



SANC CPD INFORMATION SHARING SESSION



DATE:

VENUE :

PRESENTER:



PRESENTATION OUTLINE

1. Introduction and background
2. CPD sessions
3. Inputs made
4. Concerns
5. Challenges
6. Recommendations



Introduction and background



- The purpose of the briefing sessions was to sensitize nurses about the CPD program.
- SANC consulted with the National Department of Health: Stakeholder Management & Compliance Directorate regarding the information sharing sessions in the provinces
- A teleconference was held with the Provincial Nursing Directors for buy-in.
- CPD information sharing plan was drawn and discussed with CPD Stakeholders in a meeting held in June 2016



CPD SESSIONS



- Institutions involved:
 - Public & private hospitals
 - Military services,
 - Department of Correctional Services
 - South African National Blood Services
 - School Health Services
 - Nursing Education Institutions,
 - Community Healthcare Centres &PHCs
 - MTN mobile company; Eskom electricity utility
 - PIKIT-UP, Hospice, Road accident fund, Occupational health organizations and old age homes.



CPD SESSIONS (2)



Province & Districts	District (s)	Dates	Number of institutions attending	Number of attendees
Limpopo	Capricorn	27-30/06/2016 01-08/07/2016	89	2153
Gauteng	-City of Tshwane -City of JHB -Merafong -West Rand -Sedibeng -Ekurhuleni	11-15/07/ 2016 01-19/08/ 2016	302	10200



CPD SESSIONS (3)

Province & Districts	District (s)	Dates	Number of institutions attending	Number of attendees
Northwest	Ngaka Modiri Molema	18-2/07/2016	09	306
Kwa Zulu Natal	-UMgungundlovu -Harry Gwala -UGu -ILembe -EThekwini	25-27/07/2016	102	1319
Free State	- Fezile Dabi - Mangaung - Thabo Mofutsanyana	22-26/08/2016	112	1232



CPD SESSIONS (4)



Province & Districts	District (s)	Dates	Number of institutions attending	Number of attendees
Mpumalanga	Enhlazeni	05-09/09/ 2016	60	968
Northern Cape	-Z F Mgwawu -Francis Baard	12-16/09/ 2016	33	394
Eastern Cape	- Alfred Nzo - O. R. Tambo -Amathole -Buffalo City -Chris Hani	19-22/09/ 2016	102	705



CPD SESSIONS (5)

Province & Districts	District (s)	Dates	Number of institutions attending	Number of attendees
Western Cape	-Cape Winelands -City of Cape Town - Eden	26-28/09/2016	84	547
GRAND TOTAL			893	17824



CHALLENGES

- ❑ Disruptions by Unions who claimed to have booked the venues long ago; they were singing and shouting in so much that the CPD team had to vacate the areas before time.
- ❑ There were provinces where in Health Establishments were not informed about the SANC CPD visits by the Provincial Nursing Directors. This caused disruption to facility Management, who were unprepared and had to make means to accommodate us.



CHALLENGES (2)

- ❑ Attendance of practitioners in some provinces was poor, especially by the PHC clinics.
- ❑ Some provinces gave practitioners times that clashed with the scheduled periods, which made nurses arrive after sessions had completed.
- ❑ In some Health Establishments, only Professional Nurses attended the presentations. Enrolled Nurses (EN) and Enrolled Nursing Auxiliaries(ENAs) were excluded



CHALLENGES (3)

- ❑ Gross shortage of staff encourages nurses to practice beyond their Scopes of Practice (e.g. ENAs giving anaesthesia).



INPUTS



- ❑ There was eagerness to continue with the process.
- ❑ CPD would assist institutions with nurses who never attend any In-Service Education.
- ❑ Request that practitioners who undergo Indigenous practice for few months should be included under exemptions.
- ❑ SANC should specify the minimum number of Credit and non-credit-bearing CPD activities.



INPUTS

- ❑ SANC should re-consider the allocation of CPD points when practitioners attend a multi-day Conference covering different Themes per day; one (1) CPD point would not be fair.

- ❑ SANC should consider decentralization of offices/services to provinces, rather than an Outreach Program.



INPUTS

- More information should be provided on Teaching & Research (TR) for Lecturers, and Leadership & Management (LM) for Managers because the stated Themes are the same as their Areas of Practice (AoP).
- Exemption of nurses who are moonlighting was not supported because they are the group that practices unsafely.



INPUTS

- With the introduction of CPD, the evidence of its impact will serve as proof during PMDS
- Suggestion that SANC should have a range of dates for submission of Declaration of Compliance forms at the end of each cycle.
- There should be a period of grace when the CPD system is introduced.



INPUTS

- There should be a rule indicating that practitioners should not repeat CPD activities.



CONCERNS REGARDING THEMES & ACCRUAL OF POINTS

- ❑ Accrual of one (1) point for attending workshops irrespective of its duration. What if topics presented cover all thematic areas?
- ❑ If one attends the workshop with doctors and Psychologists where certificates are awarded, would those CPD points be recognized?
- ❑ What will happen if you accrue 15 CPD points in **only** one (1) Thematic Area?
- ❑ Can you accrue CPD points **while** teaching the students?



