

ANNUAL FEES FOR 2025

1. NORMAL ANNUAL FEES

The annual fees for the calendar year 2025 for different categories of practitioners are provided in the table below:

CATEGORY	ANNUAL FEE FOR 2025
Registered Nurses and Midwives	R820.00
Enrolled Nurses and Midwives	R490.00
Enrolled Nursing Auxiliaries	R350.00

1.2 REDUCTIONS IN ANNUAL FEES FOR AGE 60 AND OVER

The Council has resolved to introduce reduced fees for nurses 60 years of age and over as per the table below:

1.2.1 60 TO 64 YEARS OF AGE ON 1 JANUARY 2025 (25% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2025
Registered Nurses and Midwives	R620.00
Enrolled Nurses and Midwives	R370.00
Enrolled Nursing Auxiliaries	R260.00

1.2.2 65 YEARS OF AGE AND OLDER ON 01 JANUARY 2025 (50% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2025
Registered Nurses and Midwives	R410.00
Enrolled Nurses and Midwives	R240.00
Enrolled Nursing Auxiliaries	R170.00

NB: To qualify for the discount amounts, practitioners may be required to submit a certified copy of their identity document in order to confirm their age.

Notes:

- The annual fees for 2025 must be received by the SANC on or before 31 December 2024.
- The amounts in the tables above all include 15% VAT.
- The amounts are rounded to the nearest R10.00

2. RESTORATION FEES FOR 2025

The restoration fees for different categories applicable from 1 January 2025 are shown in the following table.

CATEGORY	NORMAL RESTORATION FEE	REDUCED RESTORATION FEE
Registered Nurses and Midwives	R2 450.00	R170.00
Enrolled Nurses and Midwives	R1 480.00	R170.00
Enrolled Nursing Auxiliaries	R1 040.00	R170.00
Retired Nurses	R170.00	R170.00



Notes:**The reduced restoration fee only applies to a practitioner:**

- Who must have been removed from the register at his/her own request; or
- Who must be 60 years of age or older on **1 January 2025. However, this must be confirmed with the Council before paying the reduced amount.**

3. VOLUNTARY REMOVAL

A nurse practitioner who no longer wishes to practise in South Africa or who is unemployed, may request, in writing, for a voluntary removal of his/her name from the register, by completing the form available from the SANC. If a voluntary removal is granted by the SANC, the nurse practitioner's name will be removed accordingly on the **31st of December** of the year in which the application is received. Once removed, the nurse practitioner will no longer be required to pay annual fees while he/she is removed from the register.

If the nurse practitioner requires reinstatement onto the register, he/she will, in addition to paying the reduced restoration fee, be required to complete a **Restoration Form which can be accessed from the SANC website, www.sanc.co.za**. It must be noted that practising while not being registered is illegal.

4. CLOSING DATE FOR PAYMENT OF ANNUAL FEES

Please note that for the calendar year 2025, the closing date for the payment of annual fees is **31 December 2024**. **Payments must reach the SANC bank account on or before the closing date.** You are, therefore, urged not to leave payment for the last minute to avoid problems associated with making payments at year end.

Remember: Bank transfers from non-FNB banks may take up to **3 working days** and you are therefore advised to pay well in advance to meet the **31 December 2024** deadline.

5. DELIVERY OF ANNUAL PRACTISING CERTIFICATES

The Council has introduced the option to deliver annual practising certificate by courier to **nursing practitioners who individually pay annual fees via the bank at their own cost.**

The courier cost of delivery of an annual practising certificate is **R70.00** and nurse practitioners who opt for delivery by courier should pay the above cost together with their annual fees. This will be an indication that the Nurse has opted for delivery by courier.

6. OTHER FEES

Please note that other fees and fines payable by institutions will be applicable with effect from **01 January 2025**.

