

# OTASA

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# ANNUAL

# REPORT

## 2024- 2025

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## 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 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)



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## VISION

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

## MISSION

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

	<b>WE</b>
Diversity	connected in diversity
Occupation-based	rooted in occupation
Inclusive	stand together
Networking	network to recognise where change is needed
Grounded	in a South African identity
Innovative	find new solutions
Transformative	are proactively moving with the times

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## 1. PRESIDENT REPORT 2024 -2025

A critical analysis of the Association on the advent its 80<sup>th</sup> anniversary August 2025 looked at celebrating the past and embracing the future of occupational therapy in South Africa. Despite  
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the challenges we faced, our resilience and collaboration have led to significant advancements in our initiatives. The hard work and dedication of each council member, as well as the invaluable contributions of all staff and volunteers is highly notable.

**SITUATIONAL ANALYSIS: -**

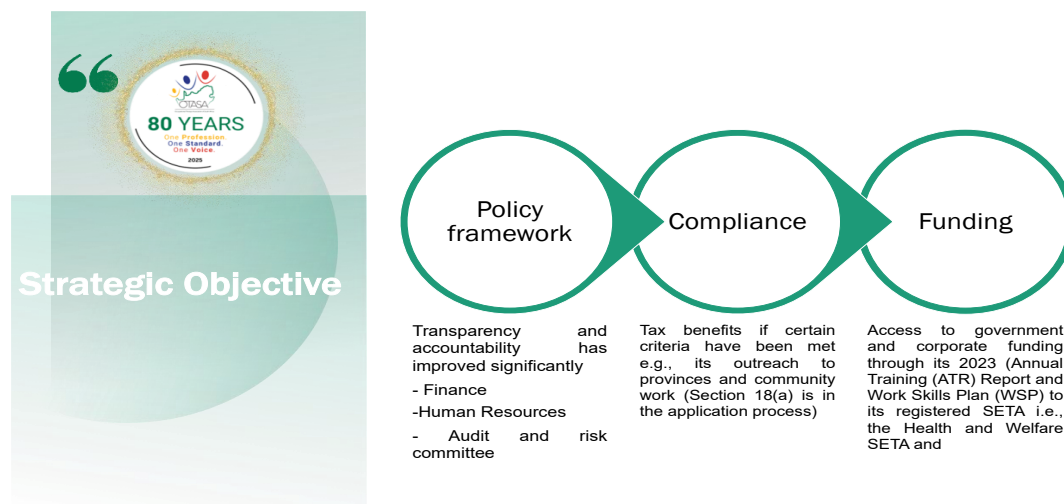
**- External and Internal Factors**



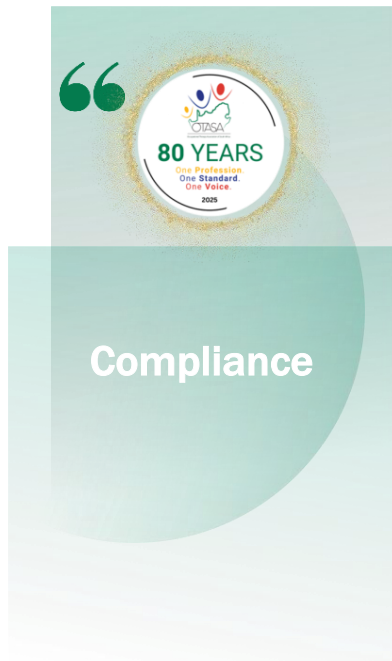
Within a climate of:-

- Fast paced policy reforms in health, wellness, education and corporate spaces
- South Africa's foreign policy on economic and human rights
- Local policy on energy, resource allocation, introduction of audits,
- Monetary policy, inflation and its impact on the cost of OT service
- OTASA culture as experienced by its members

