

BOARD NOTICE 745 OF 2025

HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

HEALTH PROFESSIONS ACT, 1974 (ACT NO. 56 OF 1974)

ETHICAL RULES OF CONDUCT FOR PRACTITIONERS REGISTERED UNDER THE HEALTH PROFESSIONS ACT, 1974: AMENDMENT.

The Health Professions Council of South Africa intends, under section 49 of the Health Professions Act, 1974 (Act No. 56 of 1974), and in consultation with the professional boards, to make the rules in the schedule.

Interested persons are invited to submit any substantiated comments or representations in writing on the proposed amendments to the Registrar, Health Professions Council of South Africa by e-mail at: ntsanem@hpcsa.co.za for the attention of the Legal Advisor: Legislative drafting within three months from the date of publication of this notice.

SCHEDULE**Definitions**

1. In these rules “**the rules**” means the Ethical Rules of Conduct for Practitioners registered under the Health Professions Act, 1974 published under Government Notice No. R. 717 in *Government Gazette* No. 29079 of 04 August 2006 as amended by Government Notice No. R68 in *Government Gazette* No. 31825 of 02 February 2009, Government Notice No. R654 in *Government Gazette* No. 33400 of 30 July 2010, Board Notice No. 26 in *Government Gazette* No. 36183 of 01 March 2013, Board Notice No. 373 in *Government Gazette* No. 47632 of 01 December 2022, and Board Notice No. 512 in *Government Gazette* No. 49720 of 17 November 2023, and any word or expression to which a meaning has been assigned in the rules shall have that meaning, unless the context otherwise indicates.

Amendment of rule 1 of the rules

2. Rule 1 of the rules is hereby amended by the substitution, for the definition of “Appropriate healthcare, of the following definition –

“**Appropriate healthcare**” means healthcare delivery which is expected to deliver clinical benefits of care that outweigh the expected negative effects to such an extent that the treatment is justified.

Amendment of rule 18 of the rules

3. Rule 18 of the rules is hereby amended by the substitution, for sub rule (1), of the following sub rule –

“(1) A practitioner shall accept a professional appointment or employment from employers approved by the council only in accordance with a written contract of appointment or employment which is drawn up on a basis which is in the interest of the public and the profession.”

Signed by: Magome Albanos Masike
Signed at: 2025-02-11 16:20:02 +02:00
Reason: Witnessing Magome Albanos Ma



DR. MAGOME MASIKE
REGISTRAR

C. DENTAL TECHNICIAN EMPLOYEES FOR ELECTION BY DENTAL TECHNICIAN EMPLOYEES

| Name of Nominated Persons | Address |
|--------------------------------------|--|
| MELANIE KILIAN | 47 ELIZABETH STREET NORTH END, PORT ELIZABETH 6001 |
| NANCY ESBEE DOROTHY PARRING | 113 PARKDENE STREET RAVENSMEAD, CAPE TOWN 7493 |
| NKULULO NTSHIKILANA | 3 HEUWILSIG ESTATE CELTISDAL, CENTURION 0157 |
| BOHLALE MORONGO NGOEPE | 128 GARDENIA AVENUE FLORA PARK, POLOKWANE 0699 |
| MATSHEPE LYDIA MATABANE | 28937 FOKSLAKE MEADOWLANDS 1852 |
| BOITUMELO MAMOKETE PORTIA RAMMILA | 448 BLOCK U MABOPANE 0190 |
| KHUTSO MOLOKO PETRUS TSITA | HOUSE NO 50 R71 ROAD GA-MAKANYE, SOVENGA 0727 |

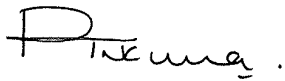
As the number of persons validly nominated in category **A** exceeds the number of persons to be elected, Monday the 07th of April 2025 at 16h00 has been determined by the Returning Officer as being the day on or before which every person entitled to vote at this election, may sign and transmit to either the Street or Postal Address indicated herein below. Voting papers will be posted to the people who are eligible to vote (Dental Technician Contractors).

As the persons validly nominated in category **B** does not exceed the number of persons to be elected, the person so nominated is deemed to be dully elected.

