

2020 - 2021



# ANNUAL REPORT



## About OTASA

The Occupational Therapy Association of South Africa (OTASA) is a non-profit professional association representing the interests of Occupational Therapists, Occupational Therapy Technicians/Assistants and Occupational Therapy students across South Africa. OTASA supports, promotes and represents the profession of occupational therapy (OT) as a key element of the health service provision in South Africa and positions itself as an integral, evidence-based and relevant force meeting society's health and occupational needs in partnership with key stakeholders and the public. For more information about Occupational Therapy, visit [www.otasa.org.za](http://www.otasa.org.za).

The Occupational Therapy Association of South Africa 2020 ©

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Requests for further authorisation should be directed to The President via email at [president@otasa.org.za](mailto:president@otasa.org.za)

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# 1. PRESIDENTS REPORT

The year 2020 was to be a year of celebration. The occupational therapy association reached a major milestone of serving the occupational therapy profession for seventy-five years. While the size and structure of the organization has changed over this time, the commitment to serving the needs of our members and advocating for the profession as an essential component of service delivery in many varied contexts has not waned, if anything it has gained momentum.

The coffee table book “OTASA: A remarkable Story” edited by Rosemary Crouch, and commissioned by OTASA in 2016, is an extraordinary narrative of national and international events that have shaped our professional organisation over the years. The photographs record the changing fashions in hairstyle and uniform, but the events report the maturing of the profession and the association. But most of all this extraordinary record pays tribute to our OTASA leaders, office bearers and staff who have steered our profession and organisational development through both calm and rough waters to the organisation it is today.

The period 2020 to 2021 can only be described as a period of rough waters for the profession and OTASA and its membership. The global COVID-19 pandemic effected our profession in different ways associated with the three waves of infection. Many of our members have contracted the virus often in the course of their work. While for some the symptoms were mild, for others the illness was severe with periods of hospitalisation both on and off ventilators, confronted by the anxiety of their own mortality. For many the road to recovery has been hard. Many members have lost loved ones, friends and colleagues. In this third and highly infectious wave, we all know somebody who has been exposed and has been ill.

2020 was also a year of extraordinary hardship for our members. The lockdowns and highly restrictive Disaster Management Regulations limited patient access, service delivery and increased costs associated with sanitising and PPE. Job availability was limited, retrenchments and reduced hours were high and financial hardship was experienced by many. While a reduced work load was experienced by many, for some members workload increased substantially due to on-line teaching or being redeployed to the frontline or to fulfil services out of their normal routine. But in all of this our members showed resilience, were creative and innovative in providing services to those that needed them using telehealth and other pioneering means. There was increased sharing of information, support for each other and the sense of community amongst members.

In the early part of 2021, the working conditions seem to have normalised as practices accommodated the reduced restrictions as a matter of course, although for many finances have remained constrained. OTASA’s part in the vaccination programme for private practitioners and their staff enabled most occupational therapists, both members and non-members, to be vaccinated reducing some of the anxiety about being exposed and infected. There has also been a steady increase in case load of patients requiring occupational therapy for post Covid-19 complications or complications due to delayed treatment during the lockdowns. The number of job adverts on the OTASA platforms have increased, but there are still many that have not been able to secure work especially those who finished their community service at the end of 2020. The numbers of occupational therapists leaving the country has risen alarmingly.

OTASA has also experienced a year of rough waters and has needed to adapt to the changing environment and demands. OTASA did not escape the financial restrictions of 2020 and these delayed the appointment of a new COO from March 2020 until June 2021.

The closure of OT office and dissolution of the OTASA-INSTOPP-SAISI partnership marked a particularly rough period in our association's history, a close and co-operative relationship spanning some twenty years. OTASA-SAISI have an new affiliate relationship following a constitutional change in 2020 with an MOU in process that will define and direct our relationship and engagement.

These changes resulted in OTASA now having an independent office which has been reimagined, necessitated not only by the independence of the office but the resignation of Aletta Kietzmann who had been the financial officer for OTASA for 15 years. While she is missed, her shoes have been ably filled by Tianna Ferreira who has extensive financial as well as NPO experience. The OTASA office reimagining process, while redefining roles and responsibilities identified that while the membership and business of OTASA has grown, the human resources had not kept pace. A professional human resource assessment identified some gaps and inefficiency which need consideration and finances. We are committed to having an efficient and effective office to support members needs and the work of the office bearers.

In addition to an independent office, the dissolution of the partnership has enabled OTASA to critically evaluate its governance and refine its role as the national but independent occupational therapy organisation. To review what OTASA stands for, its identity, as well as its role and responsibilities has been refreshing and innovating and marks a looking forward to new directions but cognisant of the anxieties associated with proposed market changes.

Like all rough waters, innovation, creativity, pioneering and courage was required to ensure work continued. Most OTASA activities went on-line keeping our two zoom platforms busy so that it is difficult to find a calendar space. EXCO mainly works remotely. We had an extraordinary on-line Council meeting which was a challenge to organise and while we all missed the personal interaction, was effective in achieving the purpose. Webinars are the new way to provide CPD activities and connecting with international speakers is now common place. The zoom platform has also opened opportunities for better communication with in the Association. Quarterly meetings between the President and Chairpersons of Standing committees and Branches have enabled regular and timely communication. Quarterly meetings between the Treasurer and Standing committee and Branch Treasurers has enabled information sharing around the OTASA finances and monthly reports. National briefing meetings have been held to inform members of developments in key areas which might influence their practice. There is also a national webinar CPD programme. The topics have been varied and an attempt has been made to ensure they cut across professional fields and sectors, in our very diverse profession. Branches can also use the platform for CPD activities and some branches have used this opportunity more effectively than others.

The 2021 first on-line congress, the theme of which was 'Resilience through Adversity,' was an extraordinary event. Besides the fact that the key note addresses and the Vona du Toit memorial lecture were outstanding, the scientific programme was varied, encouraged interaction and engagement, raising many critical professional issues giving food for thought and reflection. The platform enabled members to attend during the Congress period but also for a month following the congress to accommodate therapists having to take time from their busy practices. The congress committee under the guidance of Marion Fourie, the chairperson, must be commended for their team effort in planning this congress in a new format which allowed easy attendance at a reasonable price. We are also indebted to the congress company organised, for their support and management of the event.

Like all organisations we are in the process of becoming POPI Act compliant. This has required a careful interrogation of systems and use of personal information across our dispersed and

varied structures. Two national webinars provided members with critical information and a 3month help line has been established for member support.

