the Combined Assurance Framework in line with the King Report on Corporate Governance, King IV, and the report was subsequently approved by Council. The assurance model was adopted to promote the collaboration between management, internal and external assurance providers and ensure that there is an integrated approach to manage organisational risks adequately. The Combined Assurance Model aims to:

- Optimise assurance coverage by coordinating the efforts of management, internal and external assurance providers;
- Ensure the systematic assessment of key risks associated with strategic objectives and the responses thereto;
- Support the Audit and Risk Committee (ARC) in assessing the effectiveness of internal financial control; and
- Provide a context of the impact of inadequate and ineffective control, on the overall control environment.

FRAUD AND CORRUPTION MANAGEMENT

The SANC has a zero-tolerance approach to fraud and corruption. A Fraud Management Framework and Procedure have been developed for the prevention, detection and response to fraud and corruption incidents. The focus is on creating awareness with both staff and stakeholders regarding fraud and ethics, with the aim to ensure that all stakeholders are aware of both the impact of fraud and corruption as well as the processes in place to report such occurrences.

The SANC's whistleblowing Hotline **0800 20 12 16** is in place for the reporting of suspected fraudulent or unethical behaviour through an outsourced toll-free hotline managed by an independent service provider. The Hotline is promoted as one of the SANC's initiatives of encouraging the reporting of any form of fraudulent and/or corrupt activity. All the fraud and corruption cases received through the hotline and other reporting channels are investigated and reported to the Audit and Risk Committee and the Council.

OCCUPATIONAL HEALTH AND SAFETY

SAFETY, HEALTH, ENVIRONMENT, RISK AND QUALITY (SHERQ)

Occupational Health and Safety, often referred as Safety, Health, Environment, Risk and Quality (SHERQ) Management, deals with the intangible and tangible factors of Safety, Health, Environment, Risk and Quality Management for purposes of optimal occupational health and safety of employees, the safety of the citizens, sustainability of the environment and the management of occupational and general risks and quality of the services.

This practice is developed in response to National legislation that includes the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997), Employment Equity Act, 1998 (Act No. 55 of 1998), and the Environmental Management Act, 1998 (Act No. 107 of 1998). Furthermore, SHERQ also takes into consideration International Organisation for Standardization (ISO) instruments used to promote health and safety. This includes OHSAS 18001 which is an Occupational Health and Safety Management System Standard, ISO 9001 for Quality Management and ISO 14001 for Environmental Management.

The SANC continued to comply with the regulatory and legislative framework for Occupational Health and Safety to ensure that it creates a conducive environment for all employees. The SANC continued to ensure that the workplace is safe, without risks to the health of employees in compliance with Section 8 of the Occupational, Health and Safety Act, 1993 (Act No. 85 of 1993).

In this period under review, the Occupational Health and Safety Committee (OHSC) was established and convened meetings. The OHSC focused, amongst others on the SHERQ matters and COVID-19 matters. The Department of Employment and Labour also conducted inspections and recommended a few areas of improvement which were duly implemented.

Following the outbreak of COVID-19 in South Africa, President Cyril Ramaphosa declared the COVID-19 pandemic as a National Emergency under the Disaster Management Act, 2002 (Act No. 57 of 2002), promulgated in 2003.

Quarterly reports were submitted to the SANC's Human Resources and Remuneration Committee (HRRC) and the Council on Occupational Health and Safety and COVID-19 related matters.

The COVID-19 outbreak presented risk and challenges, however the SANC continued to ensure operational services despite challenges. The outbreak of COVID-19 demanded the review of traditional business models, revenue streams, client expectations and service offerings. This lead to the introduction of innovative information and communication technology (ICT) for greater efficiencies and quality of services to the SANC's stakeholders. The COVID-19 pandemic certainly amplified the benefits and importance of ICT and accelerated the need for such deployment in line with the 4th Industrial Revolution (modernisation and automation of process and world of work with the emphasis on digitalisation). The SANC's ICT Department assisted with the roll-out of a virtual private network and 3G mobile data internet connectivity and procurement of additional tools of trade and security considerations was kept on the forefront in approving remote working arrangements.

The SANC's responses to the subsequent COVID-19 lockdown under the Disaster Management Act, 2002 (Act No. 57 of 2002) resulted in implementing the following measures after conducting a COVID-19 pandemic risk assessment and compliance in line with the Disaster Management Act:

- Review of Occupational Health and Safety (OHS) committee to include COVID-19 matters;
- The development and implementation of a Business Continuity Policy (BCP), procedure regarding Working from Home as well as services emails enabled a remote access work arrangement. The process to develop a Business Continuity Plan (BCP) and Disaster Recovery Plan (DRP) is underway. However, the SANC closed its offices from March to June 2020 in line with the restriction of lock down in terms of the Disaster Management Act, 2002 (Act No. 57 of 2002);
- Communication was intensified to ensure all staff are informed regarding all COVID-19 related safety measures and protocols, both in and outside the office environment;
- The SANC implemented a partial rotation (staggered approach) of employees to ensure a reduction of the occupancy rate at any given time within the SANC premises, on the basis of a remote working arrangement to ensure continuation of operations. The partial rotation assisted with decongestion of the workplace by limiting the number of physical employees physically on-site, and assisted to mitigate the effects of the COVID-19 virus;
- Staff contact was minimised with the use of digital planning via MS Teams for meetings;
- Contact tracing was conducted, and staff that tested positive and those who were in close contact with employees who have tested positive were sent home on sick leave;
- The SANC staff completed self-health assessment forms;
- The SANC continued to ensure that the cleaners disinfect the building on a daily basis; and
- Some staff continued to work from home while essential staff were at the SANC premises, wearing protective devices and following social distancing protocols.

Furthermore, the SANC contributed to the pandemic by allowing free restoration for Nurses who qualified, were no longer on the SANC Nurse Register and were volunteering to assist during the pandemic. The free restoration allowance is for the official disaster period only.

B-BBEE COMPLIANCE

The Broad-Based Black Economic Empowerment Act, 2003 (Act No. 53 of 2003) provides the legislative framework for Broad-Based Black Economic Empowerment ("BBBEE") in South Africa. Codes of Good Practice may be issued by the Minister of Trade and Industry under the BBBEE Act and such Codes may be "generic" (i.e. of general application) or apply to a specific sector of the economy (so called sector codes that are developed by stakeholders in the relevant sector). The current "generic" Codes of Good Practice ("Codes") were published on 11 October 2013 and came into effect on 1 May 2015. Certain amendments to the Codes have been proposed by the Minister of Trade and Industry for public comment by 28 May 2018.

The primary purpose of the BBBEE Act and the Codes is to address the legacy of apartheid and promote the economic participation of Black People in the South African economy.

The SANC has not evaluated the BBEE compliance status in the 2020/21 financial year in terms of the BBBE Act.

South African Nursing Council

Regulating nursing, advocating for the public

CELEBRATING

YEARS OF SELF-REGULATION

Financial Information

South African Nursing Council
General Information

for the year ended 31 March 2021

Country of incorporation and domicile	Republic of South Africa
Nature of business and principal activities	Regulatory body that sets, maintains and regulates standards of nursing education and nursing practice in the Republic of South Africa.
Councillors	Refer to Councillors' report for this information
Registered office	602 Pretorius Street Arcadia Pretoria 0083
Postal address	P. O. Box X132 Pretoria 0001
Auditors	Nexia SAB&T Incorporated
Company Secretary	Mr Mokete Penane (Appointed on 01 December 2020).
Level of assurance	These annual financial statements have been audited in compliance with the applicable requirements of the Nursing Act, 2005 (Act No. 33 of 2005).
Preparer/Compiler	The annual financial statements were internally compiled by the Financial Accountant, Mr Thulani Shabane.
Supervised by	The annual financial statements were prepared under the direction and supervision of the Chief Financial Officer, Mr Thamsanqa Ndadana

Table of Contents

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

The following supplementary information does not form part of the annual financial statements and is unaudited:

The Councillors submit their report for the year ended 31 March 2021:

1. Nature of business

The South African Nursing Council (SANCl) is engaged in setting, maintaining and regulating standards of nursing education and nursing practice in the Republic of South Africa. The Council was established by section 2 of the Nursing Act, 1978 (Act No. 50 of 1978) and continues to exist as a juristic person, notwithstanding the repeal of that Act by the current Nursing Act, 2005 (Act No. 33 of 2005).
There have been no material changes to the nature of the Council's business from the prior year.

