



MESSAGE FROM THE SANC REGISTRAR AND CEO Prof NG Mtshali

As we are approaching the end of another remarkable year, I would like to take this opportunity to extend my deepest gratitude to all our stakeholders.

The year 2025 has been defined by both opportunities and challenges, however, together, we built stronger foundations, embraced new possibilities, and set the stage for taking the SANC into the Fourth Industrial Revolution. The expertise and participation you have displayed during our engagements have guided the South African Nursing Council's decision-making, sharpened our vision, and kept us accountable to the values we subscribe to.

It is this partnership between the SANC and its stakeholders and your belief in our mission that encourages us to continue to strive for excellence in 2026.

On behalf of the SANC Management and staff, thank you for sharing this journey with us.

We wish you a restful and blessed festive season.

May 2026 be a prosperous, fulfilling, and inspiring year for you and your loved ones."



SANC honoring Ms Nosipho Molomo (née Mshumpela), one of the 20 South African Nurses who supported the Tanganyika (Tanzania) Health System post-independence in 1961

- On 12 November 2025, the South African Nursing Council (SANC) Chairperson and the Registrar and CEO visited Ms Nosipho Molomo (née Mshumpela), an 88-year-old retired nurse. She is one of two surviving members of a group of 20 South African nurses who were recruited to Tanganyika (now Tanzania) in 1961 after the country's independence. According to Ms Molomo, they were recruited to fill the gap that was created by the British Nurses who left the country in numbers due to a change in the country's leadership. The then President of the country, Julius Nyerere, approached the ANC leader, Mr Oliver Tambo, to recruit nurses from South Africa to help rebuild the Tanzanian health system, which was in a crisis.
- Tracing the history of this group of 20 nurses was triggered by the speech of Dr Sibongiseni Dhlomo, who was the Deputy Minister of Health, during the unveiling of the Wall of Remembrance Ceremony on 29 March 2023. The event was to honour nurses who passed away during the COVID-19 pandemic. In his speech, Dr Dhlomo shared the undocumented history of nurses from South Africa who sacrificed their lives to serve in other countries - in particular the group of 20 nurses who were deployed to Tanganyika (now Tanzania) in 1961 to address the health system crisis in the country.
- Further, in January 2025, the former Chief Nursing Officer, Dr NJ Makhanya, informed the SANC of the passing away of one of the 20 nurses, Nurse Celia "Fitoh" Khuzwayo, whose funeral was held in Durban. She came back to South Africa in the 1990s after spending some time in the United Kingdom (UK). This information assisted the SANC in the process of tracing the remaining nurses. The office managed to obtain contact details of Ms Khuzwayo's relative, Dr Thobekile Segabi, who then met with Dr Molepo, the Chairperson of Council, on 22 April 2025 in Sandton.
- Dr Segabi indeed confirmed the passing of Nurse Khuzwayo on 2 January 2025 at the age of 88. She shared the brief information she had on the 20 nurses. She then linked the SANC with a journalist, Mr Clarence Kwinana, who had documented the untold story of the 20 Nightingales in the newspapers.
- A meeting was held with Mr Kwinana, the Chairperson of Council and the Registrar and CEO on 28 October 2025 at the SANC offices. He provided a brief historical background on the 20 Nightingales. Through Mr Kwinana the SANC managed to contact the family of Nurse Nosipho Molomo, who is living in Sebokeng. The other nurse is Getrude Nzimande, who now resides in London.
- On 12 November 2025, the SANC Chairperson of Council and the Registrar and CEO visited Ms Molomo at her home to recognise and honour her contribution to the profession in South Africa and beyond, and to learn more about the other nurses who were deployed to Tanzania with her.