This POPI A compliance process made us much more aware of the responsibilities and liabilities of office bearers of the association. This has also come to the fore in critical conversations around the governance of the OTASA relative to the NPO/ NPC legislation and how this relates to our Constitution and Rules and Regulations and the possibilities for resource mobilisation for specific projects such as the student leadership camp.

One of the most exciting developments of 2020-2021 has been the development of the Professional Body for management and leadership in occupational therapy and fields of practice. The purpose of this project is to provide a structured process for CPD activities to enhance professional skill development across a member's professional trajectory. This project approved at last year's Council meeting is advancing well under the direction of the COO and Project Consultant. Our grateful thanks go to all the members who have given enthusiastically of their time and energy to the development of the taxonomies some of which are in the testing phase.

OTASA has worked hard to support the needs of our members during this last year. However, we also acknowledge the concerns of many members as we face the uncertainty of the proposed market changes and the currently unknown influence these may have on service delivery in different sectors. We are committed to positioning the profession so our services are valued and included, but help is needed from the membership to achieve this. We are also aware of the anxieties of many raised by the civil unrest in country and particularly members in KZN and Gauteng who were traumatised by these events.

As my term of office comes to an end as President, I would like to thank the members of the EXCO and office staff for their expertise, friendship and support especially when times were tough. The wisdom, knowledge and commitment of the EXCO members has helped us navigate some difficult times with careful thought, decisive action and courage. To all Members of the Council, I thank you for your service to OTASA.

My term has been an extraordinary learning experience and it has been a privilege to service the profession in this way.

Kind regards



Pat de Witt

President

## 2. FINANCIAL REPORT

The Independent Auditor's Report is attached as an addendum to this Annual Report. The graphs below provide the OTASA income and expense amounts for the reporting year.

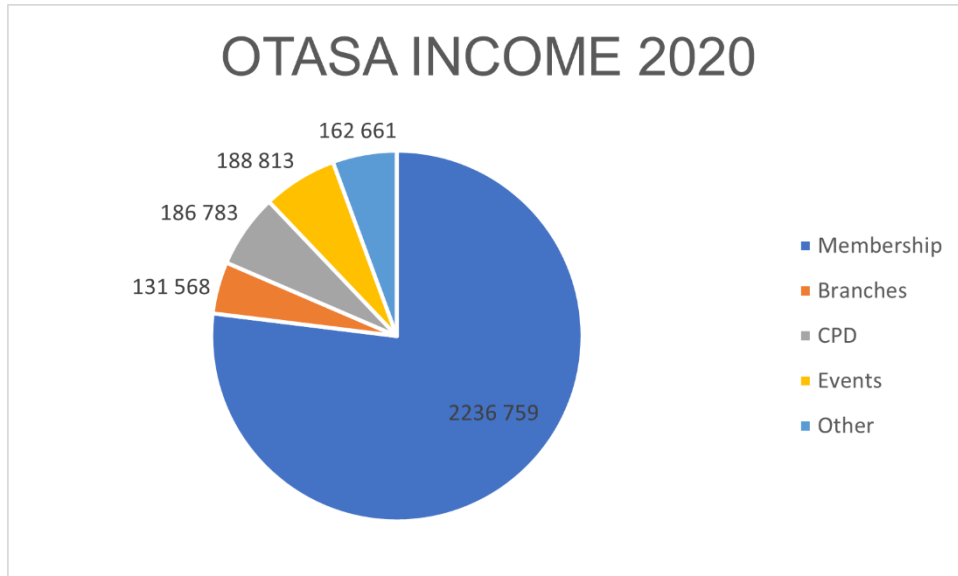


Figure 1: OTASA 2020 income – figures in rand terms

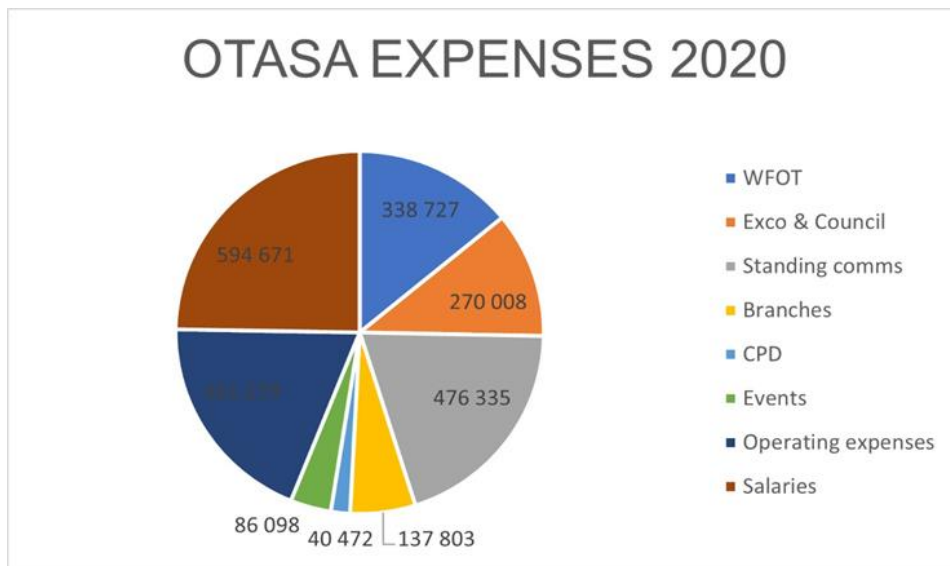


Figure 2: OTASA 2020 expenses- figures in rand terms

### 3.OTASA: WHO WE ARE, WHAT WE STAND FOR AND WHAT WE DO

#### OTASA Vision:

By 2022, we envisage occupational therapy as an integral, evidence-based and relevant force meeting society's occupational needs in partnership with key stakeholders and the public.

#### OTASA Mission Statement:

The Occupational Therapy Association of South Africa (OTASA) is the professional association that advances the dynamic growth of quality occupational therapy with a focus on occupation and a distinct South African identity.