2. Review of financial results and activities

The annual financial statements have been prepared in accordance with International Financial Reporting Standards and the requirements of the Nursing Act, 2005. 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 company are set out in these annual financial statements.

3. Councillors

The 16th Council in office at the date of this report are as follows:

16th Council Members
Dr MC Molepo (Chairperson)
Dr SM Zuma (Vice-Chairperson)
Prof A Makhene
Dr SZ Mthembu
Dr HC De Swardt
Dr LL Nkonzo-Mtembu
Prof DI Gihwala
Mr JT Ntshabele
Ms TM Magoro
Dr Nelouise-Marie Geyer
Dr PM Orton
Prof SE Duma
Ms TA Kaseke
Mr MS Choma
Mr LL Rabotapi
Ms DQ Ngidi
Mr MJ Matsomela
Ms SF Molokoane-Machika
Ms ZM Ramaila
Ms F Newton
Dr E Kaye-Petersen
Dr H Ally
Ms P Mapotse
Mr R Tshimomola
Ms V Taschl

4. Impact of COVID-19 on Annual Financial Statements

Since 31 December 2019, the spread of COVID-19 has severely impacted many local economies around the globe. In many countries, businesses are being forced to cease or limit operations for long or indefinite periods of time. Measures taken to contain the spread of the virus, including travel bans, quarantines, social distancing, and closures of non-essential services have triggered significant disruptions to businesses worldwide, resulting in an economic slowdown. However, the SANC members are at the forefront of the battle against COVID-19, therefore the operations of the Council have not been significantly disrupted. At such a time, the Council continues to provide support to its members in any way possible. Some revenue streams have started declining, however, the affected revenue streams make up less than 10% of the total organisational revenue. The Council also has adequate cash resources that can compensate for this revenue decrease.

The duration and impact of the COVID-19 pandemic, as well as the effectiveness of government measures remains unclear at this time. It is not possible to reliably estimate the duration and severity of these consequences, as well as their impact on the financial position and results of the Council for future periods. Furthermore, management is not aware of any circumstances which exist that would impede the Council's ability to continue as a going concern.

5. Events after the reporting period

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

6. Going concern

The 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.

7. External auditors

Nexia SAB&T have been appointed for a five year term beginning in the 2019 financial year.

We are pleased to present our report for the financial year ended 31 March 2021.
The Audit and Risk Committee is an independent committee appointed by Council. The committee operates in terms of an approved Charter to discharge its delegated duties.

COMPOSITION AND ATTENDANCE OF COMMITTEE MEETINGS

The Audit and Risk Committee comprises of four independent non-Council members and two Council members appointed in terms of the Nursing Act, 2005 (Act No. 33 of 2005).

The Audit and Risk Committee meetings are attended by the Registrar and Chief Executive Officer, the Chief Financial Officer, Senior Manager Internal Auditing, the Risk Manager and management representatives of the various departments of the SANC. The external auditors attend the Audit and Risk Committee meetings by invitation, and may independently meet with the Audit and Risk Committee as and when required.

The Audit and Risk Committee Charter provides for the committee to meet at least four times per annum.

The table below outlines the Audit and Risk Committee members and the number of meetings attended by each member during the year ended 31 March 2021:

NAME OF MEMBER	*MEMBERSHIP*	*NUMBER OF MEETINGS ATTENDED*	*TERM OF OFFICE EXPIRY*
1. Ms TA Kaseke	Council member	2	31 August 2023
2. Mr LL Rabotapi	Council member	4	31 August 2023
3. Ms ME Sikhosana	Independent member (Chairperson)	4	31 March 2022
4. Mr KJ Sello	Independent member	4	31 March 2022
5. Mr G Labane	Independent member	1	30 November 2023
6. Ms Z Ngwepe	Independent member	1	30 November 2023

Note: Mr G Labane and Ms Z Ngwepe term started on the 1st December 2020.

RESPONSIBILITIES OF THE AUDIT AND RISK COMMITTEE

The Audit and Risk Committee supports the Council of the South African Nursing Council in fulfilling its oversight responsibility relating to internal controls, risk management, financial management and compliance with laws and regulations.
The Audit and Risk Committee Charter outlines the following governance responsibilities of the committee:

- Council-wide risk management governance.
- Efficacy of the Internal Audit function.
- External audit governance responsibilities.
- Efficacy of the financial management and financial reporting systems, particularly relating to internal and/or external audit responsibilities.
- Oversight over the efficacy of the ethics and compliance management of the organisation.

EXTERNAL AUDIT

Nexia SAB&T is the external audit firm responsible for performing the external Regulatory audit function for the 2021 financial year. The Audit and Risk Committee has satisfied itself that the audit firm and the designated auditor are in good standing with the Independent Regulatory Board for Auditors.

The Audit and Risk Committee is satisfied with the independence and objectivity of the external auditor, including the consideration of the auditor's previous appointments, the extent of other work undertaken, and compliance with criteria relating to independence or conflict of interest as prescribed by the Independent Regulatory Board for Auditors.

The external auditor did not undertake any other work except external audit work during the current financial year.

INTERNAL AUDIT

The Audit and Risk Committee is responsible for ensuring that the Internal Audit function is independent and has the necessary resources, standing and authority within the organisation to enable it to fulfil its duties. The internal audit activities have been outsourced to BDO PS Advisory (Pty) Ltd and managed by the Senior Manager Internal Auditing.

Internal audit implemented its annual risk-based audit plan for 2020/2021 financial year as part of the three-year rolling plan approved by the Audit and Risk Committee.

The Audit and Risk Committee has assessed the effectiveness of the internal audit function. The committee is satisfied that the internal audit function discharged its functions and responsibilities, in terms of prevailing internal audit standards, the Internal Audit Charter and the Internal Audit Plan, during the year under review.

COUNCIL-WIDE RISK MANAGEMENT

The Audit and Risk Committee supports the Council with its governance responsibility for the effective implementation of risk management within the organisation. Management is accountable to the Audit and Risk Committee for designing, implementing and monitoring the Council-wide risk management process and for integrating it into the day-to-day activities of the SANC.

The SANC has adopted an enterprise-wide approach to manage risk, which is defined in its Enterprise Risk Management Framework (ERM). The framework provides a consistent approach to which risks are identified, evaluated, managed and reported in the organisation.

Management have committed to continuous improvement of the organisations risk maturity through the implementation of various strategies to manage the risk exposure of the SANC. The effectiveness of such strategies are monitored and reported.

THE EFFECTIVENESS OF INTERNAL CONTROLS

The Audit and Risk Committee has reviewed the external auditors' reports on the audited annual financial statements and the internal auditors' reports on the adequacy and effectiveness of internal controls. The Committee noted the control deficiencies arising from both the internal and external reports, and has considered the appropriateness of management's responses.

Management is taking the necessary measures to address the control weaknesses identified by both the internal and external auditors. The implementation of the management action plans is monitored on a regular basis and reported as such to Council.

EVALUATION OF AUDITED ANNUAL FINANCIAL STATEMENTS

The Audit and Risk Committee has:

- reviewed and discussed the audited annual financial statements to be included in the annual report, with the external auditors, Registrar and Chief Executive Officer (CEO) and Council;
- reviewed the external auditor's management letter and management's response thereto; and
- reviewed significant adjustments resulting from the audit.