7. PERSAL DEDUCTIONS

The signing of Resolution 3 of 2019 in September 2019 by the National Department of Health together with major trade unions in Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), brought into effect the implementation of PERSAL deductions from the 2020 APC season for all employees falling under the scope of the PHSDSBC.

As a result of this agreement, affected nurse practitioners are urged not to pay the annual fees on their own as the employers are required to pay on their behalf in terms of Resolution 3 of 2019.

8. eREGISTER

The SANC has made an eRegister facility available on the SANC website which can be utilised by employers to verify the registration status of all Nurse Practitioners in their employment. Employers are urged to utilise this facility in the absence of a physical Annual Practising Certificate (APC).

Visit: <http://www.sanc.co.za/eRegister.aspx> for more details.

8. COMMUNITY SERVICE PRACTITIONERS

Community Service Practitioners are not eligible to be issued with an APC, and therefore, should **NOT** pay annual fees. They **MUST** pay a conversion fee on completion of their Community Service in order to be registered as Nurse Practitioners using the **REGFPRA** registration fee code instead of **ANLFEEs** (e.g. **12345678REGFPRA**).



Nursing Excellence Awards (NEA) 2024

CLOSING DATE
for nominations is:

Monday
15 July 2024, at 16h00

The SANC is proud to announce that the Call for Nominations for the 2024 NEA has been launched.

As a regulatory body of the nursing profession, the SANC would like to acknowledge the individuals and Nursing institutions who excel beyond their normal call of duty by way of a merit award process.

The South African Nursing Council is thus inviting nominations for the 2024 SANC Nursing Excellence Awards.

The aim of the SANC Nursing Excellence Awards is to confer annual Excellence Awards for outstanding service by Nurses, who are in good standing with the SA Nursing Council, and Nursing Institutions within their chosen field. The Awards aim to motivate Nurses to improve and uphold the standard of Nursing in South Africa, is a means for recognizing the contributions of nurses to the profession and to the public and an opportunity to create public awareness of the value of the Nurse in healthcare.

The awards evening will be held in conjunction with the SANC'S 80th commemoration on Friday 8 November 2024, details of which will be communicated in due course.

CRITERIA FOR SUBMISSION

1. Deadline:

Kindly note that nominations and all supporting documents must be submitted by Monday 15 July 2024, by 16h00 in order for your nomination to be considered.

2. Motivation:

A motivation of 500 words or less detailing the reasons for nomination.

All motivations must be in English.

3. Curriculum Vitae (CV):

A concise summary of the CV of the candidate you are nominating. Be sure to include their personal details:

- Full names
- Professional status
- Personal contact details
- Physical address.

4. Photograph:

A recent, good quality, head-and-shoulders colour photograph.

5. Submissions:

All submissions are to be sent via email to: nea@sanc.co.za

TERMS AND CONDITIONS

- Nominees must be a SANC member in good standing.
- Submissions must be made according to the criteria stipulated above and as specified for each award category and be submitted on the formal application form on page 4.
- Incomplete submissions or submissions not submitted by the deadline of **15 July 2024 by 16h00** will not be considered. The awards are exclusive and if no suitable candidate is found to be nominated for a certain category, the NEA Committee reserves the right not to award for that category.
- The NEA Committee's decision and subsequent approval by the SANC's Council is final. It reserves the right to accept or reject any submission, and no correspondence will be entered into following the Council's unanimous decision.

The Award Categories, Nomination Form and a video regarding the 2024 NEA are available on the SANC website: <https://www.sanc.co.za/nea2024/>

SANC NEW VALUES

The 17th Council of the SANC was appointed with effect from 23 August 2023 to 22 August 2028.

The Council's first priority was to deliberate on and finalise a five-year strategy for the SANC together with Executive and Senior Management.

As informed by the SANC legislative and policy mandate, the 2024/25 - 2028/29 Five-Year Strategic Plan provides the **vision**, **mission**, and **organisational values** detailed below:

VISION



In delivering on its mandate, the SANC has the following vision:

Leadership in regulating nursing and advocating for the public.

