

SOUTH AFRICAN NURSING COUNCIL

2022 APC Season - Partnership
with Government



South African Nursing Council

Regulating nursing, advocating for the public

BACKGROUND

- The 2022 APC season opened on 01 July 2021 and closed on 31 December 2021.
- The National Department of Health, together with the major trade unions in the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), signed Resolution 3 of 2019 on the 9th of September 2019.
- This Resolution brings into effect the Persal deductions for all affected employees that fall under the PHSDSBC
- This season was the third year since the inaugural implementation and we have seen a lot of improvement in the process.

PROCEDURE

The following is the process that is followed when a department intends to pay annual fees on behalf of its employees:

Step 1: Verification Process

- Employers need to send a list (MS Excel) of nursing staff in their employ to the SANC to verify their registration status and provide the amount that needs to be deducted from each employee.

Step 2: Payment Process

- Once the deductions have been effected and a payment has been made, the employers will send the final list (MS Excel) and a salary admin report (PDF).

STATUS: ISSUING OF APCs

- The following Departments were able to pay 2022 annual fees for their nursing staff:

Department	Date Received	Date of payment	Amount	Date Processed
Free State DOH	18 Oct 2021	29 Oct 2021	R 3 406 678.00	11 Nov 2021
Western Cape DSD	26 Oct 2021	29 Oct 2021	R 11 715.00	10 Nov 2021
Eastern Cape DSD	04 Nov 2021	29 Oct 2021	R 12 373.00	10 Nov 2021
Limpopo DSD	24 Nov 2021	29 Oct 2021	R 14 094.00	25 Nov 2021
Western Cape DOH	10 Dec 2021	30 Nov 2021	R 6 535 926.00	14 Dec 2021
Gauteng DOH	02 Dec 2021	30 Nov 2021	R 15 859 129.00	17 Dec 2021
KZN DOH	10 Dec 2021	30 Nov 2021	R 1 7 659 651.00	15 Dec 2021
Northern Cape DOH	09 Dec 2021	30 Nov 2021	R 1 328 936.00	20 Dec 2021
Mpumalanga DOH	15 Dec 2021	30 Nov 2021	R 4 860 254.00	16 Dec 2021
Northwest DSD	21 Dec 2021	29 Oct 2021	R 66 882.00	04 Jan 2022
North West DOH	20 Jan 2022	30 Nov 2021	R 4 646 347.00	26 Jan 2022
Limpopo DOH	25 Jan 2022	31 Dec 2021	R 6 745 178.00	27 Jan 2022
Correctional Services	14 Dec 2021	29 Oct 2021	R 9 280.00	06 Jan 2022
Correctional Services	14 Dec 2021	30 Nov 2021	R 3 560.00	06 Jan 2022
Correctional Services	26 Jan 2022	31 Dec 2021	R 71 510.25	29 Jan 2022
Eastern Cape DOH	04 Feb 2022	21 Dec 2021	R 5 472 765.00	07 Feb 2022
Gauteng DSD	22 Mar 2022	30 Nov 2021	R 33 069.00	31 Mar 2021

STATUS: DELIVERY OF ANNUAL PRACTISING CERTIFICATE

Annual Practising Certificates are delivered in accordance to the arrangement made with various departments

Department	Delivery Arrangement
Free State DOH	Provincial office
Western Cape DSD	Provincial Office
Eastern Cape DSD	Provincial Office
Limpopo DSD	Provincial Office (Collected)
Western Cape DOH	Provincial Office
Gauteng DOH	Individual Institutions
KZN DOH	Districts
Northern Cape DOH	Provincial Office
Mpumalanga DOH	Provincial Office
Northwest DSD	Provincial Office
North West DOH	Provincial Office
Limpopo DOH	Provincial Office
Correctional Services	National office (Collected)
Eastern Cape DOH	Provincial Office
Gauteng DSD	Provincial Office

CHALLENGES

- The following were the key issues that were encountered during the verification of data:
 - Some departments appear to have failed to take corrective action against Nurse practitioners who were identified to be practising whilst not registered with the SANC and who act as Nurse practitioners whilst not registered as Nurses.
 - Some departments did not update records with the SANC reference numbers.
 - Lack of communication between employers and their employees

CHALLENGES

- The following were the key issues that were encountered through out the process;
 - Deceased Nurse practitioners were included in provincial lists (For example, Limpopo Provincial Department of Health).
 - Files submitted in different formats and without the required information.
 - Failure to populate the files with the information from the SANC.
 - Community service practitioners included in the lists.
 - Files not submitted on time and payments not made on time.
 - APCs not distributed on time to individual nurses.
 - Unavailability of officials responsible for the implementation of the resolution.

CHALLENGES

Reasons behind rejected submissions include, but are not limited to:

- Annual fee already paid;
- Nurse removed – non-payment;
- Nurse not registered;
- Nurse number invalid;
- Nurse removed – Administrative; and
- Nurse removed – Disciplinary.

WAY FORWARD

- Lists to be submitted to the SANC for verification during the month of July.
- Verified information to be submitted by respective departments to National Treasury/Provincial Treasury for deductions by the end of August.
- The first batch of payments should go through at the end of October each year.
- The last batch of deductions should go through on the 15th November each year.
- Employers should deduct as per the verification files sent by SANC.
- Employers should communicate with their employees regarding the status of the PERSAL deductions.
- Employers to distribute APCs as soon as they receive them from the SANC.

CONCLUSION

- Provinces are responsible for submission and investigation of all anomalies.
- The final date for receiving payments remains 31 December of each year.
- Nurse practitioners are responsible for ensuring the payments are received timely.
- The delivery of the APCs will be arranged with each province.
- Nurse practitioners are requested to update their details on the register.
- Provinces to inform the Nurse practitioners that PERSAL deductions are still in place.
- Provinces are also requested to inform Nurses practitioners about the dates the deductions will go through on PERSAL.

SERVICE-ORIENTED EMAIL ADDRESSES

- APC related enquiries: apc@sanc.co.za
- Restoration enquiries: restoration@sanc.co.za

END.

THANK YOU.