The Audit and Risk Committee accepts the external auditors' conclusions on the annual financial statements as well as the audit opinion and that the audited annual financial statements be read together with the report of the external auditors.

Special appreciation also goes to the internal audit team and external auditors for their support and professionalism in the performance of their mandate.

....	30 July 2021 ....
Ms E M Sikhosana Chairperson of the Audit and Risk Committee	Date

Nexia SAB&T
accountants | auditors | consultants

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INDEPENDENT AUDITOR'S REPORT

To the Councillors of South African Nursing Council

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the South African Nursing Council set out on pages 91 to 116, which comprise the statement of financial position as at 31 March 2021, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of The South African Nursing Council, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards and the requirements of the Nursing Act, 2005 (Act No. 33 of 2005).

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 Financial Statements section of our report. We are independent of the council in accordance with the section 290 and 291 of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised January 2018), parts 1 and 3 of the of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (Revised November 2018) (together the IRBA Codes) and independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Codes and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Codes are consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) respectively. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Councillors are responsible for the other information. The other information comprises the information included in the document titled "South African Nursing Council Annual Financial Statements for the year ended 31 March 2021", which includes the Councillors' Report as required by the Companies Act of South Africa. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the 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 financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the 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 Councillors for the Financial Statements

The councillors are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards and the requirements of the Nursing Act, 2005 (Act No. 33 of 2005), and for such internal control as the Councillors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Councillors are responsible for assessing the council'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 Councillors either intend to liquidate the council or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the 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 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 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 council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors.
- Conclude on the appropriateness of the Councillors' 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 council'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 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 council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the councillors 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.

Nexia SAB&T

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Nexia SAB&T
Per Caroline Chigora
Director
Registered Auditor
31 July 2021
Centurion

	Note(s)	2021 R	2020 R Restated	2019 R Restated
ASSETS				
Non-Current Assets				
Property, plant and equipment	2	62 355 097	65 500 568	70 217 163
Intangible assets	3	2 246 358	1 333 225	700 629
Other financial assets	4	982 980	813 073	1 254 362
		65 584 435	67 646 866	72 172 154
Current Assets				
Inventories	5	1 060 877	1 368 470	635 269
Trade and other receivables	6	6 663 116	2 859 745	4 187 908
Cash and cash equivalents	7	660 639 334	601 972 509	523 652 034
		668 363 327	606 200 724	528 475 211
Total Assets		733 947 762	673 847 590	600 647 365
EQUITY AND LIABILITIES				
Equity				
Reserves	9	74 285 559	72 185 791	72 627 082
Retained income		554 376 726	503 040 750	438 667 931
		628 662 285	575 226 541	511 295 013
Liabilities				
Non-Current Liabilities				
Retirement benefits	10	25 309 000	22 934 000	21 518 310
Current Liabilities				
Trade and other payables	11	12 268 833	9 306 302	16 190 610
Deferred income	12	66 908 419	65 613 406	51 019 390
Employee benefit obligations	13	799 225	767 341	624 042
		79 976 477	75 687 049	67 834 042
Total Liabilities		105 285 477	98 621 049	89 352 352
Total Equity and Liabilities		733 947 762	673 847 590	600 647 365

	Note(s)	2021 R	2020 R
Revenue	14	149 624 894	153 445 133
Other income	15	505 734	217 266
Operating and administrative expenses		(122 076 502)	(120 796 566)
Net surplus from operations	16	**28 054 126**	**32 865 833**
Investment income	17	28 559 746	35 715 350
Interest paid	18	(2 178 000)	(1 709 852)
Net surplus for the period		**54 435 872**	**66 871 331**
Other comprehensive income:			
Remeasurement of net defined benefit liability/asset	10	(3 099 896)	(2 498 512)
Gains and losses on property revaluation		1 929 860	-
Total items that will not be reclassified to profit or loss		**(1 170 036)**	**(2 498 512)**
Items that may be reclassified to profit or loss:			
Fair Value Through Other Comprehensive Income (FVTOCI) financial assets adjustments	9	169 908	(441 291)
Other comprehensive income for the year		**169 908**	**(441 291)**
Total comprehensive income for the year		**53 435 744**	**63 931 528**

Statement of Changes in Equity for the year ended 31 March 2021

	Revaluation Reserve	Fair value Adjustment Through Other Comprehensive Income (FVTOCI)	Total Reserves	Retained Income	Total Equity
	R	R	R	R	R
Balance as previously reported	71 703 889	923 193	72 627 082	400 837 321	473 464 403
Prior period errors	-	-	-	37 830 610	37 830 610
Balance at 31 March 2019 restated	71 703 889	923 193	72 627 082	438 667 931	511 295 013
Net Surplus for the year	-	-	-	66 871 331	66 871 331
Other comprehensive income for the year	-	(441 291)	(441 291)	(2 498 512)	(2 939 803)
Total comprehensive income for the year	-	(441 291)	(441 291)	64 372 819	63 931 528
Balance at 31 March 2020 restated	71 703 889	481 902	72 185 791	503 040 750	575 226 541
Net Surplus for the year	-	-	-	54 435 872	54 435 872
Other comprehensive income for the year	1 929 860	169 908	2 099 768	(3 099 896)	(1 000 128)
Total comprehensive income for the year	1 929 860	169 908	2 099 768	51 335 976	53 435 744
Balance as at 31 March 2021	73 633 749	651 810	74 285 559	554 376 726	628 662 285
Note(s)	9	9	9	Note [1]	

Note [1] - Retained earnings have been restated, refer to note 28.4 for details.

	Note(s)	2021 R	2020 R
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from customers		145 821 523	154 773 296
Cash paid to suppliers and employees		(113 030 326)	(109 809 896)
Cash generated from operations	19	32 791 197	44 963 400
Interest income		28 423 236	35 706 632
Dividend income		92 068	8 718
Net cash generated from operating activities		61 306 501	80 678 750
CASH FLOWS FROM INVESTING ACTIVITIES			
Acquisition of property, plant and equipment	2	(1 550 974)	(1 504 973)
Acquisition of intangible assets	3	(1 088 702)	(862 330)
Proceeds on disposal of property, plant and equipment		-	9 028
Net cash utilised in investing activities		(2 639 676)	(2 358 275)
NET INCREASE IN CASH AND CASH EQUIVALENTS FOR THE YEAR		58 666 825	78 320 475
Cash and cash equivalents at the beginning of the year		601 972 509	523 652 034
CASH AND CASH EQUIVALENTS AT END OF THE YEAR	7	660 639 334	601 972 509

1. Summary of Significant Accounting Policies

Statement of compliance

The annual financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) and its interpretations adopted by the International Accounting Standards Board (IASB). The annual financial statements comply with International Financial Reporting Standards.

1.1. Basis of preparation

The annual financial statements have been prepared on the historical cost basis, except for land and buildings and financial instruments measured at revalued amounts and fair values respectively. They are presented in South African Rand as a functional currency, rounded to the nearest rand.

1.2. Significant judgements and key sources of estimation uncertainty

In preparing the annual financial statements in accordance with IFRS, management is required to make judgements, estimates and assumptions that affect the application of policies and the reported amounts represented in the annual financial statements and related disclosures. Use of available information and the application of judgement is inherent in the formation of estimates. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates which could be material to the annual financial statements.

The estimates and underlying assumptions are reviewed on an on-going basis and where applicable, adjustments are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and further periods if the revision affects both current and future periods. Significant judgements and assumptions include:

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1.2.1. Calculation of expected credit loss (ECL)

When measuring expected credit loss (ECL), the Council uses reasonable and supportable forward-looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other.

Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

Probability of default constitutes a key input in measuring ECL. Probability of default is an estimate of the likelihood of default over a given time horizon, the calculation of which includes historical data, assumptions and expectations of future conditions.