#### OTASA Values:

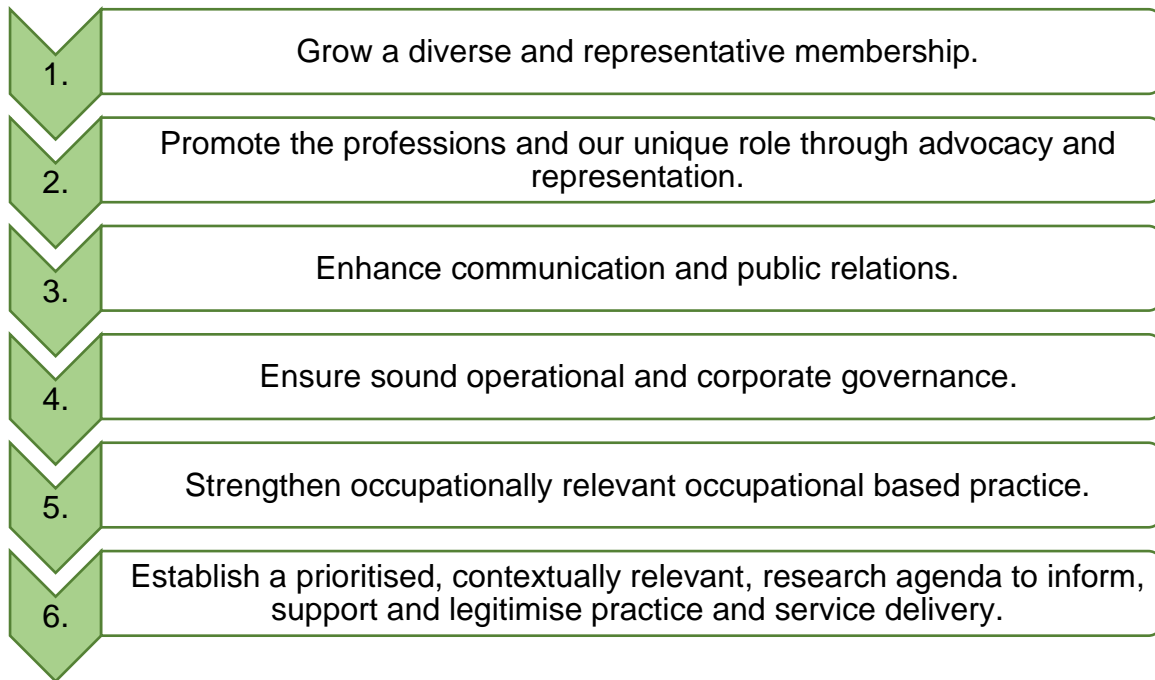
Our values are captured in the following statement: ***"DOING IT"***.

VALUES	WE:
Diversity	are connected in diversity
Occupation-based	rooted in occupation
Inclusive	stand together
Networking	network to recognize where change is needed
Grounded	are grounded in South African identity
Innovative	find new solutions
Transformative	are proactively moving with the times



## OTASA'S Strategic Plan

The Occupational Therapy Association of South Africa's Strategic Plan 2022, developed by the membership through a National Listening and Dialogue campaign, sets out 6 areas of strategic priority for the Association and specifically defines how OTASA serves the membership personally and as a professional community.



These 6 goals have focussed the work of OTASA of the past 12 months. The Portfolios of the President and Vice Presidents and the work of the EXCO has been centred around achieving these Goals. At the 2020 Council meeting all the OTASA structures were tasked with identifying activities which would enable them to contribute to the achievement of the goals. While progress has been made with all of the goals, many are a work in progress. Some have a long history; some are short term but all have significant impact on the profession and OTASA.

This Strategic Plan will run its course in the next year. The 2021 council meeting will have to plot the way forward to negotiate the Strategic plan for the next the next four to five years.

This annual report has been structured around the portfolios of the EXCO members and activities reported will be cross referenced to the Strategic Plan. While the portfolios are defined, they are collaborative in the sense that developments in one portfolio have a knock-on effect on developments in another.

## 4. MEMBERSHIP

To grow membership is the first strategic goal in the OTASA strategic plan.

Membership category	2014	2015	2016	2017	2018	2019	2020	2021
OT	1776	1807	2015	2085	2104	2188	2260	2706
OTT/OTA		1	2	2	3	3	4	2
Students	99	43	323	121	207	1085	1707	587
Affiliated (National – non-OT's)	19	21	18	22	16	13	13	12
Associated (International - OT's and non-OT)	3	5	12	9	19	15	13	15
<b>TOTAL</b>	<b>1897</b>	<b>1877</b>	<b>2370</b>	<b>2239</b>	<b>2349</b>	<b>3304</b>	<b>3997</b>	<b>3322</b>

The 2020-2021 year has noted a growth in the full membership of 446. The lower figure in the student membership is not a change in the membership per se as all registered students are automatically members of OTASA and that number has been calculated to be 1896. However, it is reflective of the fact that students now have to register themselves on the OTASA data base due to the POPI A and the OTASA office can no longer do this for them.

The distribution of membership per branch has not changed substantially over the last year.



### 4.2 Growing as diverse membership

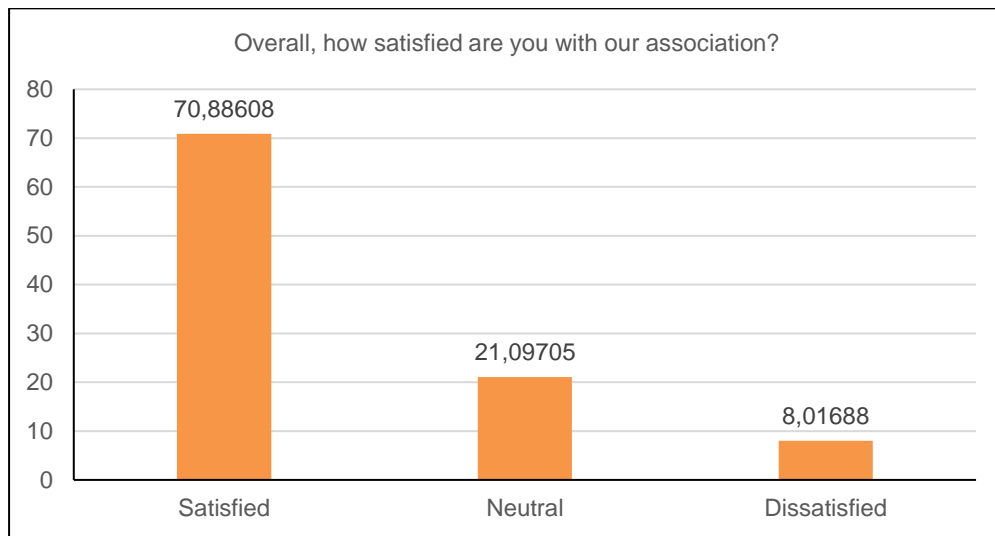
Disappointingly, this has been difficult to monitor in this reporting year. On the OTASA data base more than 60% of members have not completed their demographic profiles.

In fact, much of the information is outdated which is a concern regarding the POPI A regulations.