**- Policy framework, compliance and funding**



- **Governance**



**GOVERNANCE**

1	Certificate of Registration of Non-Profit Organization in terms of NPO Act (1997)	29 <sup>th</sup> Dec 1999
2	OTASA approved human resources organogram	February 2022
3	DSD updated five (5) Office Bearers	7 <sup>th</sup> June 2022
4	Registration Certificate Information Regulator of South Africa POPI A (Act 4, 2013)	25 <sup>th</sup> July 2022
5	SARS tax compliance status verification	Compliant
6	Dept of Social Development reporting	23 <sup>rd</sup> Sept 2024
7	Skills Development Levy	Compliant
8	COID Act 130, 1993	Compliant
9	B-BBEE exempt micro-enterprise Level 4	Compliant
10	Re- registration of primary skill development facilitators with the HWSETA	Compliant
11	Central supplier database	Terminated Dec 2024

In 2024, OTASA deregistered **from the government's central database**

**Conflict of interest:** in response to the Auditor General's regulatory provision that government employees cannot do business with the state. Council has an increase in the number of office bearers whom the government employs.

**Impact:** This is a disadvantage in an era where CPD are crucial. Opportunities like CPD events and congresses will need a conduit to access government employees

**OTASA STRATEGIC FOCUS AREAS**

- Growth in membership



By 2027,	Progress	Analysis and Proposed intervention
75% of graduating classes from OT programs will graduate as members of OTASA.	<b>OT students:</b> • 17% in 2024, • 22% in 2025 Translated into 82% of graduating class as members of OTASA	OTASA has benefits that respond to the professional needs of its members; however, it is concerning that OTASA Members • do not experience them as valuable • show continuous dissatisfaction  OTASA need a strong communication strategy to articulate the value proposition of its membership benefits
15% of OTT/OTAs will be members of OTASA	A focussed OTT group was formed in 2024. OTT: • 30% (6) in 2024, • 316% (19) in 2025	
OT membership will increase by 15% per year, over the next 5 years	<b>OT category:</b> - -6% in 2024. - 3% growth in 2025  <b>Corporate members</b> - 4 in 2024 - 3 in 2025	

Of note has been an increase in student membership and the OTT membership at OTASA.

- **Provincial membership comparison in 2024 and 2025**



	2025	2024	
Eastern Cape	114	108	6%
Free State	200	148	35%
KwaZulu-Natal	463	396	16%
Limpopo	55	50	10%
Mpumalanga	79	69	14%
North West	68	63	7%
Northern Cape	44	47	-7%
Northern Gauteng	616	595	4%
Southern Cape	44	42	5%
Southern Gauteng	625	589	6%
Western Cape	795	669	18%
Other	24	24	0%


There was an increase overall in all provincial branches of OTASA except from a slight decline in the Northern Cape. This positive trend was highly valuable to the overall work of the Association in the reporting period.



Strategic objectives	Progress	Analysis and Proposed intervention
By 2027, all 9 OTASA branches, all universities/training centres would have hosted an NL&D workshop.	National briefing on topical legislative and health reform matters allowed for wider consultation on OTASA  Poor response rate to surveys. Branch meetings and national briefing remain a challenge	Increase the number of in-person engagements.  Create a value base in being responsive market changes
By 2027, all 9 OTASA branches, all universities/training centres would have hosted an NL&D workshop.	A national dialogue on student training was facilitated involving all 9 provinces, universities and other relevant structures	Create more platforms for engagement. Main priority academic staff, communities of practice  Prioritise universal health dialogue in the two years

OTASA recognized the need for more in-person engagements with increasing priority placed on academic staff.