1.2.2. Defined benefit obligations

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. Information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the Financial Statements is included in Note 10.

1.3. Financial Instruments

1.3.1. Initial recognition and measurement

Financial instruments are recognised initially when the Council becomes a party to the contractual provisions of the instruments.

Financial instruments are measured initially at fair value.

For financial instruments which are not at fair value through profit or loss, transaction costs are included in the initial measurement of the instrument. Transaction costs on financial instruments at fair value through profit or loss are recognised in profit or loss.

1.3.2. Subsequent measurement

Trade receivables that meet the following conditions have been subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Interest income is recognised in profit or loss using the effective interest method for debt instruments measured subsequently at amortised cost.

The Council has designated all investments in equity instruments that are not held for trading as at Fair value through other comprehensive income (FVTOCI) on initial application. These are subsequently measured at FVTOCI.
These remain in equity even after the asset is disposed of. Dividends received on FVTOCI investments are recognised in profit or loss as part of other income when the Council's right to receive payment is established.

Financial liabilities at amortised cost are subsequently measured at amortised cost, using the effective interest method.

1.3.3. Fair value determination

The fair value of listed equity instruments is determined by reference to published prices quoted in an active market.

1.3.4. Impairment of financial assets

At each reporting date the Council recognises a loss allowance for expected credit losses ("ECL") on investments in trade and other receivables that are measured at amortised cost. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

Lifetime ECL are always recognised for trade receivables.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument.

The Council assumes that the credit risk on a financial instrument has not increased significantly since initial recognition if the financial instrument is determined to have low credit risk at the reporting date. A financial instrument is determined to have low credit risk when it is considered "investment grade" as determined by an external credit rating agency.

The Council considers that default has occurred when a financial asset is more than 90 days past due.

1.3.5. Derecognition of financial instruments

Financial assets are derecognised when the rights to receive cash flows from the investments have expired or have been transferred and the Council has transferred substantially all risks and rewards of ownership.

Financial liabilities at amortised cost are derecognised when the obligation under the liability is discharged, cancelled or has expired.

1.3.6. Trade and other payables

Trade and other payables are initially measured at fair value, net of transaction costs.

Trade and other payables are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

1.3.7. Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently measured at fair value.

Cash and cash equivalents comprise of cash held at the bank. The carrying amount of these assets approximates their fair value.

1.3.8. Offsetting

Financial assets and financial liabilities are not offset unless the Council has a legally enforceable right to offset the amounts recognised and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

1.4. Revenue

Revenue comprises the consideration received or receivable in the ordinary course of the Council's activities. Revenue is shown net of taxes and discounts. The Council charges various fees for the goods and services it delivers based on separate performance obligations (See table below). The transaction prices recognised by the Council are published in the Government Gazette in terms of the Nursing Act, 2005 (Act No. 33 of 2005)

Revenue is recognised when control is transferred to the customer. The appropriate time when control is transferred has been determined as follows:

Revenue	Point in time when revenue is recognised
Annual fees	When the Annual Practising Certificate (APC) is issued
Restoration fees	When the relevant nurse practitioner has been reinstated into the register of nurses
Registration fees	When registration has been confirmed to the nurse practitioner
Examination fees	When the results of the examination have been released
Distinguishing devices	When the devices are delivered to / collected by the nurse practitioner

1.5. New Standards and Interpretations

1.5.1 Standards and interpretations effective and adopted in the current year

In the current year, the Council did not adopt any new standards and interpretations as they are not relevant to its operations.

1.5.2 Standards and interpretations not yet effective

The Council has chosen not to early adopt the following standards and interpretations, which have been published and are mandatory for the Council's accounting periods beginning on or after 01 April 2020 or later periods.

Amendment to IFRS 9 - Financial instruments

The amendment clarifies which fees an entity includes when it applies the '10 per cent' test in assessing whether to derecognise a financial liability. The amendments are effective for annual reporting periods beginning on or after 01 January 2022.

IAS1 - Presentation of Financial Statements

• Classification of Liabilities as current or non-current

Narrow-scope amendments to IAS 1 to clarify how to classify debt and other liabilities as current or non-current.

• Disclosure of Accounting Policies

The amendments require companies to disclose their material accounting policy information rather than their significant accounting policies, with additional guidance added to the Standard to explain how an entity can identify material accounting policy information with examples of when accounting policy information is likely to be material.

The amendments are effective for annual reporting periods beginning on or after 01 January 2023.

IAS8 - Accounting Policies, Changes in Accounting Estimates and Errors

The amendments clarify how companies should distinguish changes in accounting policies from changes in accounting estimates, by replacing the definition of a change in accounting estimates with a new definition of accounting estimates. Under the new definition, accounting estimates are "monetary amounts in financial statements that are subject to measurement uncertainty". The requirements for recognising the effect of change in accounting prospectively remain unchanged.

The amendments are effective for annual reporting periods beginning on or after 01 January 2023.

IAS 16 - Property, Plant and Equipment

The amendments prohibit an entity from deducting from the cost of an item of property, plant and equipment any proceeds from selling items produced while bringing that asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Instead, an entity recognises the proceeds from selling such items, and the cost of producing those items, in profit or loss.

The amendments are effective for annual reporting periods beginning on or after 01 January 2022.

IAS37 - Provisions, Contingent Liabilities and Contingent Assets, Onerous Contracts - Cost of Fulfilling a Contract

The amendments specify which costs should be included in an entity's assessment whether a contract will be loss-making. The amendments are effective for annual reporting periods beginning on or after 01 January 2022.

Other New Standards and Interpretations

The Council has not listed new standards and interpretations or amendments which are not yet effective and whose effect of adoption has been reviewed and regarded as being inapplicable to the Council's financial statements.

1.6 Property, plant and equipment

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits associated with the item will flow to the Council; and
- the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment losses except for land and buildings which are carried at revalued amounts.

Items of property, plant and equipment are depreciated on the straight line basis over its expected useful lives to their estimated residual value. The residual value, useful life and depreciation method of each asset are reviewed at the end of each reporting period. If the expectations differ from previous estimates, the change is accounted for as a change in accounting estimate.

Land and buildings are carried at revalued amount, being the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity such that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Any increase in the carrying amount of land and buildings, as a result of a revaluation, is recognised in other comprehensive income and accumulated in the revaluation surplus in equity. The increase is recognised in profit to the extent that it reverses a revaluation decrease of the same asset previously recognised in losses.

Any decrease in the carrying amount of land and buildings, as a result of a revaluation, is recognised in losses in the current period. The decrease is debited in other comprehensive income to the extent of any credit balance existing in the revaluation surplus in respect of that asset.

The revaluation surplus in equity related to a specific item of land and buildings is transferred directly to retained earnings when the asset is derecognised.

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

Item	Average useful life
Land	Indefinite
Buildings	50 years
Motor vehicles	5 years
Office equipment	5 - 6 years
IT equipment	3 years

The depreciation charge for each period is recognised in profit or loss.

The gain or loss arising from derecognition of an item of property, plant and equipment is included in profit or loss when the item is derecognised. The gain or loss arising from derecognition of an item of property, plant and equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

1.7 Intangible assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the Council; and
- the cost of the asset can be measured reliably.

Intangible assets comprise of computer software and are initially recognised at cost. Intangible assets are subsequently carried at cost less any accumulated amortisation and any impairment losses.

The amortisation period and the amortisation method for intangible assets are reviewed every period-end. Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values.

The useful lives of items of intangible assets have been assessed as follows:

Item	Useful life
Computer software	10 years

1.8. Inventories

Inventories comprise distinguishing devices and are valued at the lower of cost and net realisable value. Cost is determined using the first-in-first out basis. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and selling expenses.