As the number of persons validly nominated in category **C** exceeds the number of persons to be elected, Monday the 07th of April 2025 at 16h00 has been determined by the Returning Officer as being the day on or before which every person entitled to vote at this election, may sign and transmit to either the Street or Postal Address indicated herein below. Voting papers will be posted to the people who are eligible to vote (Dental Technician Employees).

| Street Address | Postal Address |
|--|---|
| The Returning Officer 954 Corner Arcadia & Hill Street Arcadia Pretoria 0083 | The Returning Officer P. O. Box 29766 Sunnyside 0132 |

Due to the Post office being unreliable, we encourage members who are entitled to vote to either courier the ballot papers or hand deliver at the Council's Offices.



Mrs PT Nkuna
Returning Officer
Date: 28 – 02 - 2025

BOARD NOTICE 747 OF 2025

**South African Council for Social Service Professions****Social Service Professions Act 110 of 1978****PROFESSIONAL CONDUCT NOTICE OF FINDINGS IN TERMS OF SECTION 22(2)(c) OF THE SOCIAL SERVICE PROFESSIONS ACT 110 OF 1978: DECEMBER 2023 TO NOVEMBER 2024**

Publication in terms of section 22(2)(c) of the Social Service Professions Act 110 of 1978 ("the Act") and in terms regulation 22(10)(b) of the *Regulations regarding the conducting of inquiries into alleged unprofessional conduct* (Government Notice R 917 in Government Gazette Number 25109 of 27 June 2003) ("the Regulations") of the findings and sanctions imposed by the South African Council for Social Service Professions (SACSSP) for unprofessional or improper conduct of a person registered with the SACSSP.

The particulars of the persons, the charges, findings and penalties are herewith published in Schedule A to this Board Notice as contemplated in regulation 22(10)(b) of the *Regulations*, after being found guilty of unprofessional and/or improper conduct by the SACSSP after an inquiry into alleged unprofessional or improper conduct that was instituted in terms of section 21 of the Social Service Professions Act 110 of 1978.

The respondents whose names appear in the Schedule A were duly informed of the findings and penalties as contemplated in regulation 22(10)(a) of the *Regulations*, and the Registrar has updated the register for all professions registered with Council as required in terms of section 22(2)(a) and (b) of the Act, as applicable, with the details in relation to the charges, findings and the penalties imposed.

HITLER SEKHITLA (Mr)

Registrar

South African Council of Social Services Professions

37 Annie Botha Avenue, Riviera, Pretoria 0001, South Africa

Office: +27 12 356 8300 Email: registrar@sacssp.co.za

SCHEDULE A

Publication in terms of section 22(2)(c) of the Social Service Professions Act 110 of 1978 (the Act) and in terms regulation 22(10)(b) of the Regulations regarding the conducting of inquiries into alleged unprofessional conduct (Government Notice R 917 in Government Gazette Number 25109 of 27 June 2003) of the findings and sanctions imposed by the South African Council for Social Service Professions (SACSSP) for unprofessional or improper conduct of a person registered with the SACSSP.

The *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct* are available on the SACSSP's website (www.sacssp.co.za)

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1. **NAME OF PERSON:** Shumani Precious MULAUDZI
REGISTRATION NUMBER: 10-22098
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: Government
DATE OF FINDING: 04 December 2023

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such,*
- (b) rule 4(1): *The divulgence of information, which came to his or her attention in the course of the execution of his or her professional duties, concerning a client, or a deceased person who during his or her life was a client.*

PENALTY:

Charge 1: Fine of R2,500 (two thousand five hundred rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Charge 2: Fine of R2,500 (two thousand five hundred rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

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2. **NAME OF PERSON:** Marcia LOUBSCHER
REGISTRATION NUMBER: 10-39353
PROFESSION: Social worker
PROVINCE: Free State
SECTOR: NPO
DATE OF FINDING: 11 December 2023

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (c) rule 3(8): Refusing without sufficient cause, to render professional services which he or she took on or for which he or she was employed;
- (d) rule 3(10): *Failure to refer a client to a colleague, or another person or body with specialised knowledge in a field, should the matter fall so far outside his field of training or experience that such referral could in the circumstances be reasonably considered necessary;*
- (e) rule 7(1): *The breach of his contract of service, or behaviour that would justify his summary dismissal at common law.*