MISSION



In achieving its vision, the SANC defines the following mission:

To protect health care users by regulating and advancing the nursing profession in South Africa.

VALUES



In working towards the achievement of its vision and mission, the SANC subscribes to the following internal values:

VALUE	MEANING	BEHAVIOURS
Caring	Aligned to the caring ethos that underpins the nursing profession, we strive to demonstrate care through the nature and quality of interactions with internal and external stakeholders.	<ul style="list-style-type: none"> Caring about each other and the organisation's purpose. Institutionalising a servant leadership style in all engagements with stakeholders.
Professionalism	We commit to the development of self and others to foster professionalism in advancing the nursing profession.	<ul style="list-style-type: none"> Demonstrate a high level of professionalism in all areas of our day-to-day work. Taking responsibility of our own development to improve our ability to provide value to our stakeholders.

VALUE	MEANING	BEHAVIOURS
Excellence	We promote a culture of continuous improvement in our quest to become a leader in the regulation of the nursing profession.	<ul style="list-style-type: none"> • Ensure value in all deliverables and in service delivery. • Driving a culture of excellence in all we do. • Customer centric drive – effectiveness, accessible, delivery of quality services. • Responsiveness to needs of internal and external stakeholders. • Consistent and intentional introduction of innovative ideas, products, processes, and procedures to ensure the organisation meets the needs of its clients.
Advocacy	The protection of health care users is central in the rollout of all SANC initiatives.	<ul style="list-style-type: none"> • Promote SANC, its brand, and services to all stakeholders. • Advocate for quality nursing care on behalf of the health care users • Advocacy for influence and change, voice for health care users and Nursing profession.
Collaboration	We demonstrate effective teamwork and proactive collaboration to ensure an integrated approach to service delivery.	<ul style="list-style-type: none"> • Work together towards shared goals • Embrace multidisciplinary approaches to solving problems. • Prioritise the building of mutually beneficial relationships and partnerships to contribute to higher level development goals.
Accountability	We accept responsibility for our actions, decisions, and deliver on our promises.	<ul style="list-style-type: none"> • Effective leadership to develop a culture of accountability towards the public and other key SANC stakeholders. • Demonstrating servant leadership in all interactions with Council, employees, and nursing practitioners. • We show up for each other, take responsibility for ourselves, and deliver what is expected from us and more. • We admit and own our mistakes and focus on finding solutions to challenges. • We strive to be ethical in everything we do.





International Nurses Day 2024 – Our Nurses. Our Future. *The economic power of care.*

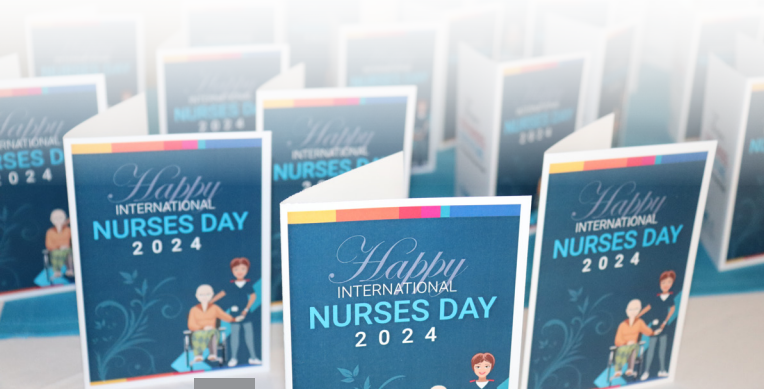
International Nurses Day is celebrated globally on 12 May each year. The theme for this year is:

Our Nurses. Our Future. The economic power of care.

The South African Nursing Council, the regulatory body for nurses in South Africa, would like to wish all nurses a happy International Nurses Day.

