

#SANCnews

Regulating nursing, advocating for the public

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THE SANC NURSING EXCELLENCE AWARDS 2023 CALL FOR NOMINATIONS

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the Nursing Act, 1944 (Act No. 45 of 1944), and currently operating under the Nursing Act, 2005 (Act No. 33 of 2005).

The SANC regulates the nursing profession by establishing and monitoring nursing education, training, and practice standards; it also advocates on behalf of the public in matters concerning nursing.

As a representative body of the Nursing profession, the SANC would like to acknowledge the individuals and nursing institutions who excel beyond their normal call of duty by way of a merit award process.

The SANC is thus inviting nominations for the **2023 SANC Nursing Excellence Awards**.

The aim of the SANC Nursing Excellence Awards is to confer annual Excellence awards for outstanding service by Nurses and Nursing Education Institutions within their chosen field, who are in good standing with the SANC. The Awards aim to motivate Nurses to improve and uphold the standard of nursing in South Africa, is a means for recognizing the contributions of Nurses to the profession and to the public and an opportunity to create public awareness of the value of the Nurse in healthcare.

ENQUIRIES

Ms A van Eeden or Ms P Moloi
Email: nea@sanc.co.za
Tel. (012) 426-9542 | (012) 420-1017

CRITERIA FOR SUBMISSION

- 1. Deadline:**
Kindly note that nominations and all supporting documents must be submitted by **Monday 27 March 2023 at 16h00** for your nomination to be considered.
- 2. Motivation:**
A motivation of 500 words or less detailing the reasons for nomination. All motivations must be in English.
- 3. Curriculum Vitae (CV):**
A concise summary of the CV of the candidate you are nominating.
Be sure to include their personal details:
 - Full names
 - Professional status
 - Personal contact details
 - Physical address.
- 4. Photograph:** A recent, good-quality colour photograph
- 5. Submissions:** All submissions are to be sent via email to: nea@sanc.co.za

TERMS AND CONDITIONS

- Nominees must be a SANC member in good standing.
- Submissions must be made according to the criteria stipulated above and as specified for each award category, and be submitted on the formal application form on page 4.
- Incomplete submissions or submissions not submitted by the deadline of **27 March 2023 by 16h00** will not be considered.
- The awards are exclusive and if no suitable candidate is found to be nominated for a certain category, the NEA Committee reserves the right not to award for that category.
- The NEA Committee's decision and subsequent approval by the SANC's Council is final. It reserves the right to accept or reject any submission, and no correspondence will be entered into following the Council's unanimous decision.

REMINDER

Nominations and submission of all related documents close on **Monday 27 March 2023 at 16h00**
Email all submissions and supporting documents to: nea@sanc.co.za