PENALTY:

Charge 1

Count 1: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Count 2: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Count 3: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Count 4: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

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3. **NAME OF PERSON:** Portia MALI
REGISTRATION NUMBER: 40-58106
PROFESSION: Student Social worker
PROVINCE: Eastern Cape
SECTOR: Student at Nelson Mandela University

DATE OF FINDING: 13 December 2023

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*
- (b) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

A suspension of registration for a period of twelve months in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, but the execution of the suspension is suspended for a period of twelve (12) months in terms of section 22(1A) (a)(ii) of the Act on condition that she is not found guilty on similar offences during the period of suspension, failing which the sanction mentioned herein will automatically take effect.

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4. **NAME OF PERSON:** Dean BRUYNS
REGISTRATION NUMBER: 10-33056
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: Government
DATE OF FINDING: 02 February 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such*
- (c) rule 3(8): *Refusing without sufficient cause, to render professional services which he or she took on or for which he or she was employed;*

PENALTY:

Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

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5. **NAME OF PERSON:** Edna Daneel LAMBRECHTS
REGISTRATION NUMBER: 10-14374
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: Private practice
DATE OF FINDING: 14 March 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (c) rule 3(5): *The offering of direct or indirect compensation or any other form of incentive whatsoever for the referral of clients;*
- (d) rule 3(6): *The receiving of, or agreeing to receive, direct or indirect compensation or any other form of incentive for the purpose referred to in sub-rule (5);*
- (e) rule 3(8): *Refusing without sufficient cause, to render professional services which he or she took on or for which he or she was employed.*

PENALTY:

Charge 1: Fine of R5,000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

Charge 2: A reprimand in terms of section 22(1)(a) of the Social Service Professions Act 110 of 1978.

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6. **NAME OF PERSON:** Anna Maria Petronella DE CLERCQ
REGISTRATION NUMBER: 10-16580
PROFESSION: Social worker
PROVINCE: Mpumalanga
SECTOR: Private practice
DATE OF FINDING: 08 April 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Twenty-four (24) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, wholly suspended for a period of twenty-four (24) months in terms of section 22(1A) a(ii) of the Social Service Professions Act 110 of 1978, on condition that she is not found guilty on similar offences during the period of suspension.

Note: The Respondent lodged an appeal against the penalty imposed by Council. The appeal hearing was set down on 05 and 06 December 2024. The Appeal Committee set aside the penalty of suspension of her registration and replace it with a fine of R5,000 in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

7. **NAME OF PERSON:** Hesma SWART
REGISTRATION NUMBER: 10-16925
PROFESSION: Social worker
PROVINCE: Gauteng
SECTOR: Private practice
DATE OF FINDING: 10 April 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 6(1): *Direct or indirect criticism on the work of a colleague, or a professional person he or she has dealt with in the execution of his or her duties as a social worker, except in so far as it may be required for the proper execution of his or her duties, or in so far as it may be legally required from him or her.*

PENALTY:

Charge 1: Twelve (12) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, wholly suspended for a period of thirty-six (36) months in terms of section 22(1A) a(ii) of the Social Service Professions Act 110 of 1978, on condition that she is not found guilty on similar offences during the period of suspension.

Charge 2: A reprimand in terms of section 22(1)(a) of the Social Service Professions Act 110 of 1978.

The suspension is subject to the following conditions:

- She participates in continuing professional development (CPD) activities
- She attends appropriate courses regarding Children's Act 38 of 2005 and other related legislation at her own cost within thirty-six (36) months from the date of the imposition of the penalty.

Note: The Respondent lodged an appeal against the penalty imposed by Council. The appeal hearing was set down on 14 and 15 October 2024. The Appeal Committee established in terms of section 25 of the Act dismissed the appeal and upheld the sanction imposed by Council. The suspension came into effect on 12 November 2024.