The cost of inventories comprises of all costs of purchase, and other costs incurred in bringing the inventories to their present location and condition.
When inventories are sold, the carrying amount of those inventories is recognised as an expense in the period in which the related revenue is recognised.

1.9. Impairment of non-financial assets

The Council assesses at the end of each reporting period whether there is any indication that an asset may be impaired. If any such indication exists, the Council estimates the recoverable amount of the asset.

If there is any indication that an asset may be impaired, the recoverable amount is estimated for the individual asset. If it is not possible to estimate the recoverable amount of the individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is determined.

The recoverable amount of an asset or a cash-generating unit is the higher of its fair value less costs to sell and its value in use.

If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss.

The Council assesses at each reporting date whether there is any indication that an impairment loss recognised in prior periods for assets may no longer exist or may have decreased. If any such indication exists, the recoverable amounts of those assets are estimated.

The increased carrying amount of an asset attributable to a reversal of an impairment loss does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior periods.

An impairment loss of an asset or reversal of an impairment loss of an asset is recognised immediately in profit or loss except in a case of revalued assets where any reversal of an impairment loss of a revalued asset is treated as a revaluation increase.

1.10. Employee benefits

1.10.1. Short-term employee benefits

The cost of short-term employee benefits, (those payable within 12 months after the service is rendered, such as paid vacation leave and bonuses, and non-monetary benefits such as medical care), are recognised in the period in which the service is rendered and are not discounted.

The cost of employee entitlements to salaries, annual leave, etc., which the Council has a present obligation to pay as a result of employees' services provided to the reporting date is recognised as a liability.

1.10.2. Defined contribution plans

Payments to the defined contribution plans are recognised as an expense when employees have rendered the service entitling them to the contributions.

1.10.3. Defined benefit plans

The Council provides post-employment medical aid benefits to some of their retirees. The total value of the contractual liability is recognised at year end.

For defined benefit plans the cost of providing the benefits is determined using the projected unit credit method. Actuarial valuations are conducted on an annual basis by independent actuaries separately for each plan. Consideration is given to any event that could impact the funds up to the end of the reporting period where the interim valuation is performed at an earlier date.

Actuarial gains and losses are recognised in the year in which they arise, in other comprehensive income. Gains or losses on the curtailment or settlement of a defined benefit plan is recognised when the Council is demonstrably committed to curtailment or settlement.

The amount recognised in the Statement of Financial Position represents the present value of defined benefit obligation as adjusted for unrecognised actuarial gains and losses and unrecognised past service costs, and reduces the fair value of plan assets.

Any asset is limited to unrecognised actuarial losses and past service costs, plus the present value of available refunds and reduction in future contributions to the plan.

The Council recognises all actuarial gains and losses arising from the defined medical aid benefit plan and defined pension plan in other comprehensive income and profit or loss respectively.

2. Property, plant and equipment

The fair value of land and buildings is a level 3 recurring fair value measurement. A reconciliation of the opening and closing fair value b alance is provided below.

Amounts in Rands (R)	Land	Buildings	Motor Vehicles	Office Equipment	Computer Equipment	Total
COST OR VALUATION						
Balance as at 31 March 2019 (level 3 recurring fair values)	18 721 390	37 275 000	268 561	16 080 612	6 612 053	78 957 616
Additions	-	-	-	988 689	516 284	1 504 973
Disposals	-	-	-	(12 263)	-	(12 263)
Balance as at 31 March 2020 (level 3 recurring fair values)	18 721 390	37 275 000	268 561	17 057 038	7 128 337	80 450 326
Additions	-	-	705 033	691 525	154 416	1 550 974
Revaluations	(3 011 390)	(650 000)	-	-	-	(3 661 390)
Balance as at 31 March 2021	15 710 000	36 625 000	973 594	17 748 563	7 282 753	78 339 910
ACCUMULATED DEPRECIATION						
Balance as at 31 March 2019 previously reported	-	1 862 473	20 013	14 098 869	3 501 026	19 482 119
Prior period error adjustments (Reassessment of useful lives)	-	-	-	(10 741 666)	-	(10 741 666)
Balance s at 31 March 2019 restated		1 862 473	20 013	3 357 203	3 500 764	8 740 453
Depreciation for the year	-	1 865 027	53 712	3 115 351	1 180 412	6 214 502
Disposals	-	-	-	(5 199)	-	(5 198)
Balance as at 31 March 2020	-	3 727 500	73 725	6 467 357	4 681 176	14 949 758
Depreciation for the year: before reassessment of useful lives	-	1 863 750	129 700	3 575 717	1 057 137	6 626 304
Revaluations		(5 591 250)	-	-	-	(5 591 250)
Balance as at 31 March 2021	-	-	203 425	10 043 074	5 738 313	15 984 813
Carrying amounts						
At 31 March 2020 (level 3 recurring fair values)	18 721 390	33 547 500	194 836	10 589 681	2 447 161	65 500 568
At 31 March 2021 (level 3 recurring fair values)	15 710 000	36 625 000	770 169	7 705 489	1 544 439	62 355 097
	Note[2]	Note[2]				Note[3]

Note[2] - Land and Buildings are carried at revalued amounts while all the other assets are carried at cost.
Note[3] - Property, plant and equipment was restated refer, to note 28.3 for further details.

	2021 R	2020 R

2. Property, plant and equipment (continued)

Properties are revalued every 3 years and the last revaluation took place in the current year based on a valuation performed by Mr D.R. Riley, an independent valuator from Property Partnership CC using the income capitalisation method of valuation for land and building and comparable sales method of valuation for vacant land. The Council is of the opinion that the assumptions upon which the last valuation were based have not resulted in any material change in the value of the asset at 31 March 2021.

A register of properties and land is available for inspection at the registered office of the Council.

During the current year useful lives of certain assets within office equipment were adjusted.

3. Intangible assets

	Application Systems	Asset under construction	Total
COST			
Balance as at 31 March 2019	1 439 980	-	1 439 980
Additions	862 330	-	862 330
Disposals	(216 941)	-	(216 941)
Balance as at 31 March 2020	2 085 369	-	2 085 369
Additions – Note[4]	-	1 088 702	1 088 702
Balance as at 31 March 2021	2 085 369	1 088 702	3 174 071
ACCUMMULATED AMORTISATION			
Balance as at 31 March 2019	739 351	-	739 351
Amortisation-disposal	(136 077)	-	(136 077)
Amortisation	148 870	-	148 870
Balance as at 31 March 2020	752 144	-	752 144
Balance as at 31 March 2020	752 144	-	752 144
Amortisation	175 569	-	175 569
Balance as at 31 March 2021	927 713	-	927 713
CARRYING AMOUNTS			
Balance as at 31 March 2020	1 333 225	-	1 333 225
Balance as at 31 March 2021	1 157 656	1 088 702	2 246 358

Intangible assets relate to purchased applications software which includes Canon Document Management System, Sage 300, Assetware and Caseware amongst others.

Note[4]

The Council is currently developing a Membership Management System, the contract was concluded with the service provider to develop the System, SpesNet (Pty) Ltd on 08 June 2020 and the activities commenced during September 2020. It is estimated that the project will be completed during 2022/23 financial year. The total contract cost of the project is R34 155 365 (excluding VAT) payments are scheduled per agreed milestones which are categorised in phases. Phase 1a was completed on the 26 April 2021 and sign-off certificate was received with a cost of R1 280 826, at 31 March 2021 a certificate was received confirming 85% (R1 088 702) of work was completed. Once the project has been completed, it will be transferred to intangible assets.