CONCERNS REGARDING THEMES & ACCRUAL OF POINTS (2)



- ❑ Can you conduct the same CPD Activity for different groups in one month and still accrue two CPD points per session?
- ❑ Should the accrual of points be according to all areas of the Packaged Point Allocation system? Can a Practitioner accrue points by only “attending”?
- ❑ How long should the duration of attendance be for one to be able to accrue one point? Will people attending a one hour versus a six hour activity both get one point?



CONCERNS REGARDING THEMES & ACCRUAL OF POINTS (3)



- ❑ If you have exhausted accrual of CPD points in your AoP, what are you supposed to do?
- ❑ What if you know everything where you work; how would you accrue CPD points?
- ❑ Nurses who are Shop Stewards do not engage in nursing activities. How should they accrue CPD points?
- ❑ Should the supervisor always be present? Who should sign for nurses who work alone or who own private practice?



CONCERNS REGARDING THEMES & ACCRUAL OF POINTS (4)



- ❑ What happens if you attend short courses of one to two weeks?
- ❑ If you accrue more than 15 CPD points in a year, is one allowed to bank them for the following year?
- ❑ What is SANC doing with the shortage of staff in Health Establishments? How does SANC expect nurses to accrue CPD points in these circumstances?
- ❑ In the Quarterly Review meetings, you attend and present. How do you allocate CPD points?



CONCERNS REGARDING CPD ACTIVITIES



- What measures does SANC have to monitor that activities attended are not the same every year?
- Who should ensure the quality of CPD activities offered at the Health Establishments?
- Would employers choose CPD learning activities for employees?
- Will the CPD Activities be online?
- Can the Health talks provided in churches be accepted as CPD activities?



CONCERNS REGARDING CPD DOCUMENTS



- Will CPD documents be posted on SANC website?
- Who will be responsible for sending the Declaration of Compliance form to SANC?
- If the Declaration of Compliance forms are all sent to SANC at the same time, would they not crush the system?
- How are we going to communicate with SANC when sending Declarations? How will we know that the forms have been received?



CONCERNS REGARDING CPD DOCUMENTS (2)



- ❑ Can we send the same evidence every year?
- ❑ When will we start getting the Portfolio of Evidence (PoE) ?
- ❑ What happens if a Practitioner loses his/her PoE, or due to unforeseen circumstances the PoE **is** damaged?



CONCERNS REGARDING EXEMPTIONS, EXTENSIONS & NON-COMPLIANCE



- ❑ Is there any measure that stipulates the maximum number of points to be accrued before the Practitioner asks for extension?
- ❑ How many times should a practitioner be given an extension? Can it be every year?
- ❑ Who determines extenuating circumstances?
- ❑ Do practitioners studying over a long period, (e.g. Master's Program) deserve exemptions?
- ❑ What will happen if a Practitioner has been suspended from work by the employer after a disciplinary action?



CONCERNS REGARDING EXEMPTIONS, EXTENSIONS & NON-COMPLIANCE (2)



- ❑ What will happen with the nurses who do not comply even after three months of CPD extension?
- ❑ How will one get back to work if removed from the register due to non-compliance or resignation? Must they collect the 15 points first? If so, where will they accrue points, as they will not be employed?
- ❑ Is there any guideline for nurses who return back to work after not been working for a long time?



CONCERNS REGARDING EXEMPTIONS, EXTENSIONS & NON-COMPLIANCE(3)



- Are nurses working overseas exempted from submitting the CPD points?
- Will the Military send the names of nurses going for assignments to SANCA?
- How and when will the determination of CPD points be calculated for nurses who are working part time for an Agency?



CONCERNS REGARDING SERVICE PROVIDERS

- Will CPD Service Providers be given Accreditation certificates?
- Would CPD Providers be expected to pay a certain fee in order to be accredited? If so, how much will they be expected to pay?
- Will the companies that currently offer CPD activities be accepted by SANC?
- Can individuals be accredited as CPD Service Providers?



CONCERNS REGARDING SERVICE PROVIDERS (2)



- How are CPD Service Providers going to be monitored to determine if they are offering quality content or not?
- Will the accredited CPD Service Providers be posted on the SANC website?



ADDITIONAL CONCERNS

- ❑ When is the CPD Program being implemented?
- ❑ Looking at the capacity and the slow rate at which SANC is currently processing applications for registration and responding to queries, will it be able to handle CPD issues on time? What systems will be put in place at SANC to deal with this?
- ❑ How is SANC going to have better communication & monitoring with regard to CPD?
- ❑ When is SANC going to decentralize its services to provinces?



RECOMMENDATIONS

- ❑ SANC to develop rules and guidelines for submission of Declaration of Compliance forms and other CPD-related documents.
- ❑ SANC to also develop monitoring & evaluation tools for CPD Service Providers.
- ❑ Re-visit the CPD cycle and other areas of the Framework according to inputs made.
- ❑ The value of CPD needs to be emphasized amongst nurse practitioners, otherwise implementation will be challenging.



RECOMMENDATIONS (2)

- ❑ Implementation of CPD program not to be linked with renewal of Annual Practicing Certificate in the first two years so that teething problems may be dealt with by both SANC and the Practitioners.
- ❑ SANC to consider decentralization of its services to all provinces so that issues of CPD may be addressed on time.
- ❑ Gross shortage of staff in Health Establishments needs to be addressed by employers.



THANK YOU!!

QUESTIONS???