Prof. Ntombifikile Mtshali, SANC Registrar and CEO affirming the ICN 2024 International Nurses Day Theme says: ***“Nurses are vital to the sustainability and effectiveness of healthcare systems, making the economic investment in nursing a priority. Without nurses, the right to healthcare for all cannot be achieved.***

Nursing is a noble profession which requires the highest degree of professionalism, ethical leadership and practice, resilience, dedication and care. The health system cannot function without nursing as its backbone – a lesson that was learnt by all during the COVID-19 pandemic.



Across the world reports on nursing workforce point to a dire and chronic shortage of nurses, and never has the time been more apt to invest more in nursing than right now. The International Nurses Day presents an opportunity to recognise and celebrate the incredible work of all the nurses; their selfless contribution to saving lives and providing quality of care to all. To reiterate the words of the ICN President, Pamela Cipriano: Nursing is not a cost, it is an investment into our economy, as a healthy economy requires healthy minds and bodies to support it, making nursing's economic and societal benefits a key consideration.”

Join us today in showing appreciation for every nurse working tirelessly towards the health of this nation.

Watch the SANC's International Nurses Day 2024 video here: www.sanc.co.za/ind2024



SANC Vice-Chairperson, Dr Rene Phetlhu addressed the SANC nurses on the topic: What does it mean to be a nurse in the 4th Industrial Revolution era.

The SANC International Nurses Day 2024 Celebration



SANC Registrar and CEO, Prof. NG Mtshali addressing the SANC nurses.



Professional Entrance Examination Workshop

By: Ms Jeanneth Nxumalo – Deputy Registrar



The Council ordinary meeting of 25-26 January 2024 resolved to put the Professional Entrance Examination (PEE) in abeyance till further notice.

The South African Nursing Council (SANC) communicated the resolution of Council through SANC Circular 2 of 2024. The circular also highlighted the need to review, improve, and streamline the PEE.

The Education Committee of Council therefore conducted a workshop on 8 May 2024 to reflect on the PEE that the Council conducted from May 2021 to November 2023.

Representatives from Nursing Education Institutions (NEIs) whose students have undergone PEE shared their experiences - both the strengths as well as the flaws/challenges.

Delegates from The Health Professions Council of South Africa and South African Pharmacy Council participated and presented on the Board examinations that they conduct. The aim was to learn from best practice.

The SANC will keep the NEIs informed on all the developments regarding the PEE.



The Impact of Artificial Intelligence on Nursing: Revolutionizing Patient Care

From: <https://www.nurses.co.uk/blog/8> August 2023

ARTIFICIAL INTELLIGENCE (AI) has rapidly emerged as a transformative technology in various industries, and healthcare is no exception. In nursing, AI has the potential to revolutionize patient care, streamline workflows, and improve clinical outcomes. This article explores the impact of AI on nursing, highlighting its benefits, challenges, and ethical considerations.

Benefits of Using AI in Nursing

In a single day or shift, nurses must juggle any number of tasks from general patient care and monitoring to administering medications and treatments to communicating with doctors. They also have to stay on top of administrative tasks like charting patient records, interacting with insurance providers, and handling other types of paperwork.

However, recent advancements in AI are set to drastically change nurses' day-to-day lives and capabilities. Here are a few examples of how that could be beneficial:

Predictive Analytics and Early Intervention

By leveraging machine learning, AI algorithms can identify patterns and trends in patient data to predict adverse events, such as infections or deteriorating conditions. This enables nurses to intervene proactively, providing timely care and preventing complications.

Maintaining collaboration between AI systems and nurses is vital. The human touch, empathy, and critical thinking skills that nurses bring to patient care remain invaluable and irreplaceable.

Intelligent Patient Monitoring

AI-powered monitoring systems can continuously analyse patient vital signs, detect anomalies, and issue alerts when immediate attention is required. This technology enables nurses to monitor multiple patients simultaneously, leading to more efficient and comprehensive care.