**- Practice Development**



Practice development

Strategic objectives	Progress	Analysis and Proposed intervention
By 2027, the Association will have ratified 15 key position statements, which clearly articulate the Association's role in advocating for occupational justice for the population served with relevance to context and applicable spaces.	Position papers in the previous Council meeting were not ratified	Papers did not meet the set criteria.  Proposal: In 2026 position papers must be ready for council by May for due diligence before Council sits in August
By 2027, OTASA will have developed packages of care documenting minimum standards of care and costing of occupational therapy services.	Minimum standards of care have been developed, and the consultation process has been concluded.  Private practice standards of care were developed.	Documents ready for consultation and peer review

The need for greater job security by OTT/OTAs is noted that work towards the resumption of training investigations of the type of qualification, entry requirements to allow laddering if possible.



Practice development

Strategic objectives	Progress	Analysis and proposed intervention
By 2027, occupational therapy technicians/assistants' will have further job security	Two facilities have been identified that can take the programme.	Work toward resumption of training Investigations of the type of qualification, entry requirements to allow laddering is in progress
By 2027, the Profession will be aware of the scope of practice for occupational therapy in South Africa and its wider applicability across various work platforms.	Translating scope of practice into practice guidelines and protocols is in progress.	Consensus process is in progress
By 2027, the professional standards of practice for occupational therapy in South Africa will be ratified	The standards of practice draft 7 are ready for consideration by Council	Consultative process with OT organizations to start in October 2025 – March 2026
By 2027, the Association would have established an advocacy strategy	EXCO consulted with three companies to look at the advocacy strategy, positioning, thought leadership and communication strategy were proposed growth points	OTASA will invest in thought leadership and, external communication strategy in 2026

**- Mentorships**




Strategic objectives	Progress	Analysis and proposed intervention
By 2027, the Association would have established a communications and public relations strategy	EXCO has reviewed the quality vs volume of communication.	Strengthen the advocacy and stakeholder engagement strategy
By 2027, the Association will have established a mentoring program for novice occupational therapy practitioners	Only 8 of the 40 novices completed the NVC training programme. This cost the association a financial loss since the SETA only paid for the students who completed the course	The benefit to the Association and the mentors/mentees is extraordinary. OTASA must continue with NVC with lessons as a guide.
By 2027, the Association will have an established brand image	OTASA has established the brand, it needs to have an brand communication strategy	Brand positioning and loyalty will be prioritized in 2026-7.

**- Research and Publications**



Strategic objectives	Progress	Analysis and proposed intervention
By 2027, the Association will have devised a research agenda, capturing key, contemporary issues depicting the occupational science and occupational therapy in South Africa	The research agenda was successfully developed. The research agenda and occupational science need to be integrated in the new SOPs	EXCO discussed a strong fundraising campaign for implementation across fields of OT. Seasoned researchers to be appointed
By 2027 every issue of the SAJOT and Focus will have at least one article of professional significance to South Africa	The focus has continued to produce outstanding articles. The editor has proposed using the Focus as a marketing tool to members and other stakeholders	Achieved
By 2027, the Association will have further revamped its website and introduced its Business Linked In page for thought leadership	No progress was made in procuring expert support for the linked in pages. Content for social media pages is still a challenge	Invest in the LinkedIn account to position OTASA within the professional aspects

**- Governance**



**Governance**

Strategic objectives	Progress	Analysis and proposed intervention
The Association will maintain its annual qualified audits by an external auditor	OTASA had a clean audit for 2024 on financial controls, finance policy and governance.	Treasurer will present the audit outcomes
The Association will have in employ a Chief Operating Officer that will manage the operational functioning	Critical growth in governance and alignment with the King IV report has been achieved, however the constitution and rules and regulations are not fully aligned	2026 -27 requires a thorough review of the constitution to ensure alignment with the King IV report
By 2027 a mentorship and leadership strategy will have been adopted by the association	The proposed EXCO succession planning is yielding positive results both in leadership and OTASAs Branches however indicated strain in ensuring handover of leadership	Additional support was provided to branches however in 2027 there is a need to focus on building capacity at branch level.