4. Other financial assets	2021 R	2020 R
Listed investments		
▪ Sanlam Limited	667 093	572 515
▪ Old Mutual PLC	142 456	121 899
▪ Old Mutual bonus shares Quilter	122 491	92 600
▪ Nedbank bonus shares	50 940	26 059
	982 980	813 073
Non-current assets		
▪ At Fair Value Through Other Comprehensive Income (FVTOCI)	982 980	813 073
Level 1©		
11 206 shares in Sanlam Limited	667 093	572 515
11 112 shares in Old Mutual PLC	142 456	121 899
3 704 shares Old Mutual bonus shares Quilter	122 491	92 600
356 shares Nedbank bonus shares	50 940	26 059
This investment is classified at FVTOCI	982 980	813 073

© Listed shares traded on a stock exchange

Financial assets at fair value through OCI consist of listed shares and are recognised at fair value, which is the quoted market value of the shares on the JSE and is equal to the carrying amount.

5. Inventories	2021 R	2020 R
Distinguishing devices	1 060 877	1 368 470

Inventory comprises badges, brooches, bars and epaulettes for practitioners.
During the current financial year, R1 757 029 (2020: R1 228 068) was incurred as an expense relating to the procurement of inventory items.

Inventories were tested for impairment for possible write down to their net realisable value. Nothing was written down to net realisable value as they were found not to be impaired

6. Trade and other receivables	2021 R	2020 R
Trade receivables	697 989	984 144
Sundry receivables	143 976	31 132
Prepayments	4 227 023	867 216
Deposits	7 924	7 924
Vat asset	1 799 430	1 590 174
Advances on credit cards	359 747	363 299
Less: Expected credit loss allowance	(572 973)	(984 144)
	6 663 116	2 859 745

6. Trade and other receivables (continued)

The lifetime expected loss provision for trade receivables is as follows:

31 March 2021	Current	30 days past due	60 days past due	+90 days past due	Total
Expected loss rate	0%	0%	0%	82%	
Gross carrying amount (R)	-	-	-	697 989	697 989
Loss provision (R)	-	-	-	(572 973)	(572 973)

31 March 2020	Current	30 days past due	60 days past due	+90 days past due	Total
Expected loss rate	0%	0%	0%	100%	
Gross carrying amount (R)	-	-	-	984 144	984 144
Loss provision (R)	-	-	-	(984 144)	(984 144)

The SANC raises lifetime expected credit losses for all trade receivables

No trade and other receivables were pledged as security for liabilities.

Trade and other receivables impaired

As of 31 March 2021, trade and other receivables of R572 973 (2020: R984 144) were impaired.

Reconciliation of provision for impairment of trade and other receivables

	2021 R	2020 R
Expected credit loss allowance at beginning of the year	984 144	542 636
Impairment loss (reversed) / raised during the year	(411 171)	441 508
Expected credit loss allowance at end of the year	**572 973**	**984 144**

7. Cash and cash equivalents

	2021 R	2020 R
Cash on hand and in bank		
Petty cash	2 466	1 790
Bank balances	122 632 194	1 381 020
Short-term deposits	538 004 674	600 589 699
Total	660 639 334	601 972 509

8. Financial instruments	2021 R	2020 R
Categories of financial instruments		
Financial assets		
At amortised cost		
▪ Trade and other receivables	841 965	953 144
▪ Cash and cash equivalents	660 639 334	601 972 509
At fair value through other comprehensive income (FVTOCI)		
▪ Listed Investments	982 980	813 073
Financial liabilities		
At amortised cost		
▪ Trade and other payables	1 788 566	1 256 376

Fair value of financial assets and liabilities

As at 31 March 2021, the carrying amount of cash and cash equivalents, trade and other receivables, trade and other payables and short-term borrowings approximated their fair values due to the short-term maturities of these assets and liabilities. FVTOCI assets constitute listed equity instruments which are fairly valued by reference to published prices quoted in an active market.

The fair value hierarchy of financial instruments measured at fair value is provided below

Financial Assets	Level 1		Level 2		Level 3	
	2021 R	2020 R	2021 R	2020 R	2021 R	2020 R
Other financial assets	982 980	813 073	-	-	-	-
Trade and other receivables	-	-	-	-	841 965	953 144
Cash and cash equivalents	-	-	-	-	660 639 334	601 972 509
Trade and other payables	-	-	-	-	1 787 199	1 256 376

Liquidity risk

The Council's risk to liquidity is a result of the funds available to cover future commitments. The Council manages liquidity risk through an ongoing review of future commitments.

The table below analyses the Council's financial liabilities into relevant maturity groupings based on the remaining period at the statement of financial position date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows.

	2021 R	2020 R
Trade and other payables	12 268 833	9 306 302

8. Financial instruments (continued)

Credit risk

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

Credit risk arises mainly from trade receivables.

For trade receivables, the Council has applied the simplified approach in IFRS 9 to measure the loss allowance at lifetime ECL. The Council determines the expected credit losses on these items by using a loss-rate approach, estimated based on historical credit loss experience based on the past due status of the debtors, adjusted as appropriate to reflect current conditions and estimates of future economic conditions.

The Council does not hold any collateral or other credit enhancements to cover its credit risks associated with its financial assets. In order to minimise credit risk, the Council only deposits cash with major banks with high quality credit standing.

Interest rate risk

The Council holds investments which are interest bearing assets. The Council's operations are funded from various income streams from members, therefore, interest rate fluctuations do not have a material impact on income and operating cash flows.

Price risk

The Council is exposed to equity securities price risk because of investments held by the Council and classified on the statement of financial position as at Fair Value Through Other Comprehensive Income (FVTOCI). The Council is not exposed to commodity price risk. To manage its price risk arising from investments in equity securities, the Council approves all investment decisions. Gains or losses on equity securities classified as fair value through profit or loss would result in an increase or decrease in other components of equity.

9. Reserves	2021 R	2020 R
Revaluation reserve		
▪ Opening balance	71 703 889	71 703 889
▪ Revaluation surplus	1 929 860	-
	73 633 749	71 703 889
Fair value adjustment		
▪ Opening balance	481 902	923 193
▪ Fair value adjustment of fair value through profit or loss on financial assets	169 908	(441 291)
	651 810	481 902
Total Reserves	74 285 559	72 185 791

10. Retirement benefits	2021 R	2020 R

Defined benefit plan

The Council provides post-retirement medical aid benefits to former employees and widow(er) members who participated in the Bestmed, Bonitas and Medshield Medical Schemes.

The actuarial valuation of the post-employment medical aid liability performed as at 31 March 2021 reported a contractual liability amounting to R25 309 000 (2020: R 22 934 000).

	2021 R	2020 R
Present value of the defined benefit obligation-wholly unfunded	25 309 000	22 934 000
Changes in the present value of the defined benefit obligation are as follows:		
Opening balance	22 934 000	21 518 310
Expected benefit payments	(2 902 896)	(2 792 674)
Interest cost	2 178 000	1 709 852
Remeasurement losses / (gains) - Actuarial losses/(gains)	3 099 896	2 498 512
Total	**25 309 000**	**22 934 000**
Amount recognised in profit or loss		
▪ Interest cost	2 178 000	1 709 852
Amount recognised in other comprehensive income		
▪ Remeasurement losses/(gains) - Actuarial losses/(gains)	3 099 896	2 498 512
	5 277 896	4 208 364
Key assumptions used		
Assumptions used on valuation as at 31 March 2020:		
▪ Health care cost inflation rate	6.06%	6.06%
▪ Discount rate	8.56%	10.12%
▪ Net discount rate	2.36%	3.83%
▪ Average retirement age (years)	60	60

Sensitivity analysis

The sensitivity analyses indicated in the table below have been determined based on the exposure to medical aid inflation rate for defined benefit obligation at the statement of financial position date. The analysis is prepared assuming the amount of liability outstanding at the statement of financial position date was outstanding for the whole period under review. A 1% increase or decrease is used, since this represents the normal change, if any, per interest rate review period by the Reserve Bank of South Africa. There were no changes in the methods and assumptions used during the period under review. A positive number below indicates an increase in profit. For a 1% increase there would be an equal and opposite impact on the profit or loss.