- The SANC executives were warmly welcomed by her grandson, Mr Tutu Molomo, who cares deeply for his grandmother. During the visit, Ms Nosipho recounted her experiences in a foreign country as one of the nurses referred to as the 20 Nightingales. Her account of events corroborated the information that was shared by Mr Kwinana, the journalist and from the 2023 article on the Untold Stories of the 20 Nightingales.
- When asked why they accepted the assignment to Tanzania, Ms Molomo, without hesitation, stated that they were driven by curiosity. She emphasized the importance of curiosity, continuous learning, and critical thinking skills in nursing, as nurses function in unpredictable and ever-changing systems.
- Ms Nosipho narrated that the group comprised eight nurses from Johannesburg, seven nurses from Natal (now KwaZulu-Natal), and five from Port Elizabeth (now Gqeberha). Nurses from Johannesburg were Edith Tunyiswa, Georgina Masusu, Mavis Motha, Sinah Jali, Neo Ratladi, Nicolene Legodi, Moni Sekgate, and Edith Ncwana. Nurses from Natal included Celia "Fitho" Khuzwayo, Edith Miya, Gertrude Nzimande, Fine Lukhe, Mary Mwandla, Natalie Msimang, Hilda Fonqo, and the group from Port Elizabeth included Nosipho Mshumpela, Kholeka Tunyiswa, Edna Mgabaza, Victoria Magodla, and Mary-Jane Socenywa¹.
- The nurses assumed their duties in mid-January 1962. They were placed at various hospitals throughout the country, including Arusha, Dar es Salaam, Tanga, Moshi, Bukoba, Kibingoto Iringa, and Mbeya². Ms Molomo was placed in the Labour Ward of Moshi Hospital (now the Kilimanjaro Hospital) together with her friend, Kholeka Tunyiswa.
- These nurses later advanced their nursing qualifications and rose to leadership positions. Some served as nurse educators, and some served as supervisors in health establishments. Nurse Georgina Masusu from Johannesburg became a Nursing Educator, specialising in Midwifery and District Nursing.
- The group contributed to the upgrading of nurses' qualifications in Tanzania to the level of Registered Nurses. Nurse Celia Khuzwayo later became a Matron at Arusha Hospital, a hospital that was designated to serve white colonial settlers exclusively. She had a responsibility to transform the hospital and extend its health services to local communities.
- Ms Molomo shared that one of the greatest difficulties was the language barrier. The Tanzanian staff predominantly spoke Swahili, not English. She candidly shared some of the mistakes that resulted from miscommunication. Fortunately, they were managed timeously before having negative consequences for patients.
- Despite numerous challenges they encountered in an unfamiliar health system, they remained steadfast and resolute. Their presence ensured that the health system remained functional during the critical transition period in Tanzania and beyond.
- She mentioned that when they arrived in Tanganyika in 1961, there was no regulatory body. The group actively contributed to the formation of the Nursing Association, laying part of the foundation for organised nursing regulation and professionalisation of nursing in Tanzania.
- On behalf of Council, Dr Molepo thanked Ms Molomo and her colleagues for their selfless service to those in need, and their significant contribution to the history of nursing in the country and to the Tanzanian health system and beyond.
- The content of this article reminds the profession of the importance of documenting, preserving and updating the history and contributions of South African nurses in the country and beyond. Most of the history was documented before 1994, challenging the profession to prioritise capturing the significant developments and contributions by individuals and groups to advancing the profession in the country.

¹ Kwinana, Clarence. 2023. The untold story of the 20 Nightingales – A contribution never to be forgotten. Jumbo Africa Online. <https://www.jamboafrica.online/clarence-kwinana-the-untold-story-of-the-20-nightingales-a-contribution-never-to-be-forgotten/>

² Sapa. (November 8, 2003). The story of Albertina Sisulu's nurses. The Mail & Guardian. <https://mg.co.za/article/2003-11-08-the-story-of-albertina-sisulus-nurses/>



From left: Ms Nosipho Molomo (née Mshumpela) and Dr MC Molepo (Council Chairperson)



Certificate presented to Ms Nosipho Molomo (née Mshumpela) by SANC

SANC Circular 06/2025

Notification of a phased-in approach regarding the implementation of CPD

CIRCULAR NO: 6/2025

TO: NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENT OF HEALTH
NURSING EDUCATION INSTITUTIONS
ALL STAKEHOLDERS

SUBJECT: NOTIFICATION OF A PHASED-IN APPROACH REGARDING THE IMPLEMENTATION OF CONTINUING PROFESSIONAL DEVELOPMENT (CPD) FOR NURSES AND MIDWIVES BY THE SOUTH AFRICAN NURSING COUNCIL (SANC) IN THE SECOND YEAR OF IMPLEMENTATION.