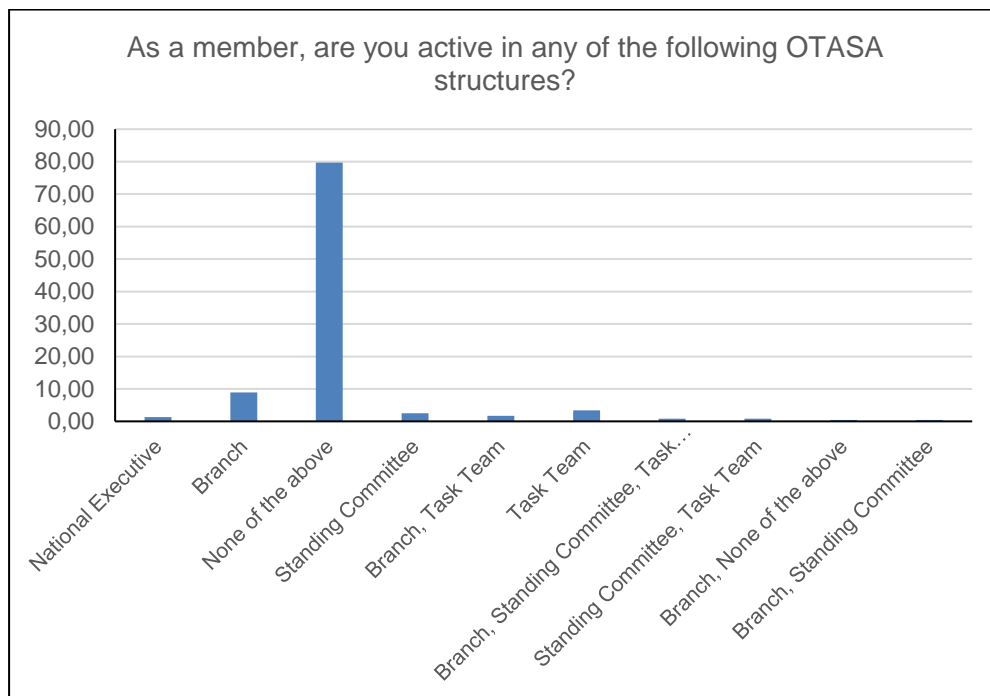
### 4.3 Member satisfaction survey 2021

This is the 3<sup>rd</sup> Membership satisfaction survey.

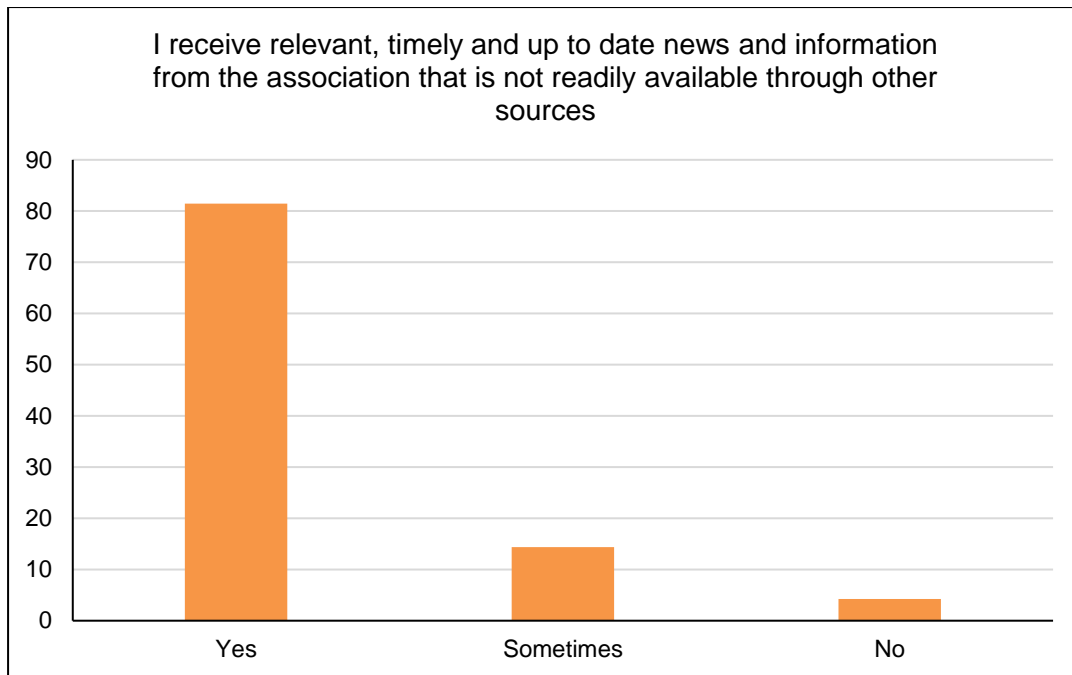
This is Objective 3.7 of Strategic goal 3 To enhance Communications and Public relations. There were 237 respondents which is a return rate of 13.6% which is disappointingly low. Overall 71% percent indicated they were satisfied with the OTASA.



Eighty percent of the respondents reported not being active in any OTASA structure.



Eighty one percent were satisfied with the information received from the association.



While satisfaction levels were generally good on all questions and there were many positive remarks, there were also many complaints. The responsiveness from the OTASA office being the most common. Other common requests were: more free CPD activities, as well as a greater variety of CPD to meet all member's needs, more assistance with POPIA compliance, more assistance with payments from Medical Funders.

Despite the very low OTA/OTT membership, OTASA remains committed to addressing the future of the midlevel workers. The OTT concept, approved by Council 2020, was sent to the identified personnel in the DoH. In spite of repeated attempts, we have not been able to secure a meeting. The re-establishment of the OTT task team will depend on the outcome of the discussions at this meeting.(Strategic objective 2.4)

## 5. PRESIDENTIAL PORTFOLIO

While the Present has an oversight responsibility of all activities within OTASA she also has a specific responsibility for the constitutionality of the work of OTASA, Strategy implementation and review and both national and international networking.

The OTASA Constitution has been reviewed in terms of the POPI Act. As decided at Council 2020 the standing orders have been modernised in to Rules and Regulations and these together with proposed changes to accommodate developments/changes within the structures will be presented to council 2021.(strategic objective 4.2)

The operationalizing of the Strategic Plan is the responsibility of the President in discussion with the EXCO.