8. **NAME OF PERSON:** Alison Brown
REGISTRATION NUMBER: 10-30539
PROFESSION: Social worker
PROVINCE: Western Cape
SECTOR: Private practice
DATE OF FINDING: 18 April 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct*:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (c) rule 3(4): *Being guilty of or participating in or associating with dishonesty in the execution of his or her professional duties.*

PENALTY:

Cancellation of registration in terms of in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

10. **NAME OF PERSON:** Joseph MABASA
REGISTRATION NUMBER: 90-10404
PROFESSION: Auxiliary child and youth care worker
PROVINCE: Gauteng

SECTOR: Government

DATE OF FINDING: 01 August 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of Rules relating to acts or omissions of child and youth care workers at professional and auxiliary levels which shall constitute unprofessional or improper conduct:

- (a) rule 4(a): *The execution of his or her professional duties in a manner which does not comply with the generally accepted standards of child and youth care work;*
- (b) rule 5(4): *Discrimination against a client on the basis of social origin or economic status, sex, race, religion, sexual orientation, disability, culture, language, nationality or history.*

PENALTY:

Cancellation of registration in terms of in terms of section 22(1)(c) of the Social Service Professions Act 110 of 1978.

11. **NAME OF PERSON:** Zandre DE JAGER

REGISTRATION NUMBER: 10-53829

PROFESSION: Social worker

PROVINCE: Gauteng

SECTOR: NPO

DATE OF FINDING: 20 July 2023

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:

- (a) rule 3(1): *The negligent performance of his or her professional duties;*
- (b) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (c) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such.*

PENALTY:

Charge 1: Twelve (12) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, wholly suspended for a period of twelve (12) months in terms of section 22(1A) a(ii) of the Social Service Professions Act 110 of 1978, on condition that you are not found guilty on similar offences during the period of suspension. The suspension is subject to the following conditions: She attends continuing professional development (CPD) accredited trainings on Children's Act 38 of 2005 and submit proof of attendance during the period of the suspended suspension, failure to attend, registration will be cancelled.

Charge 2: Fine of R5000 (five thousand rand) in terms of section 22(1)(d) of the Social Service Professions Act 110 of 1978.

12. **NAME OF PERSON:** Livhuwani Jenipher MUFAMADI

REGISTRATION NUMBER: 10-25092

PROFESSION: Social worker

PROVINCE: Gauteng

SECTOR: Government

DATE OF FINDING: 17 September 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession*
- (b) rule 6(1): *Direct or indirect criticism on the work of a colleague, or a professional person he or she has dealt with in the execution of his or her duties as a worker, except in so far as it may be required for the proper execution of his or her duties, or in so far as it may be legally required from him or her*
- (c) rule 6(2): *The casting of reflections directly and indirectly upon the probity, professional reputation, skill, competence, knowledge or qualification of a colleague or of such other professional person*

PENALTY:

Twenty-four (24) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, wholly suspended for a period of 24 months in terms of section 22(1A) a(ii) of the Social Service Professions Act 110 of 1978, subject to the condition that she is not found guilty on similar offences during the period of suspension.

13. **NAME OF PERSON:** Sinah Sentereng PHIRI

REGISTRATION NUMBER: 10-19762

PROFESSION: Social worker

PROVINCE: Gauteng

SECTOR: Government

DATE OF FINDING: 13 November 2024

FINDING AND NATURE OF THE UNPROFESSIONAL AND/OR IMPROPER CONDUCT:

Guilty of contravention of the following rule(s) of the of *Rules relating to acts or omissions of a social worker, a social auxiliary worker or a student social worker which shall constitute unprofessional or improper conduct:*

- (a) rule 3(2): *The execution of his or her professional duties in a manner which does not comply with general accepted standards of practicing the profession;*
- (b) rule 3(3): *Behaviour which, with due regard to the prestige, status and dignity of the profession, is detrimental to his or her position as a social worker or to the profession as such;*
- (c) rule 5(1): *The acceptance of the client of a colleague*

PENALTY:

Twenty-four (24) months suspension of registration in terms of section 22(1)(b) of the Social Service Professions Act 110 of 1978, wholly suspended for a period of twenty-four (24) months in terms of section 22(1A)(a)(i) of the Social Service Professions Act 110 of 1978, on condition that she is not found guilty on similar offences during the period of suspension. The suspension is subject the following condition: She attends appropriate courses regarding the adoption process in South Africa and submit proof of registration and completion within a period of twelve months from the date of the imposition of the penalty.

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