**- Leadership and succession planning**



**Leadership and succession planning**

Strategic objectives	Progress	Analysis and proposed intervention
By 2027, all serving members of OTASA structures would have developed a plan for mentoring their successors via succession plans with special focus on diversity inclusion	Leadership training and development has been initiated with the consultant and HWSETA	Continuous EXCO is currently exploring IDOSA training for OTASA Council members and committees
Leadership development opportunities will be created for students, community service occupational therapists and emerging leaders to ensure a sustainable OTASA leadership pipeline	Student leadership engagements and training increased, and mentorship session were focused on the different levels of study,	Maintain the level of engagement at all universities  Resume the leadership camp in 2027


- **Continuous Professional Development and Ethics**



**CPD and Ethics**

Strategic objectives	Progress	Analysis and proposed intervention
CPD activities are available online via the OTASA website/e-shop	The CPD programme was beneficial to OTs and OTT. Feedback has been positive. The conflict between the national programme and the branches has impacted autonomy at branch level and operational rigor at national level	The OTASA calendar needs to be integrated through cooperation between branches and the national office  <b>Recommendation:</b> • Draft annual plan to be drawn during council followed up by quarterly branch chair meetings • AGMs to be completed by the end of December
Ethics course specific for OT's are available online/e-shop	Ethics workshops held for OT professionals and students	

**CONCLUDING REMARKS**



**CONCLUSION**

The transition into the physical office has improved the quality of administrative support and compliance with regulatory frameworks.

In the next three years, OTASA needs

- ✓ A coordinated fundraising strategy +/- R3 5000.00 per annum
- ✓ An aggressive marketing strategy
- ✓ A coordinated recruitment strategy
- ✓ Population-wide clinical trial in strategic fields
- ✓ To position itself as a potential solution in health, wellness and disability management

**Strategic networking is its superpower**

- PHISC
- HWSETA
- FEMA
- ERGOMICS ASSOCIATION
- MEDICAL FUNDERS
- Government departments

*Kind regards,* Aluwani Manenzhe

**PRESIDENT: OTASA**

## 2. TREASURER REPORT 2024 – 2025

- 2024-2025 Annual Financial Statements
- Results for the financial year ended 31 December 2024

### 2024/2025 ANNUAL FINANCIAL STATEMENTS – MIDDEL & PARTNERS

The auditor's report for the year ended 31 December 2024 states the following:-

- We have audited the annual financial statements of Occupational Therapy Association of South Africa (the association) set out on pages 7 to 18, which comprise the statement of financial position as at 31 December 2024, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the annual financial statements, including a summary of significant accounting policies.
- In our opinion, the annual financial statements present fairly, in all material respects, the financial position of Occupational Therapy Association of South Africa as at 31 December 2024, and its financial performance and cash flows for the year then ended in accordance with the IFRS for SMEs Accounting Standard as issued by the International Accounting Standards Board.

### Accountant Comment

The audited annual financial statements for the year ended 31 December 2024 shows a net deficit of R713 433 resulting from the operations of OTASA for the year, this in comparison to a R849 759 surplus in the 2023 year, it is a year-on-year decrease of R1 563 192 in profitability. The deficit for the year was also R331 793 higher than in the 2023-2024 financial year. It is therefore necessary to analyse the results for the year in order to determine the reasons for the decline in profitability. It is firstly necessary to consider the once-off adjustments made during the December 2023 financial year in order to perform a useful comparison analysis to normal figures. The adjustments passed in the 2023 were the following:

- Historical unused branch balances written off, increase of R952 432 in revenue and surplus.
- SAISI loan balance written off, increase of R275 319 in other operating income and surplus.

- The total increase in the 2023 year's surplus resulting from the adjustments amounted to R1 227 751.