Workflow Optimization and Efficiency

AI can automate routine tasks, such as documentation and data entry, allowing nurses to focus more on direct patient care. Intelligent scheduling algorithms can optimize nurse-patient assignments, ensuring workload balance and reducing burnout.

AI-powered voice assistance systems, for example, can help nurses perform tasks more quickly and keep them on schedule and better informed. They can ask systems for information using voice commands, such as retrieving information on patients or policies and having systems verbally remind them of their schedule and tasks they need to perform.

Telehealth and Remote Patient

Monitoring AI-enabled telehealth platforms facilitate remote consultations, virtual patient monitoring, and remote care coordination. Nurses can remotely assess patients' conditions, provide guidance, and offer support, improving access to healthcare services and reducing hospital readmissions.

While AI holds great potential to enhance healthcare delivery, it is crucial to approach its integration in nursing thoughtfully.

Ethical Considerations of AI and Human-Centred Care

As AI becomes more integrated into nursing practice, ethical considerations arise. Nurses must ensure that AI-driven decisions align with patient values, autonomy, and privacy. Maintaining human-centred care and a compassionate approach is essential in the context of AI utilization. Other considerations include:

Education And Skill Development: AI technologies require nurses to acquire new knowledge and skills. Training programs should be developed to equip nurses with the necessary competencies to effectively utilize AI tools, interpret AI-generated insights, and maintain patient-centred care.

Trust And Acceptance: Building trust between nurses, patients, and AI technologies is critical. Transparent communication and education about AI capabilities and limitations can help address concerns and encourage acceptance among healthcare professionals and patients.

Ethical Data Use And Privacy Protection: AI relies on vast amounts of patient data, raising concerns about data privacy and security. Nurses play a crucial role in ensuring ethical data use, protecting patient privacy, and advocating for robust data governance frameworks.

Continued Collaboration And The 'Human Touch': While AI offers significant advancements, maintaining collaboration between AI systems and nurses is vital. The human touch, empathy, and critical thinking skills that nurses bring to patient care remain invaluable and irreplaceable.

Challenges of Using AI

While artificial intelligence has the potential to revolutionize many industries, including healthcare, there are several disadvantages and challenges associated with its implementation. Here are some of the key concerns related to the use of AI in nursing:

Lack Of Human Touch: Nursing is a profession that requires empathy, compassion, and human connection. AI technologies, although advanced, cannot fully replicate the human touch and emotional support that patients often need. Patients may feel a sense of detachment when interacting with AI-driven systems, which can impact their overall experience and well-being.

Reliance On Technology: AI systems are reliant on accurate and up-to-date data to make informed decisions. However, there is always a risk of technical glitches, system failures, or data inaccuracies, which can lead to errors or incorrect outcomes. Nurses must be cautious and double-check AI-generated information to ensure the safety and well-being of patients.

Ethical Considerations: As mentioned previously, the use of AI in nursing raises ethical concerns, particularly in areas such as patient privacy, data security, and decision-making. AI algorithms rely on vast amounts of patient data to learn and improve their performance, which raises questions about data privacy, consent, and potential breaches of confidentiality. Additionally, when AI systems make critical decisions, there may be questions regarding accountability and responsibility in case of errors or adverse outcomes.

Getting the Balance Right

Artificial Intelligence holds immense potential to transform nursing practice by augmenting clinical decision-making, improving patient monitoring, and optimizing workflows.

As nurses embrace AI, it is essential to balance its benefits with ethical considerations, ensuring that patient-centred care remains at the forefront. By harnessing the power of AI while preserving the human connection, nurses can provide even more comprehensive and efficient care to patients in the future.

While AI holds great potential to enhance healthcare delivery, it is crucial to approach its integration in nursing thoughtfully. Striking the right balance between AI and human involvement, addressing ethical considerations, and ensuring patient-centred care are crucial to overcome the disadvantages and maximize the benefits of AI in nursing practice.