### International networking (strategic objective 3.1):

- WHO:
  - Submitted nominations for SA experts for three WHO working teams [Debbie Fewster was appointed].
  - Have tried again to make contact with the WHO regional office.
  - Was invited to the launch of the WHO Competency Framework 2021
- WFOT: President participated in:

- The virtual council meeting in which the new WFOT office bearers were appointed.
- Approval process of four new position papers.
- Updated the South African information for the WFOT Human resource project.

#### **National Networking:**

- Department of Health: no stakeholder meetings
- Community service Stakeholder meetings: have met virtually four times since the last Council meeting
- Mental Health Alliance : have not met in the last year.
- Presidential Health Compact: have met five times. Work on Pillars 3 and 5 are continuing
- National Rehabilitation and OT Forum: no formal meeting but there is continuous collaboration between OTASA and National OT forum.
- HPCSA (Strategic Objective 2.5. and 2.6):
  - Continuous communication with the Board, HPCSA and the Minister of Health's Office around the signing of the OT Scope of Practice.
  - Introductory discussion with the Chairperson of the OCP board
  - Presentation to the Education committee of the OCP board on the OTASA Professional Body for Management and Leadership in Occupational Therapy and Fields of practice.
  - Stakeholder meeting of the CPD office of the Professional Practice Division of the HPCSA. D Russel attended.

#### **Position papers** (Strategic objective 2.1)

The following position papers have been submitted for review:

- Role of OT with Substance abuse
- Wellness of the OT workforce

The following are in progress:

- Transformation
- Role of the OT with neonates (NICUs)
- Position statement on Occupational Therapy Education
- Occupational therapy and Gender based violence

## **6. PORTFOLIO OF THE TREASURER**

The Treasurer, Riette Smit, has had the difficult task of ensuring the financial sustainability of OTASA (Strategic objectives 4.1, 4.3, 4.4). In response to membership satisfaction survey 2020 alternative payment options for members were introduced in 2021 to ease the financial burden on members who were struggling financially during this time.

Maintaining the financial viability of the organisation in this uncertain time with many demands, competing views on costs versus payments from a single stream income [based on membership fees] has been a tough call. Hard decisions have to be made some which have been unpopular. Regular meetings with treasurers of branches and standing committees have been introduced to give better oversight of the finances and to discuss financial matters and their monthly reports.

Closing of the OT office has been especially demanding with many seemingly simple financial processes having been very difficult because of the COVID 19 regulations. The change in the financial officer, complex as this has been, has allowed a critical review of the financial management processes and has been an additional challenge during this past year. It is

anticipated that in the next year the financial systems will be more streamlined and efficient. Ensuring a clean audit from the auditors is also a priority.

The Treasurer has also been responsible for exploring alternate revenue streams for better financial stability. Corporate membership as an additional membership options has been investigated and will be discussed at the Council meeting. Resource mobilisation in the form of funding for specific projects, such as for the professional leadership initiative, has also been investigated. We have consulted experts to guide our understanding of the corporate governance needed in the association to target such funding and the implications of our NPO versus NPC status on this.

The Treasurer is also the office buddy so the human resource administration has also fallen on her shoulders. It is clear from the many concerns about the efficiency of OTASA office that this structure is seriously under resourced. A human resource assessment is being completed to review the staffing structure as well as consolidate the many people that did sessional work for the Association. Under the guidance of our labour lawyer all appointments have been reviewed and contracts and Service Level Agreements updated.

The job description of the treasurer needs review as this is a very heavy work-load for a voluntary appointment.

## 7. STRATEGIC DEVELOPMENT AND POLICY PORTFOLIO

The strength of any profession within a country lies in its recognition and acceptance by the government of the day, those who fund services as well as the recognition of those who receive services.

The occupational therapy profession in spite of its value and contribution is not well understood by policy makers and funders and frequently confused with other services providers. So, advocacy to position the profession in the national arena is critical as recognition by stakeholders impacts directly on service delivery and occupational justice described in all objectives of Strategic Goal 2. This portfolio headed by Elvin Williams.

This portfolio has four Important aspects:

- **Advocacy to position occupational therapy at the policy/ government level**  
The following have been done in this past year:
  - ✚ Commentary on the Compensation for Occupational Injuries and Diseases Amendment Bill 2020. Also, a verbal presentation to the Employment and Labour Parliamentary portfolio committee on this same Bill.
  - ✚ Two presentations to the Health Parliamentary Portfolio committee on the NHI Bill. The first was together with the Interprofessional Rehabilitation Indaba which had a rehabilitation focus and the second was our commentary on the Bill.
  - ✚ Submitted commentary on the Certificate of Need Regulations.
  - ✚ Submitted Occupational Therapy equipment lists to the Office of Standards compliance (OHSC).
  - ✚ Submitted commentary the OHSC District & Regional Hospital Draft Tool.
  - ✚ Submitted to commentary to SASSA on the Disability Grant Assessment process and tool.
  - ✚ Submitted information to SARS on the updating of Qualifying Physical Impairment or Disability Expenditure List

- ✚ Submitted OT evidence for the PHC and District Hospital Standard Treatment Guidelines together with our rehabilitation partners of the Interprofessional Rehabilitation Indaba.
- **NHI readiness initiative**
  - ✚ International Consultation with OT associations with UK, Australia and Canada to learn from their experience of an introduction of a national health service.
  - ✚ Consultation around the NHI costing process and the steps need to deal with this.
  - ✚ Consultation around the possible implication of the NHI for UHC and occupational therapy service delivery.
- **Corporate governance related to OTASA**
  - ✚ Governance of OTASA an independent organisation: NPO/ NPC registration, possible resource mobilisation and financial oversight implications, liability of EXCO members.
  - ✚ MOU with SAISI as a new affiliation.
- **OTASA Strategic plan:** The term of the current Strategic Plan will run its course at the end of 2022. A process for review and determining a new strategic plan needs to be decided on.
- **Development of the Professional Body for Management and Leadership in Occupational Therapy and Fields of Practice (Strategic objective 5.1)**

The project commenced in September 2020 with scoping, which included the narrow and broad consultative process and national buy-in. The concept and position papers were developed and approved. The development work on the following taxonomies commenced in February 2021: mental health, geriatrics, driving and community mobility, hands and upper limb, pain management, physical and neuro, practice management, sensory integration and vocational rehabilitation. A national CPD Providers Meeting held in June 2021 opened discussions about leveraged CPD training for OTs. At the time of this Report, 4 fields of practice are undertaking a test run for the uploading of documents as draft applications for recognition by the Professional Body.

## 8. PRACTICE DEVELOPMENT PORTFOLIO

This Portfolio being developed by Aluwani Manenzhe is directed to Strategic Goal 5: Strengthen contextually relevant occupational-based practice.