PURPOSE

The purpose of this Circular is to notify the National Department of Health (NDoH), Provincial Departments of Health, Nursing Practices/Services, Nursing Education Institutions, and all Stakeholders on the "Phased-in Approach" for CPD implementation by the SANC in its second year (2025/2026) of implementation

BACKGROUND

The SANC is a statutory body operating in terms of the Nursing Act, 2005 (Act No. 33 of 2005) to set and maintain the standards of nursing education and practice in the Republic of South Africa. Section 39(a)(b)(c) of the Nursing Act mandates the SANC to determine conditions, nature, and extent of CPD to be undergone by practitioners.

In line with the mandate above, the SANC developed systems and processes for CPD implementation. The 17th Council adopted a "Phased-in Approach" for CPD implementation in its five-year strategic plan 2024/2029. The first year of CPD implementation was conducted successfully in sampled health establishments across nine provinces, in three hospitals per province and in identified hospitals in Private Hospital Groups (Mediclinic, Life Healthcare, Netcare, National Hospital Network and Clinix Health Group). Success is attributed to ongoing partnership, engagement and collaboration with nursing leadership both in public and private health systems.

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APPROACH TO CPD IMPLEMENTATION IN THE SECOND YEAR

In its meeting of 4-5 August 2025, the SANC Council approved the sample for the second year of CPD implementation as indicated below:

- Area Managers, Operational Managers and all Professional Nurses of the three public hospitals that participated in the CPD implementation in the first year.
 - Area Managers and Operational Managers of all public hospitals in all nine provinces who were not included during the first year "Phased-in Approach" for CPD implementation.
- All categories of nurse practitioners, all Unit Managers and Area Managers, in private hospital groups (Netcare, Life Healthcare, Mediclinic, Clinix Health Group and National Hospital Network). All nurse practitioners employed in the private sector have been exposed to their CPD systems for the past years and are thus familiar with the practice of CPD. They will thus only be required to familiarise themselves with the SANC CPD framework.
- Area Managers and Operational Managers of the South African Military Health Services (SAMHS) in their three Military Hospitals.
- All lecturers of accredited Nursing Education Institutions (public nursing colleges) in the nine provinces be included during the second year of the "Phased-in Approach" for CPD implementation.
- Kindly note that in the second year of implementation, CPD points will not be linked to Annual Practicing Certificate (APC) renewal.
- **PLEASE NOTE** that Council has not yet finalised the process for accreditation of CPD providers. Communication will be issued in future when the process is finalised.

IMPLICATIONS

This Circular must be brought to the attention of all nurse practitioners and relevant stakeholders.

IMPLEMENTATION

This Circular shall become effective on the date of issue. For further clarity that might be required, kindly contact Dr NJ Muswede, Senior Manager: Professional Practice on e-mail: jmuswede@sanc.co.za or Tel: 012 420-1008.



PROF NG MTSALI

REGISTRAR AND CEO

SOUTH AFRICAN NURSING COUNCIL

DATE: 06 November 2025



ANNUAL FEES FOR 2026

1.1 NORMAL ANNUAL FEES

The annual fees for the calendar year 2026 for different categories of practitioners are provided in the table below:

CATEGORY	ANNUAL FEE FOR 2026
Registered Nurses and Midwives	R870.00
Enrolled Nurses and Midwives	R520.00
Enrolled Nursing Auxiliaries	R370.00

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 2026 (25% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2026
Registered Nurses and Midwives	R660.00
Enrolled Nurses and Midwives	R390.00
Enrolled Nursing Auxiliaries	R280.00

ELECTRONIC ANNUAL PRACTISING CERTIFICATES

The SANC introducing electronic Annual Practising Certificates (e-APC) as a pilot from July 2025. Update your email address and cell phone number on: <https://www.sanc.co.za/updated/> to receive your e-APC via email.

1.2.2 65 YEARS OF AGE AND OLDER ON 01 JANUARY 2026 (50% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2026
Registered Nurses and Midwives	R440.00
Enrolled Nurses and Midwives	R260.00
Enrolled Nursing Auxiliaries	R180.00

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 2026 must be received by the SANC (reflect in its bank account) **on or before 31 December 2025**.
- The amounts in the tables above all include 15% VAT.
- The amounts are rounded off to the nearest R10.00.