10. Retirement benefits (continued

Summary of the results of this analysis on the interest cost for the year ending 31 March 2021.

Assumption	Change	Interest Cost (R)	% change
Central assumptions		2 178 000	
Health care inflation	+1% -1%	2 325 000 2 044 000	7% -6%
Discount rate	+1% -1%	2 247 000 2 097 000	3% -4%
Post-retirement mortality	-1 year	2 281 000	5%

Summary of the results of this analysis on the interest cost for the year ending 31 March 2020.

Assumption	Change	Interest Cost (R)	% change
Central assumptions		1 709 900	
Health care inflation	+1% -1%	1 819 700 1 609 400	6% -6%
Discount rate	+1% -1%	1 798 400 1 607 500	5% -6%
Post-retirement mortality	-1 year	1 800 900	5%

Valuation
The effective date of the valuation was 31 March 2021. The valuation was performed by ARCH Actuaries Consulting CC, a member of the Actuarial Society of South Africa with 20 years of experience. ARCH Actuaries Consulting CC is not connected to the Council.

11. Trade and other payables		2021 R	2020 R
Trade payables		1 219 823	934 232
Other payables		11 049 010	8 372 070
▪ Accruals		2 883 800	1 103 102
▪ Leave accrual		6 228 664	6 946 824
▪ PAYE Control account		1 367 803	-
▪ Sundry payables		568 743	322 144
Total trade and other payables	Note[5]	12 268 833	9 306 302

Note[5] – Trade and other payables balances have been restated, refer to note 28.1 for further details.

12. Deferred income		2021 R	2020 R
Income received in advance		44 598 799	43 102 848
Examination fees		2 155 220	5 037 014
Restoration fees		2 226 521	2 042 751
Registration fees		3 384 645	1 944 413
Annual practising certificate		7 994 863	8 360 838
Other deferred income		3 659 595	2 236 766
Donor funds		2 888 776	2 888 776
	Note[6]	66 908 419	65 613 406

Note[6] – Deferred income balances have been restated, refer to note 28.2 for further details.

Deferred Income relates to receipts from members for which services have not yet been rendered.

13. Employee benefit obligations	2021 R	2020 R
13^{th} cheque to employees	799 225	767 341

Employee benefit obligation relates to a 13^{th} cheque.

14. Revenue		
Revenue from services	147 583 497	151 496 584
▪ Annual fees	122 352 372	119 219 809
▪ Restoration fees	11 448 085	10 074 626
▪ Examination fees	6 561 301	10 379 884
▪ Registration fees	4 378 958	7 279 951
▪ Accreditation fees	1 876 879	3 228 623
▪ Verification fees	912 041	1 183 256
▪ Enrolment and application fees	53 861	130 435
Revenue from products	2 041 397	1 948 549
▪ Sale of distinguishing devices	2 041 397	1 948 549
	149 624 894	153 445 133

15. Other income	2021 R	2020 R
• Admission of guilty fee	10 800	1 210
• Refunds admin fees	9 055	11 514
• Sale of waste paper	3 383	1 872
• Tender fees and commission on garnishee	-	34 530
• Parking fees	20 550	16 555
• Seta grants	50 776	151 585
• Impairment loss reversal	411 170	-
	505 734	217 266

16. Net surplus before tax	2021 R	2020 R

Operating surplus for the year is stated after accounting for the following:

Audit remuneration (external) - fees	308 624	412 744
Audit remuneration (internal) - fees	210 188	400 781
Transport and freight	3 063 734	3 864 199
Legal fees	2 085 727	2 183 391
Utility charges	2 440 263	1 615 963
Software expenses	2 262 723	632 103
Consulting fees	200 387	1 627 449
Depreciation and amortisation	6 801 873	6 363 372
▪ Depreciation on property, plant and equipment (note 2)	6 626 304	6 214 502
▪ Amortisation of intangible assets (note 3)	175 569	148 870
Employment costs	87 609 938	82 886 290
▪ Salaries	82 361 132	77 814 503
▪ Pension costs - defined contribution plans	5 248 806	5 071 787

17. Investment income	2021 R	2020 R
Dividend income	92 068	8 718
▪ Listed financial assets	92 068	8 718
Interest income	28 467 678	35 706 632
▪ Short-term deposits	27 402 235	31 824 821
▪ Bank	1 021 001	3 881 811
▪ Interest income on Escrow agreement	44 442	-
	28 559 746	35 715 350

18. Interest paid	2021 R	2020 R
Employee benefit obligations	2 178 000	1 709 852
	2 178 000	**1 709 852**

19. Cash generated from operations	2021 R	2020 R
Net surplus for the period	54 435 872	66 871 331
Adjustments for:		
Depreciation and amortisation	6 801 873	6 363 372
Dividend income	(92 068)	(8 718)
Loss on disposal of property, plant and equipment	-	7 063
Loss due to scrapping of intangible assets	-	80 864
Profit on sale of property, plant and equipment	-	(9 028)
Bad debts-impairment	-	441 508
Bad debts recovered-impairment reversal	(411 170)	-
Interest income	(28 423 236)	(35 706 632)
Interest income accrued on escrow contract (no cash received)	(44 442)	
Interest accrued on retirement benefit obligations	2 178 000	1 709 852
Payments made on retirement benefit obligations	(2 902 896)	(2 792 674)
Changes in working capital:		
Inventories	307 593	(733 201)
Trade and other receivables	(3 347 759)	886 655
Trade and other payables and employee benefit obligations	2 994 417	(6 741 008)
Deferred income	1 295 013	14 594 016
	32 791 197	**44 963 400**

20. Contingencies	2021 R	2020 R

The Council is defending litigation and claims from the following:

- Metrofile is claiming an amount of R254 864 for services rendered. The SANC is of the opinion that contractually Metrofile is not entitled to the claim. While the liability is not admitted, if defence against the action is unsuccessful, legal cost could amount to R30 000.
- Seven employees were dismissed in January and May 2013 respectively after complete internal disciplinary hearings being conducted because of improper conduct during a protected strike during November 2011. The employees took the matter on review to the Labour Court. While liability is not admitted, if defence against the action is unsuccessful, legal cost could amount to R2 000 000.
- Various appeal applications against the decisions of the Council, the total estimated legal costs assessed by the Council's legal attorneys amount to R350 000 and for appeals R2 300 000.
- Rashid Pena is suing the Council for damages in the sum of R5 500 000.
- Mr Ndlovu issued summons against the Council, Cardura Security (the SANC former security service provider) and the Minister of Police for alleged injuries suffered during the illegal entry to the building in 2017.

Based on legal advice, the Council does not expect the outcome of the above matters to have a material effect on its financial position.

21. Commitments	2021 R	2020 R

Expenditure contracted for but not recognised in the financial statements because the goods and services have not yet been rendered is as follows:

Operational services	4 204 543	2 075 059
	4 204 543	**2 075 059**

Expenditure not yet contracted for but approved for future expenditure:

e-Business transformation project	31 687 722	34 155 365
Capital expenditure	37 460 442	41 976 097
Operational services	-	2 902 475

Contracted expenditure relates to contracts entered into with suppliers for a period ranging from 3 to 5 years to provide goods and services which include maintenance and support contracts for equipment, internal audit services, and transportation of examination papers amongst others.

Expenditure not yet contracted relates to capital expenditure and projects approved by Council

22. Current tax	2021 R	2020 R

The Council is exempt from taxation in terms of section 10(1) (cA)(i) of the Income Tax Act.