- Strategic Goal 6: Establish a priority contextually relevant research agenda

The purpose of this portfolio is to develop evidence- and occupation- based best practice guidelines representative of all practice contexts well as promote ethical practice.

This portfolio is essential to the NHI Readiness Initiative as inclusion in the packages of care (what OT services can be delivered) and cost (what OT service will be paid for) is going to be linked to the development of ICD-10 clinical guidelines which are evidence informed. This is critical to both the private and public sector. It is also an enormous task and we are going to call on the clinical and research expertise in the membership to assist with this. as failure to do this will mean that our services will be excluded from the NHI offerings.

This same information is required to advocate for efficacy of OT by Medical funders, particularly the cost benefits of OT in reducing health care costs.

There are some guidelines and we have a PAIA application so sectors can share what we have. We have a framework to try to guide thinking and we need to develop expertise in all OTs to search for the evidence.

Three standing committees fall within this portfolio and are tasked to actively contribute to the strategic objectives;

- **Research Standing Committee:** They have been working on two main issues. Developing an up-to-date South African OT data base so that we know what research is available and setting a contextually relevant research agenda to support the research needed to support practice (Strategic Goal 6).
- **Occupational Science Standing committee:** members of this committee are the experts in understanding the occupation base of the profession that separates us as unique form other professions. This expertise w is essential is explaining the work we do beyond the medical model and so what we do cannot be confused with others (Strategic Goal 5).
- **Ethical committee:** Impact of COVID-19: provide guidance to members and the public on ethical queries and which need to be directed to the regulator (Strategic objective 2.7). Less ethical queries were submitted to the committee this year in comparison to previous years. The focus of the queries was mainly related to misconduct at schools and client negligence by occupational therapists.

The current OTASA Code of Ethics does not address any code of conduct or guidelines for therapists during a pandemic. This aspect should be addressed when revising the Code of Ethics.

## 9. MARKETING AND ADVOCACY PORTFOLIO

This is a growing portfolio with two main purposes to promote the profession and to market OTASA and OTASA events. This portfolio considers the following Strategic Goals and objectives in determining its work: Goal 1 objective 1.1 and 1.2, Goal 2 objective 2.7, Goal 3 objectives 3.3, 3.4,3.5, 3.6 and 3.7. This portfolio is ably managed by Lesego Mashishi.



A new standing committee has been established to manage the work of this portfolio.

The independence of the OTASA required a rebranding process with branding that reflected both the occupation-base and South African context.

The Marketing of the OTASA congress with a very intense campaign using all OTASA platforms has been a priority in this first part of 2021. Attention will now be shifted to the planning of OT week and International OT Day both with the theme: Belong, Be you.

Marketing campaign associated with the National Health Calendar continues monthly and is supported by negotiate slots on radio programmes to promote the role of OT on different radio stations.

Social media presence is monitored.

Channel	June 2020	Sept 2020	Dec 2020	March 20201	July 2021	Growth
	5567	5970	6224	6457	6724	267
	1306	1534	1614	1661	1781	120



The upgrading and improving of the OTASA webpage and its utility will take priority in this coming year (strategic objective 3.4)

The OTASA social media policy has been revised in light of the POPI A. OTASA has been monitoring the legal issues the WhatsApp platform which is widely used by the association for rapid communication. While we have explored alternate platforms, we have been advised to await the outcome of deliberations between the Information regulator and WhatsApp before making a final decision.

The committee is working on a communication policy which will be presented at the Council meeting.

A workshop on advocacy was presented at the OTASA 2021 congress to raise awareness of the advocacy process and tools as per Strategic objective 2.7. The An advocacy repository on the OTASA web page is being investigated.

**The Publication Standing committee** falls within this portfolio as both the SAJOT and FOCUS were considered key marketing tools (Strategic objective 2.2, 3.3. The SAJOT with the assistance of the Editorial Board is improving its impact factor to 0.2326 in 202 from 0.1591 in 2019.

## 10. PUBLIC SECTOR PORTFOLIO

This is a new portfolio being developed by Millicent Boaduo.

This portfolio aims to address (Strategic Goal 1 objective 1.1; Goal 2 objective 2.2; Goal 3 objectives 3.1 and 3.5; Strategic Goal 4, objective 4.1; Strategic Goal 5, objective 5.1 and Strategic Goal 6 objective 6.1).

The purpose of this portfolio acknowledges the advocacy needs, challenges and professional development requirements of occupational therapists working in a range of public sector departments in different settings and contexts. The portfolio aims to explore these needs and to tailor OTASA offerings that encourage membership, encourage engagement in OTASA activities, enhance relevant evidence informed occupation-based practice, enable the provision of accessible CPD activities and the dissemination of profession specific information for occupational therapists in this sector and participation in research to support quality, cost effective practice.

In addition, this portfolio will examine how market changes and developments in one area influence work in other areas. A particular focus in this portfolio is to investigate how inter-sectorial collaboration may be facilitated for the enhancement of service delivery. Some government departments also fund and provide occupational therapy services across the private and public sectors and an exploration of this is critical to ensure equity and access to quality services.

To this end a high-level management meeting with key stakeholders in the various departments was held to inform them of development in OTASA. A meeting to determine possible areas of collaboration will be explored towards the end of the year.

## 11 PRIVATE PRACTICE PORTFOLIO

This is also a new portfolio being developed by Jaclyn Craig this portfolio speaks to the following aspects of the Strategic Plan: Strategic Goal 1 objective 1.1; Goal 2 objective

2.3; Goal 3 objectives 3.1 and 3.5; Strategic Goal 4, objective 4.1; Strategic Goal 5, objective 5.1 and Strategic Goal 6 objective 6.1)

The purpose of this portfolio is specifically to provide for the needs of private practitioners.

Jaclyn's first undertaking in this portfolio was managing the vaccination programme for Private Practitioners and their staff.

A new Standing Committee has been appointed to develop identify and serve the needs of private practitioners that work in the different fields of practice. A number of practice guidelines are being completed or are being developed:

- Guideline on employment of Locums has been completed and is available.
- Guideline for medico legal work is nearing completion.
- Commentary on HPCSA rule on the group practices is available.
- Guideline for forensic audits is being developed.
- Guidelines for screening of children at schools are nearing completion.
- Guidelines for private practitioners working in mainstream schools are being updated.

A series of Webinars for private practitioners has been completed. These webinars included information on human resources and legal aspects when running a private practice, financial aspects to consider when running a private practice as well as forensic audits and coding. A webinar to prepare for POPIA compliance was also presented.