2. RESTORATION FEES FOR 2026

The restoration fees for different categories applicable from 1 January 2026 are shown in the following table.

CATEGORY	NORMAL RESTORATION FEE	REDUCED RESTORATION FEE
Registered Nurses and Midwives	R2 610.00	R180.00
Enrolled Nurses and Midwives	R1 560.00	R180.00
Enrolled Nursing Auxiliaries	R1 110.00	R180.00
Retired Nurses	R 180.00	R180.00



IMPORTANT NOTICE

Dear Nurses

You are hereby requested to update your contact details on www.sanc.co.za/updated if you have already paid your 2026 annual fees from July 2025, but have not yet received your APC via email.

If you have challenges with submitting the online form or have submitted the form, but still did not receive your 2026 APC, please send an email to apc@sanc.co.za for assistance.



REMINDER



SANC WARNS AGAINST FRAUD

The South African Nursing Council (SANC) has issued an urgent warning to employers, nurses and the public at large with regards to the SANC Registration Certificates, Annual Practicing Certificates (APCs) and epaulettes (distinguishing devices).

The South African Nursing Council is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body operating under the Nursing Act, 2005 (Act No. 33 of 2005). The SANC is responsible for the issuing of registration certificates to duly qualified nurses. To this end it takes several measures to protect the authenticity of the nurse certificates.

It has come to the SANC's attention that fraudulent certificates of registration purporting to be SANC certificates as well as Annual Practicing Certificates are being duplicated and/or fraudulently created and openly sold to nurses and non-nurses as SANC certificates of registration and of annual practice.

Says Prof Ntombifikile Mtshali, Registrar and CEO of the SANC: "The sale of these copies of fraudulent certificates and distinguishing devices is a criminal offence and is very concerning as the well-being of healthcare users is put at stake — imagine being treated by someone who has fraudulently come into possession of a registration and/or practicing certificate. The SANC is calling on the public, nurses and employers to contact us if you have any information about the sale of these fraudulent certificates. All information will be handled with the strictest level of confidence. Information can be sent to email address: bgrobler@sanc.co.za or by phoning Tel. (012) 420-1074."

Employers are reminded to always check the authenticity of their employees' certificates by consulting the SANC eRegister at: www.sanc.co.za/eregister/

The well-being of patients, your loved ones, is at stake — please do the right thing and report these fraudulent activities by using the channels provided above. It could be you or a family member who are treated by fraudulently registered nurses in the future if we do not bring these perpetrators to task.

SANC Circular 08/2025

Notification of a phased-in approach regarding the implementation of CPD

CIRCULAR NO: 8/2025

TO: NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENT OF HEALTH
NURSING EDUCATION INSTITUTIONS
ALL STAKEHOLDERS

SUBJECT: SOUTH AFRICAN NURSING COUNCIL – YEAR-END CLOSURE

Please note that the offices of the South African Nursing Council will be closed for the year-end from Tuesday, 23 December 2025 at 12:00, and re-open on Monday, 05 January 2026 at 08:00 am.

For operational reasons please note that the doors will close at 11h00 on 23 December 2025 to ensure we assist all clients already inside the building.

Annual fees must be paid into the Council's bank account on or before 31 December 2025 to avoid restoration fees – note that banks take up to three workdays to clear payments. All bank electronic transfers need to be made well in advance to ensure it reaches the SANC by 31 December 2025.

The SANC banking details are:

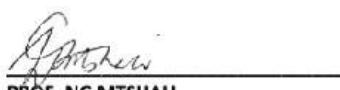
Name of bank	: First National Bank
Account number	: 514 211 86 193
Branch code	: 253145
Reference	: Person's own SANC Reference Number followed by ANLFEES

Nurse practitioners are reminded that Annual Practicing Certificates (APCs) are now distributed electronically via email, and thus to kindly update your contact details on <https://www.sanc.co.za/updated/> before paying.