23. Related parties

Relationships

Members of key management	Refer to notes 24 and 25

24. Key management remuneration

Key management personnel 2021	Annual salary	Allowances	Contributions to medical and pension funds	Total
	Amounts in Rands (R)			
Registrar & Chief Executive Officer	2 068 226	18 000	161 580	2 247 806
Chief Financial Officer	1 790 864	-	27 840	1 818 704
Senior Manager: Finance (resigned on 31 December 2020)	446 598	-	15 080	461 678
Senior Manager: Legal Affairs	1 140 525	-	90 479	1 231 004
Senior Manager: Human Resources	1 459 966	-	129 338	1 589 304
Senior Manager: Communication and Marketing	1 163 450	-	92 297	1 255 747
Senior Manager: Education & Training	1 191 128	-	109 577	1 300 705
Company Secretary (Appointed on 01 December 2020)	377 295	850	33 040	411 185
Senior Manager: Internal Audit (Appointed on 07 December 2020)	380 169	850	30 160	411 179
Senior Manager: Information Technology (Appointed on 01 December 2020)	374 415	3 400	35 920	413 735
	10 392 636	23 100	725 311	11 141 047

Key management personnel 2020	Annual salary	Allowances	Contributions to medical and pension funds	Total
	Amounts in Rands (R)			
Registrar & Chief Executive Officer	2 050 892	18 000	152 361	2 221 253
Chief Financial Officer (Appointed 15 April 2019)	1 570 672	-	25 520	1 596 192
Senior Manager: Finance	1 172 767	-	-	1 172 767
Senior Manager: Legal Affairs (Appointed on 01 July 2019))	918 383	-	64 999	983 382
Senior Manager: Human Resources (Appointed on 01 October 2019)	677 452	-	63 406	740 858
Senior Manager: Communication and Marketing	1 204 412	-	83 550	1 287 962
Senior Manager: Education & Training	1 145 811	-	103 515	1 249 326
Senior Manager: Information Technology (Resigned on 30 November 2019)	876 640	6 800	75 054	958 494
	9 617 029	24 800	568 405	10 210 234

25. Non-executive Councillors – 16th Council	2021 R	2020 R
Makhene A	121 077	135 953
Nkonzo-Mtembu LL	77 049	117 608
Zuma SM (Vice-Chairperson)	88 056	91 725
De Swardt HC	58 704	80 718
Digamela MR*	-	11 007
Gihwala DI	95 394	99 063
Ntshabele JT	58 704	69 711
Magoro TM	84 387	102 732
Geyer NM	99 063	124 746
Orton PM	80 718	99 063
Duma SE	80 718	77 049
Rabotapi LL	99 063	99 063
Matsomela MJ	29 352	66 042
Ramaila ZM	80 718	143 291
Newton F	62 373	88 056
Tshimomola R	88 285	58 704
Ally H	69 711	91 925
Kaye-Petersen E	99 063	-
	1 372 435	1 556 456

** - Resigned on 25 June 2019*

26. Going concern

The 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.

27. Events after the reporting period

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

28. Prior period errors

28.1 Trade and other payables

The Council identified errors during the migration from the manual leave system to the electronic leave system, these errors have been corrected retrospectively and opening balances have been restated.

	R
Balance previously reported at 31 March 2020	8 393 713
Leave adjustment	912 589
Restated balance at 31 March 2020	9 306 302

28.2 Deferred income

The deferred income account was not cleared over a long period of time. The Council embarked on an exercise to identify and clear the transactions that made up the deferred income account balance. The amounts below relate to the amounts that were identified and corrected during the year under review as well the revenue categories to which they belong.

	R
Balance previously reported at 31 March 2019	78 108 334
Adjustments to income received in advance	(28 384 060)
Adjustments to accreditation fees	1 199 045
Adjustments to registration fees	54 960
Interest received incorrectly processed	41 111
Balance at 31 March 2019 restated	51 019 390

28.3 Property, plant and equipment

The Council had a number of assets that had been fully depreciated in contravention of the requirements of the applicable financial reporting standards. Due to the unavailability of the original supporting documents, the Council engaged the service providers and contractors in order to assist with some of the technical information related to the affected assets. The useful lives of the affected assets were reassessed and a retrospective correction of this error was made.

	R
Balance previously reported at 31 March 2019	59 475 497
Reassessment of useful lives	10 741 666
Balance at 31 March 2019 restated	70 217 163

28.4 Retained earnings

The errors that were identified during the clearing of the deferred income account as well as the reassessment of the useful lives of some items of property, plant and equipment also affected the retained earnings balance. The errors have been corrected retrospectively by restating comparative figures in the current years' financial statements.

	R
Balance previously reported at 31 March 2019	400 837 321
Accreditation fees	156 036
Examination fees	18 393 097
Registration fees	8 445 131
Reversal of impairment loss	94 680
Reassessment of useful life for property, plant and equipment	10 741 666
Balance at 31 March 2019 restated	438 667 931

Detailed Income Statement

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

Revenue	Note(s)	2021 R	2020 R
Sale of distinguishing devices		2 041 397	1 948 549
Annual fees - registered and enrolled nurses		122 352 372	119 219 809
Restoration fees		11 448 085	10 074 626
Examination fees		6 561 301	10 379 884
Enrolment and application fees		53 861	130 435
Accreditation visits		1 876 879	3 228 623
Registration fees		4 378 958	7 279 951
Verification fees		912 041	1 183 256
	14	**149 624 894**	**153 445 133**
Other income			
Sundry income		505 734	217 266
	15	**505 734**	**217 266**
Fixed and administration expenses			
Advertising		(507 239)	(148 254)
Utility charges		(2 440 263)	(1 615 963)
Auditors remuneration (external)		(308 624)	(412 744)
Internal audit fees		(210 188)	(400 781)
Bank charges		(832 607)	(1 315 778)
Bad debts-impairment		-	(441 508)
Catering and refreshments		(417 221)	(853 911)
Cleaning		(755 103)	(650 340)
Computer expenses		(1 131 037)	(1 398 763)
Consulting fees		(200 387)	(1 627 449)
Depreciation and amortisation		(6 801 873)	(6 363 372)
Employee costs		(82 361 132)	(77 814 503)
Functions, seminars and workshops		(24 363)	(357 553)
Foreign exchange differences		1 389	123
General expenses		(756 159)	(630 736)
Gifts and promotional items		(809 814)	(143 251)
Hire of equipment and venue		(80 979)	(345 361)
Insurance		(179 013)	(169 243)
Legal expenses		(2 085 727)	(2 183 391)
Loss on disposal of property, plant and equipment		-	(7 063)
Meeting expenses - accommodation		(470 561)	(1 152 184)
Loss on disposal of intangible assets		-	(80 864)
Meeting expenses- examiners and invigilators		(1 571 155)	(2 238 767)

	Note(s)	2021	2020
		R	R
Meeting expenses- members' allowances		(1 606 642)	(1 825 434)
Meeting expenses- translation and transcribing services		(208 540)	(503 000)
Meeting expenses- transport allowances		(228 511)	(551 791)
Motor vehicle expenses		(23 900)	(33 823)
Postage		(823 537)	(650 644)
Printing and stationery		(1 465 033)	(1 246 477)
Provident fund administrative costs		(5 248 806)	(5 071 787)
Publications		(15 351)	(23 015)
Purchase of materials		(1 757 029)	(1 228 068)
Recruitment costs and employee assistance		(363 666)	(720 227)
Repairs and maintenance		(1 361 157)	(721 683)
Security		(813 755)	(675 484)
Software expenses		(2 262 723)	(632 103)
Subscriptions		(11 138)	(2 779)
Telephone and fax		(459 706)	(612 626)
Training		(27 910)	(250 914)
Transport and freight		(3 063 734)	(3 864 199)
Travel		(393 308)	(1 830 856)
		(122 076 502)	(120 796 566)
Results from operating activities	17	28 054 126	32 865 833
Dividends received	18	92 068	8 718
Interest received	18	28 467 678	35 706 632
Finance cost	19	(2 178 000)	(1 709 852)
Net surplus for the period		54 435 872	66 871 331

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South African Nursing Council

Regulating nursing, advocating for the public