A help line for POPIA issues has been established and will be available until the end of September.

**The Coding and Procedures Standing committee** and its three task teams fall within this portfolio.

The President, Vice president and Chairperson of this Standing Committee have met with Discovery, GEMS, Metropolitan and Medscheme about various funding, coding and claiming issues. The important role that occupational therapist play in certain medical conditions was emphasised. Many issues relating to forensic audits have been discussed with the funders.

A national feedback meeting is planned in mid-August.

Training on the coding guidelines and interpretation of the code descriptors for the newly formed private practice standing committee members has been planned.

#### **a) COID task team**

This very competent task team is continually in communication with the Compensation Fund and other funds that use the CF gazette about codes and processes that affect members. The outcomes of all meeting have been reported in either a national briefing webinar or in a circular from the President desk.

#### **b).OTT task team**

An increasing number of OT private practices are employing OTA/OTTs. This task team has been working on guidelines and possible codes that can be used to claim from the medical funders. We have completed a guideline for the employment of

OTA/OTTs and a set of generic tasks. We are waiting for some information on modifiers for codes that may have been set by other professions that have mid-level workers.

The national webinar programme is also being co-ordinated within this portfolio ,which aims to host one to two webinars for members per month. A webinar on group treatment for children is being planned for September 2021.

## 12 LEADERSHIP AND WORKFORCE DEVELOPMENT PORTFOLIO

This portfolio has been just recently be taken over by Thuli Mthembu.

The purpose of this portfolio is to develop an educational, skills development and leadership pipeline for of the profession from the undergraduate through all levels of the profession considering all sectors and fields.

This portfolio speaks to strategic plan strategic Goal 1 objective 1.1, Goal 2 objective 2.1, 2.7 Goal 4 objective 4.1.

Three standing committees fall into this portfolio:

- a).**Education Standing Committee** consisting of representative of the eight Institutions of Higher Learning with occupational therapy programmes and clinical representative
- b).**The CDP committee** is an accreditor of CPD activities for both OTASA and others according to the HPCSA regulations.

CPD committee co-ordinates the free CPD activities associate with the SAJOT and the OTASA journal clubs tother with the staff in the OTASA office.

CPD activities are offered to members both nationally and by branches either face-to-face or on an electronic platform.

### c).OTASA S

#### ***Elections of the 2nd OTASA-S Executive Committee***

The national voting for this OTASA S was concluded earlier in the year as per their Rules and Regulations. Ashleigh Richardson was re-appointed Chairperson for this year and all other portfolios were filled.

#### ***Student Leadership Camp (SLC) 2021***

The 2020 leadership camp was to have been held together with the 2020 congress which had to be postponed due to the Covid-19 restrictions. Under the leadership of Lebogang Maseko an on-line process covering the many aspects of authentic leadership where planned. While this was not absolutely ideal as leadership is also about teamwork and cooperative governance it is safe. This on-line programme also enabled participation without the added costs of travel and accommodation which OTASA was having difficulty in funding in a sustainable way.

## **Student Mentorship Programme**

The student mentorship programme introduced in 2020 to support students is envisaged to be a permanent fixture in the context student leadership programme. We called for mentors again early in the year and the names of those who responded have been sent to the OTASA S Exco to finalise the programme for this year. Thank you to all the OTs who have given of their time to mentor the students in a time that has been particularly trying anxiety provoking for all our students.

## **Student Attendance at the 2021 OTASA Congress**

All our branches generously made funds available to sponsor students' attendance at the congress. The Congress committee also raised funds to cover the data for their attendance. Twenty-five students attended but a disappoint number attended the session for the final year students about preparing for community service.

## **13. OTASA AWARDS**

### **13.1 25<sup>th</sup> Vona du Toit Memorial Lecture 2020/2021**

This is the most prestigious of OTASA awards. This memorial lecture is awarded to an OTASA member who has made an outstanding and lasting contribution to the profession through: excellence in clinical practice, education and/or research; innovative leadership, mentorship and role modelling, advocacy for the profession and disabled people and demonstrates continued dedication and commitment to the profession and its values.

Prof. Lana van Niekerk was awarded the 2020 Vana du Toit lecture. This lecture entitled was presented on 15<sup>th</sup> July 2021.

### **13.2 2021- OT week prizes**

These prizes will be awarded at the National AGM.

- Edward Luruli Award for Advocacy:
- OTASA Student Award for Excellence in Advocacy:
- Certificate of Excellence in Innovative practice:
- Certificate of Excellence in Inter-Professional Collaboration:
- Certificate of Excellence in Social Media Presence:

### **13.3 2021 Marie du Toit research prize**

This prize was awarded in the closing ceremony of the 2021 Congress to:

- M. de Bastos
- C.Pindela
- S.Sutherland
- S Melis
- T Shosha
- B. Wort

All students of UCT for a research project entitled: *“A Rapid Review of the Roles of Community Rehabilitation Workers in Community Based Mental Health Services in Low and Middle Income Counties”*

The supervisor was :Zarina Syed

### 13.4 2020 2021 Ruth Watson Research Grant

This research prize in memory of Ruth Watson, is to promote research by occupational therapy clinicians.

13.5 2022 Albie Sachs Award: calling for nomination.

13.6 2020 Fatima Hendricks Leadership Award: Khanya Frans.

13.7 Honorary Certificate of Merit: Prof Marj Concha

### 13.8 OTASA Student research prizes

OTASA provides funds for the top research project at each university. These are the 2020 top projects:

UNIVERSITY	TITLE	STUDENTS	SUPERVISOR
UWC	Middle adults' perceptions and experiences of the influence that the COVID-19 Pandemic has on their social participation and mental health	Tiffany Raine Du Plessis	Lisa Wegner
	What are the influences of caring for pets and animal companionship during the lockdown of the COVID-19 pandemic on university students?	Cara van Aswegen	
	Health Care Professionals perceptions and experiences of Covid-19 epidemic on their personal mental health.	Sarah Stott	
UCT	Rapid review: the Role of Community Rehabilitation Workers in Community-Based Mental Health Services in low and	Tashia Shosha Skye Sutherland Monique De Bastos Samantha Melis Chuma Pindela Brittany Wort	Zarina Syed