Employers must use the SANC electronic nurse register (eRegister) to verify the nurse practitioners' registration status. The eRegister can be accessed by logging into the SANC eRegister at <https://www.sanc.co.za/eRegister.htm>. To do this, you will require the nurse practitioner's SANC reference number or Identity Number (ID No).

We wish you all the best over the holiday season. Please stay safe and we look forward to working with you in 2026.

Kind regards



PROF. NG MTSHELE
REGISTRAR AND CEO
SOUTH AFRICAN NURSING COUNCIL
DATE: 09 December 2025

STAKEHOLDER e-FORUM 2025

The SANC hosted a successful hybrid Stakeholder eForum on Thursday, 04 December 2025, with 162 attendees joining virtually and SANC Executives and Senior Managers who attended physically.

The presentations were based on the following matters: Finance revenue collection and sales, Learner Affairs and Information Communication and Technology (ICT).

During the finance presentation, the Senior Manager: Finance, Mr T Shabane updated the stakeholders regarding the progress on the implementation of the electronic Annual Practicing Certificate (eAPC) pilot project which commenced from July 2025. Mr Shabane highlighted that since the inception of the pilot project 84% of electronic Annual Practising Certificates have been issued successfully.

He urged those nurse practitioners who have not yet updated their contact details (**email addresses and cell phone numbers**) to do so by completing the online form on the SANC website <https://www.sanc.co.za/updated/>, so that they can receive their eAPCs via email. He also encouraged nurse practitioners to pay their annual fees on time using the correct reference numbers and payment codes to avoid restorations. He emphasised that these two factors assist the SANC in allocating the payments on time and expedite the emailing of electronic Annual Practicing Certificates (eAPCs).

The Senior Manager: Learner Affairs, Dr M Tshabalala presented on regulatory requirements and processes governing the admission and registration of Refugees and Asylum Seekers within Nursing Education Institutions (NEIs). She urged the attendees to comply with Circular 14/2022 clause 2.2.2 which stipulates that refugees will be expected to write and be successful in all the summative/final examinations conducted by the NEIs, depending on the qualifications they intend to register with the SANC.

Dr Tshabalala shared key factors contributing to delays in learner registration and certificate issuance and the mitigating strategies aiming to strengthen compliance and improve administrative efficiency.

She highlighted the following factors that contribute to the delay of processing submissions from Nursing Education Institutions (NEIs):

- Declarations discrepancies on commencement and completion dates;
- Incorrect or missing payment information;
- Incomplete, inaccurate, or inconsistent documentation; and
- Using incorrect NEI numbers on documentation.

Dr Tshabalala reminded the stakeholders to consider these mitigation strategies in order to fast-track the learner registration process. She advised the attendees to:

- Develop standardised checklists to ensure completeness and accuracy of submissions and assign a responsible person to liaise with SANC;
- Strengthen communication with the SANC via emails, calls, and engagement platforms;
- Access correct payment codes via the SANC website and official forms;
- Comply with accreditation rules according to R.173;



- Finalise outstanding legacy programme applications and submit all records by 28 February 2026 and finalise all manual submissions before online rollout;
- Ensure that declarations and submissions are complete and correct to fast track the process; and
- Note that declarations for learners that are removed from the roll cannot be processed.

She emphasised that all nurses undergoing nursing programmes must be registered with the SANC as stipulated in the Nursing Act, 2005 (Act No. 33 of 2005) Section 32(1). She indicated that it is important that the person in charge of a nursing education institution must, **within 30 days** notify and furnish information prescribed by the Council in respect of each learner nurse who has **commenced, transferred** to or **abandoned** a nursing education and training programme as stated in the Nursing Act, 2005 (Act No. 33 of 2005) **32 (3)**.

The Senior Manager: ICT, Mr M Makgolane provided a progress update on the implementation of the Member Management System (MMS) (called **SANCConnect**) project which is aimed at transforming from manual record processes into seamless, fully digital experiences that are both transparent and accessible.

Mr Makgolane mentioned that as of 03 December 2025, the following milestones have been reached:

- Initiation and planning phases have been completed;
- The Nursing Education Institution (NEI) developments are in progress; and
- Initial technical infrastructure is available but awaiting final setup provisioning.