AWARD CATEGORIES

NAME OF AWARD	DESCRIPTION	AWARD CRITERIA
1. Cecilia Makiwane Award – Nursing Practice	<ul style="list-style-type: none"> – Most prestigious award. Iconic. – Reserved for very best effort and personal sacrifice in cause of humanitarian service 	<ol style="list-style-type: none"> 1. Extraordinary humanitarian services and volunteerism. 2. Activities that exemplify the advancement of holistic approach to Nursing care, benefit humanity and demonstrate advocacy for greater promotion of quality of life. 3. EVIDENCE: Must be supportive evidence of the activities e.g. feedback on a Community Outreach Programme; feedback from patient surveys regarding this particular person. Evidence to be supplied per category above.
2. SANC Chairperson's Award	Discretionary Award	Not applicable
3. Student Community Development Award	<ul style="list-style-type: none"> – Clinical and practical all-rounder. – Awarded provincially considering both public and private, thus 9 x awards, (1 x per province) 	<ol style="list-style-type: none"> 1. This is awarded to an individual who has taken a consistent educative and mentorship role in adding value to the health knowledge of a community e.g. growing own vegetables, maintaining good health, procurement of water, medicines etc. that has been sustained over a period of time. 2. EVIDENCE: Must be supportive evidence of the activity/ies.
4. Henrietta Stockdale Award	<ul style="list-style-type: none"> – Education and Training award aimed at Nursing Education Institutions (NEIs); – Nomination to be made by the stakeholders of the NEIs e.g. Provincial Department of Health, clinical facilities where students are placed, etc. 	<ol style="list-style-type: none"> 1. Exemplary quality of teaching. 2. Quality Management Systems (QMS) are in place to ensure the continuous improvement of comprehensive assessment systems 3. Community footprint – includes relationships with stakeholders. 4. EVIDENCE: Must be supportive evidence of the quality of teaching and assessment from classroom to practice, and evidence to be provided by the stakeholders.
5. Nurse Researcher Award	This is awarded to any SANC registered Nurse who publishes his/her research and is judged by his/her peers to have performed outstanding work in the field of Nursing.	<ol style="list-style-type: none"> 1. The article and a short motivation (maximum 500 words) must be submitted to the NEA Committee by the due date for nominations. 2. The research has been published and implemented in practice, and evidence provided of the application of findings. 3. The publication must be in a peer-reviewed scientific journal. 4. EVIDENCE: The article/s as indicated in point no. 2 above; the evidence of the implementation and the results thereof.
6. Lifetime Achievement Extra-Ordinary Service Award	Persons who have more than 30 years' experience	<ol style="list-style-type: none"> 1. Outstanding contribution to the Nursing profession. 2. The incumbent has pursued with purpose a chosen area of interest in Nursing. The work must extend beyond the ordinary practice of Nursing and extend into the wider community. 3. Loyalty, dedication and professional conduct is worthy of emulation. 4. EVIDENCE: Evidence of work done beyond ordinary practice; Portfolio of awards received for extra-ordinary service; CV of person.

The nomination forms can be accessed at:

<https://www.sanc.co.za/2023-sanc-nursing-excellence-awards/>



UPDATING OF PERSONAL DETAILS BY PRACTITIONERS

1. INTRODUCTION

1.1 In terms of Sub-regulation 6 (1) of the Regulations relating to the Particulars to be Furnished to the Council for Keeping of the Register for Nursing Practitioners, the Manner of Effecting Alterations to the Register and Certificates that may be Issued by the Council (Government Notice No. R195 of 2008 as amended), *"Every practitioner who changes any of his or her particulars kept in terms of regulation 2(1) of these regulations must notify the Council in writing within 30 days of such change and furnish the new particulars to be entered in the register"*.

Sub-regulation 6(2) of the same regulations further stipulates that *"In the case of a notice of change of particulars as appearing in the South African identity document or passport, such notice of change must be accompanied by a certified copy of the new South African identity document or passport reflecting the changes and such other proof as the Council may require"*.

1.2 According to Section 44 (1) (d) of the Nursing Act, 2005 (Act No.33 of 2005); *"the Council may instruct the Registrar to remove from the register the name of any practitioner who has failed to notify the Registrar of any change in residential and postal address or the address of his or her practice within six months after any such change"*.

2. THE IMPORTANCE OF UPDATING PERSONAL DETAILS

Updating personal details is important in order to:

- Avoid errors in registration of Learners, Practitioners for basic and additional qualifications including foreign registrations and registrations of the students for SANC conducted examinations.
- Prevent return of registration and annual practicing certificates uncollected from the post office.
- Prevent missing out on important information e.g., notification about payment to finalise application (s) and any important matters affecting registration with the SANC e.g. removal or restoration to the register.

3. PARTICULARS TO BE KEPT IN THE REGISTER FOR NURSING PRACTITIONERS

In terms of Sub-regulation 2(1) of the Regulations relating to the Particulars to be Furnished to the Council for Keeping of the Register for Nursing Practitioners, the Manner of Effecting Alterations to the Register, and Certificates that may be Issued by the Council (Government Notice No. R195 of 2008 as amended), the Registrar must enter the following particulars in the register in respect of each practitioner whose name is entered in the register:

- Surname and full names
- South African Identity Number or, in the case of a foreign person who does not have a South African Identity Number, passport number, country of issue and expiry date
- Physical (residential) address
- Postal address
- Telephone numbers and other contact details.
- Date of birth
- Any other personal particulars that the Council may require from time to time.