	middle income countries.		
US	Perspectives of ECD practitioners on the value of play.	Buys, Clari Erasmus, Claudia Rice, Cayleigh Williams, Aashiqah Smit, Alicia	Lana van Niekerk
WITS	Psychosocial, biomechanical and neuromuscular interventions for people living with HIV that can be used by occupational therapists: A scoping review	Amy Button Alice Mapuwe Carla Joubert Gabriella Rowan Jafar Ally	Rulaine Smith
UF	Resilience and occupational participation of grade 4 learners attending public mainstream quintile 5 schools in Bloemfontein.	Telana Hugo Zanrie Oosthuizen Astrid Taylor Danielle van der Nest Zanelle van Zyl Anja Vermeulen	Rialda Hattingh
UP	Adapting the Jacobs's Prevocational skills assessment tool for use within a protected employment centre in Pretoria, South Africa	Nadine Smith Gabriella Lekula Nomthandazo Khumalo Thapelo Dlamini Nande Jokazi	Veronica Ramodike
SMU	The effect of the record keeping audit tool in the occupational therapy department at Dr. George Mukhari Academic Hospital	Zanéle Ellis Lané Hurter Corné du Plessis Juné Willemse	Hanalie Pitout
UKZN	Gender Based Violence and Occupations in Institutions of Higher Learning: An Integrative Review	Jenna Saxby Nhlanhla Shongwe Danielle Duggan Nomvelo Khanyile Lungelo Mkhabela Nomzama Ndlovu Sanele Nzuza	Thanalutchmy Lingah

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## 14. OTASA OFFICE BEARERS

	2020	2021
<b>National Executive</b>		
President	Pat de Witt	Pat de Witt
COO	vacant	Anisha Ramlaul
Treasurer	Riette Smit	Riette Smit
Vice President: Strategic Development and Policy	New position	Elvin Williams
Vice President: Practice Development	Elvin Williams	Aluwani Manenzhe
Vice President: Private sector	New position	Jaclyn Craig
Vice President : Public sector	New position	Millicent Boaduo
Vice president: Marketing, Advocacy and PR	Lesego Mashishi	Lesego Mashishi
Vice President: leadership and Workforce development	Lebogang Maseko	Thuli Mthembu
Affiliation: Representatives on EXCO INSTOPP	Haneke Jonas	Withdrew from OTASA partnership
SAISI National OT Forum	Gina Rencken Aluwani Manenzhe	
<b>Standing Committee Chairpersons</b>		
Ethical	Jo- Celene de Jongh	Jo- Celene de Jongh
CPD	Dorothy Russel	Dorothy Russel
Publication: SAJOT Focus	Helen Buchanan Blanche Pretorius Sylvia Birkhead	Helen Buchan Blanche Pretorius Sylvia Birkhead
Coding and procedures: COID RAF	Haley Noval Sancha Elliot Righele Kagiso Motsetso	Hayley Noval Sancha Elliot Righele Committee has been disbanded
Marketing		Being established
Private Practice		Being established
Occupational Science	Lizahn Cloete	Lizahn Cloete
Research	Shaheed Soeker	Shaheed Soeker
Education	Amshuda Sondag	Azette Swanepoel
OTASA-S	Ashleigh Richardson	Ashleigh Richardson
<b>Congress Committee Chairperson</b>		
	Lee Ann Arendse	Marion Fourie
<b>Branch Chairpersons</b>		
E Cape	Marlize Watermeyer	Marlize Watermeyer
S Cape	Lee Ann Arendse	Elmarie du Toit
W Cape	Rogini Pillay	Hanske Fieringa (acting)
KZN	Gina Rencken	Nonjabulo Ndaba
Limpopo	Jean Trusler	Jean Trusler
Mpumalanga	Corlien Mc Donald	Corlien Mc Donald
S Gauteng	Reesa Essop Bhavna Bahgoo	Reesa Essop Bhavna Bahgoo
N Gauteng	Ina Grobler	Ina Grobler
North West	Anneri Myburgh	Anneri Myburgh
Free State /N Cape	Ronel Weyers	Ronel Weyers



Other		
OTASA Historian	Vacant	Vacant
WFOT Delegate	Pat de Witt	Pat de Witt
WFOT Alternate Delegate	Helen Buchan	Helen Buchan
OTARG Delegate	Lebogang Maseko	Thuli Mthembu
OT Office Staff		
Financial Coordinator	Tiana Ferreira	
OTASA Office Coordinator	El-Ierisa Mahomed	
Webinar Coordinator	Leathicia Venter	
Cleaner	Reginah Maremeni	

The terms of office of both the President and Treasurer will come to an end in 2021. Nominations have been called for and voting will take place at the 2021 Council meeting

## 15. ACKNOWLEDGEMENTS

OTASA would like to acknowledge our two lawyers, consultant, accountant and auditors as well as all our service providers for their continued support in the work that the OTASA performs.

## 16. Independent Auditor Report

2de Vloer  
Kings Highway 476  
Lynnwood, Pretoria 0081  
Posbus 74960 Lynnwoodrif 0040  
Telefoon (012) 361 1172/3, 348 8184  
Faks (012) 348 9162  
E-Pos: admin1@fouriebotha.co.za

2nd Floor  
476 Kings Highway  
Lynnwood, Pretoria 0081  
PO Box 74960 Lynnwood Ridge 0040  
Telephone (012) 361 1172/3, 348 8184  
Fax (012) 348 9162  
E-Mail: admin1@fouriebotha.co.za



Geregistreeerde Ouditeure  
Registered Auditors  
Geoktrooieerde Rekenmeesters(SA)  
Chartered Accountants (SA)

### Independent Auditor's Report

To the members of the Occupational Therapy Association of South Africa

### Opinion

We have audited the financial statements of the Occupational Therapy Association of South Africa set out on page 3 to 7, which comprise the statement of financial position as at 31 December 2020, the statement of comprehensive Income 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 Occupational Therapy Association of South Africa as at 31 December 2020, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing. 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 entity in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of the association's council for the financial statements

The association's council are responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and for such internal controls the association's council 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 association's council are responsible for assessing the entity'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 association's council either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the annual financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or errors, 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 International Standards on Auditing will always detect a material misstatement when it exists. Misstatement 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.

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Praktyk Nr / Practice No  
930229



Vennote / Partners  
WM Fourie, MA Eastman

As part of an audit in accordance with International Standards on Auditing, 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 entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the association's council.
- Conclude on the appropriateness of the association's council' 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 entity'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 entity 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 communicated with the association's council 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.

**FOURIE + BOTHA**



MA Eastman (CA) SA  
Partner  
Chartered Accountants (S.A)  
Registered Auditors

31 July 2021



Occupational Therapy Association of South Africa

 012 362 5457

 [otoffice@otoffice.co.za](mailto:otoffice@otoffice.co.za)

 [www.otasa.org.za](http://www.otasa.org.za)

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