Comparing the net normal results for the last four years and the forecast figures for the 2025 year it can be summarised as follows:

Net surplus/(deficit)	Result	Difference	% difference
31 December 2021 – audited	756 098	-	-
31 December 2022 – audited	-381 640	-1 137 738	-150%
31 December 2023 – adjusted	-377 992	3 648	+0.9%
31 December 2024 – audited	-713 739	-335 747	-89%
31 December 2025 - forecast	-192 410	521 329	+73%

#### - REVENUE

	2024 Actual	Move	2024 Budget	Move	2023 Actual
Membership fee income	2 374 039	-14%	2 756 878	-1%	2 403 585
CPD income	421 090	-20%	527 566	+49%	282 496
Marketing income	200 346	-5%	211 484	+12%	178 530
Webinar income	13 699	-95%	275 403	-91%	163 178
Publication income	3 214	-78%	14 551	-48%	6 180
Other committee income	-	-100%	23 350	-	-
<b>Total</b>	<b>3 012 388</b>	<b>-21%</b>	<b>3 809 232</b>	<b>-1%</b>	<b>3 033 969</b>

Although the membership fee rate was increased by 5% from the previous year, the decrease in registered members from the previous year resulted in a negative total membership fee revenue movement of 1.2% as set out in the table below. In comparison with the 2023 year revenue was only R21 581 (1%) lower, the only significant variance occurring in webinar income which decreased by R149 479 (91%) from 2023. Total revenue was R796 844 lower than budget, R382 839 from membership fee income and R261 704 from webinar income, being the main contributors to the budget variance.

<b>Total</b>	<b>689 612</b>	<b>-47%</b>	<b>1 304 792</b>	<b>+20%</b>	<b>574 069</b>
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<b>Total gross income, revenue and other income</b>	<b>3 702 000</b>	<b>-28%</b>	<b>5 114 024</b>	<b>+3%</b>	<b>3 608 038</b>
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It is considered that the 2024 income budget was very optimistic in an effort to raise income levels, it is however not practical evident from the R1 412 024 negative variance.

## - OPERATING AND GOVERNANCE EXPENSES

Total normal operating and governance expenses, excluding conference costs, amounted to R2 675 181, this is an increase of R525 017 (24%) from the previous financial year's expenses of R2 150 164.

The table below shows the expenses by category:

	2024	move	2023
Administrative expenses	1 146 029	+23%	927 693
Governance expenses	632 665	+59%	397 264
Project expenses	179 199	-12%	202 545
CPD, marketing and standing committees	717 288	+15%	622 662
<b>Total</b>	<b>2 675 181</b>	<b>+24%</b>	<b>2 150 164</b>

Detailed cost comparison:

	2024 Act.	Move%	2024 Budget	Move '23	2023 Actual
<b>Administrative expenses:</b>					
Accounting & audit fees	424 743	+78%	238 785	189 432	235 311
Bank charges	23 255	+53%	14 823	-4 129	27 384
Bad debts	18 408	+100%	-	-31 638	50 046
Computer and system cost	339 517	+17%	289 502	69 162	270 355
Depreciation	86 273	-23%	111 963	-19 146	105 419
Insurance	62 931	+31%	47 757	3 257	59 674
Maintenance & cleaning	17 802	+197	6 000	7 929	9 873
Office refreshments	16 608	+70%	9 840	2 287	14 321
Printing, stationery & courier	39 326	+15%	33 499	5 078	34 248
Rates and levies	101 479	+2%	99 289	26	101 453
Staff training & development	1 826	-91%	20 000	-4 348	6 174
Subscriptions & membership	13 861	-39%	23 054	426	13 435
<b>Sub-total: administrative</b>	<b>1 146 029</b>	<b>+28%</b>	<b>894 512</b>	<b>218 336</b>	<b>927 693</b>
<b>Governance expenses:</b>					
Exco – travel & accom.	113 743	-15%	133 350	20 557	93 186
Exco – other meetings	136 711	-76%	582 758	56 536	80 175
Exco – honorariums	40 000	+14%	34 725	11 140	28 860
Exco – legal cost	111 848	+6%	106 463	22 576	89 272
President	90 916	-58%	216 000	32 719	58 197
Council meeting	139 447	+16%	120 000	91 873	47 574
AGM	-	-100%	5 350	-	-
<b>Sub-total: governance</b>	<b>632 665</b>	<b>-47%</b>	<b>1 198 646</b>	<b>235 401</b>	<b>397 264</b>
<b>Standing committees:</b>					
CPD	125 885	-15%	148 879	34 600	91 285
Marketing	240 591	+26%	190 841	49 995	190 596
Publications	276 497	+6%	260 735	39 702	236 795
Webinars	14 531	-82%	83 798	-34 483	49 014
Other	59 784	-68%	187 164	4 812	54 972
<b>Sub-total: committees</b>	<b>717 288</b>	<b>-20%</b>	<b>871 417</b>	<b>94 626</b>	<b>622 662</b>
<b>TOTAL</b>	<b>2 675 181</b>	<b>-7%</b>	<b>2 964 575</b>	<b>525 017</b>	<b>2 150 164</b>