He indicated the benefits of the MMS/SANCConnect project to all stakeholders:

- Increased operational efficiency through automation and integrated workflows;
- Enhanced member satisfaction via a user-friendly, self-service digital portal;
- Improved data accuracy and security in line with regulatory requirements;
- Streamlined financial processes with real-time payment and reconciliation capabilities;
- Greater scalability and adaptability to support future Council needs; and
- Strengthened stakeholder engagement through transparent and responsive systems

Mr Makgolane assured the stakeholders that the SANCConnect initiative is set to revolutionise the SANC's business processes, making them more effective and accessible for all stakeholders by setting new standards of efficiency and reliability.

In closing remarks, Ms SJ Nxumalo, Deputy Registrar commended all stakeholders for their active participation during the deliberations and discussions.

The SANC values and appreciates the input received from stakeholders and look forward to more of these engagement opportunities in 2026.

STAFF SERVICE EXCELLENCE AND LONG SERVICE AWARDS 2025 CEREMONY



From left to right: Prof NG Mtshali (Registrar and CEO), Ms G Boom, Ms SJ Nxumalo (Deputy Registrar), Ms E Magagula, Ms T Kaseke (Council Member).

The SANC employees who will be retiring at the end of 2025/2026 financial year and later in the 2026/2027 financial year

The SANC hosted its annual Staff Service Excellence and Long Service Awards celebration on 02 December 2025 at the Council Chambers.

The celebration was attended by SANC staff members, and we were honoured to have as guest speaker, Ms T Kaseke, Council Member and Chairperson of the Laws, Practice and Standards Committee.

Prof NG Mtshali, SANC Registrar and CEO, in her welcoming address, said this celebration is aimed at acknowledging how far we have come, the milestones we have reached, and the collective commitment that continues to propel the SANC forward. The awards are part of the SANC Total Rewards Policy, wherein employees are required to nominate individual employees and teams (Sections) eligible for these rewards by submitting their names to the Human Resources (HR) Department.

The nominees were both individuals and teams who portrayed the following SANC values throughout the year: **Caring, Advocacy, Professionalism, Excellence, Collaboration and Accountability.**

Prof. Mtshali indicated the notable continuous improvement in the organisation's annual performance, with the SANC achieving 77% of targets in the 2024/2025 FY, moving from 51% in 2020/21, 62% in 2022/23 and 67% in 2023/24 FY. This shows a 10% improvement from the 2023/2024 FY performance and a 26% improvement in the space of four years from 2020/21. This remarkable achievement is attributed to all SANC employees who work tirelessly to ensure that the strategic goals of the organisation are achieved.

Prof. Mtshali also congratulated those employees who benefitted through the SANC bursary programme where they accomplished their personal development and academic growth that is aligned with achieving the SANC strategic objectives. These accomplishments reflect dedication, resilience, and a commitment to excellence.

Ms Kaseke delivered the keynote address which focussed on Servant Leadership, a theory which was first proposed by Robert K. Greenleaf in 1970. This is a theoretical framework that advocates a leader's primary motivation and role as service to others. The heartbeat of servant leadership is supporting and serving others or the team rather than accumulative power of status. A servant leader shares power, puts the needs of the employees first and helps people develop and perform as highly as possible. Ms Kaseke unpacked and simplified for staff the characteristics of servant leaders. She touched on the importance of compassion, character and competence as essential components of trust within a servant-led organisation. Ms Kaseke reminded staff that embracing servant leadership values is not limited to management but to all SANC employees as they provide service to clients and stakeholders.

We would like to congratulate all individuals and teams who were awarded service excellence awards as they have demonstrated the SANC values throughout the year.

The Long Service Awards were awarded to those employees who have been with the SANC for five, ten, fifteen, twenty and thirty years respectively.

The SANC also appreciated and recognised employees who will be retiring at the end of 2025/2026 financial year and those who will be retiring later during the 2026/2027 financial year. We wish them well on their new journey and future endeavours. We remain grateful for the mark they have left on fulfilling the mandate of the SANC.



From left to right: Prof NG Mtshali (Registrar and CEO), Ms R Monama (30 Years of Service), Ms T Kaseke (Council Member)