**Expense items with significant increase from the previous year were the following:**

- Accounting fees and consulting accountant started in May 2023
- Executive Committee attendance to WFOT conference in Bermuda
- Council meeting format changed from previous year to in-person
- Computer & network expenses, KonsolH audit and general increase
- Marketing consulting and courier cost increase
- Publication costs migration of SAJOT platform to Khulisa
- CPD expenses and activity-based increase

**BALANCE SHEET**

As at 31 December 2024 the net value of OTASA at book value was R3 419 852, it was R713 739 lower than at the end of the previous year.

*Kind regards,*

HANSKE FLIERINGA  
**NATIONAL TREASURER**

## OTASA FUNCTIONAL STRUCTURES AND COMMITTEES

### OTASA Standing Committee Chairpersons

The tables below reflect committee chairpersons of branches, committees and task teams.

Standing Committees	Chairperson 2024-2025
Private Practice	Jaclyn Craig
Coding and Procedures Committee	Sheldene Reynolds
Coding and Procedures -COID Task Team	Jessica Dent
Continuous Professional Development	Dorothy Russell
Marketing	Khanya Franz
Ethics	Jo-Celene de Jongh
Publications: SAJOT	Helen Buchanan
Publications: FOCUS	Sylvia Birkhead
Occupational Science	Vacant
Research	Shaheed Soeker
Education	Matty van Niekerk
Historian	Vacant

### OTASA Branch Exco Leadership

Branch	Chairperson 2024-2025
Kwazulu Natal	Nonjabulo Ndaba
Southern Gauteng	Shrishti Maharaj
Northern Gauteng	Junelle Breytenbach
Mpumalanga	Vacant
Free State/ Northern Cape	Corne Very
Limpopo	Jean Trusler
Eastern Cape	Donne Salamon
Southern Cape	Neldie Orffer
Western Cape	Rogini Pillay
North West	Annerie Myburgh

## ACKNOWLEDGEMENTS

The Occupational Therapy Association of South Africa sincerely thanks all members who have served the Association tirelessly in this reporting year. Your unwavering commitment to the Association is a testament of your generous spirit and dedication to the occupational therapy profession as a whole in South Africa. Thank you to all serving exco chairpersons and Committee members of the Occupational Therapy Association of South Africa Standing Committees and OTASA Branches.

### THANK YOU TO OTASA CORPORATE PARTNERS

- Hi Tech Therapy
- OT Link

### THANK YOU TO OTASA CONSULTATIVE PARTNERS

- The National Dept of Health
- The National Dept of Education: Inclusive Education Directorate
- The Road Accident Fund (RAF)
- The Compensation Fund, Federated Employers Mutual Assurance (FEMA), Rand Mutual Assurance (RMA)
- Medical Aid Societies: Discovery Health and GEMS
- Private Healthcare Information Standards Committee (PHISC)