4. CONSEQUENCES OF NON-COMPLIANCE/PENALTIES

4.1 STUDENTS

In terms of Section 32 (4) of the Nursing Act, 2005 (Act No.33 of 2005), " A person who fails to furnish the Council within a period of 90 days with the required particulars for the registration of a learner nurse or a learner Midwife as contemplated in subsection (3) or who contravenes the provisions of subsection (5) is guilty of an offence and liable on conviction to a fine or for imprisonment for a period not exceeding 12 months or to both a fine and such imprisonment". *This relates to the Persons in Charge of the Nursing Education Institutions who are responsible for submitting such details to the SANC.*

NURSE / MIDWIFE PRACTITIONERS

Section 44(1) (d) of the Nursing Act 2005, (Act 33 of 2005), states that the Council may instruct the Registrar to remove from the register the name of any Practitioner who has failed to notify the Registrar of any change in residential and postal address or the address of his or her practice within six months after such change.

MEDIA RELEASE



FOR ATTENTION : THE NEWS EDITOR
SUBJECT : SANC RESPONSE REGARDING TRAINING OF NURSE AND MIDWIFE SPECIALISTS, AND RECRUITMENT OF FOREIGN TRAINED NURSES VS RED TAPE
DATE : 03 FEBRUARY 2023

The South African Nursing Council has noted the comments made in the media, e.g. by *Medbrief Africa* and *Business Day*, regarding training of Nurses in South Africa and specifically Nurse Specialists and Midwife Specialists. The SANC acknowledges the shortage of Nurse Specialists and Midwife Specialists as indicated in both *MedBrief Africa* and *Business Day's* articles and believe it is important to again explain the process around NEI and programme accreditation and the training of Nurses in South Africa.

The SANC is a statutory body currently functioning in terms of the Nursing Act (Act No 33 of 2005). It is responsible for developing and maintaining Nursing education and practice standards in the Republic of South of Africa. The Council of the SANC may accredit Nursing Education Institutions (NEIs) and Nursing programmes, **provided that the application(s) meets the SANC requirements, criteria and conditions as stipulated in the Regulations** Relating to Institutions as Nursing Education Institutions (Government Gazette No. R173 of 8 March 2013).

This is to ensure that the Nurses who qualified and qualify are **competent and safe practitioners**. The SANC issued a media Statement on 5 August 2022, with a thorough explanation of the factors that are considered when a decision to accredit the NEIs, Nursing programmes and student numbers by Council is made. The factors includes, **relevancy and adequacy of the resources** e.g. (physical, human, infrastructure, and budget) and consideration is given for students from other programmes or even from other NEIs, utilizing the facility. Therefore, it is not a matter of an NEI applying for a specific

number of students and the Council of SANC automatically accrediting such numbers, as it would be irresponsible to do that.

The comment made by Mediclinic's Executive, Hendrica Ngoepe that *"the situation was exacerbated by most professional Nurses not having a postgraduate qualification, meaning they could not meet the criteria for a post basic specialist course"* would have to be clarified prior to response thereto.

The SANC would like to clarify several perceptions:

- The Regulations relating to the approval, and the minimum requirements for the education and training of a student leading to registration as a Nurse Specialist or a Midwife Specialist (Government Notice No. 635 of 5 June of 2020), were broadly consulted when it was published for comments by the National Department of Health before promulgation by the Minister. The issues of admission criteria and of Midwifery as a requirement to access the postgraduate diplomas in Nursing, was discussed at length by the Council of SANC. There were contrasting views about Midwifery as a requirement, but eventually the Council of SANC decision was that irrespective of the nature of clinical speciality, Nurses will manage a pregnant woman, women who have recently given birth and women in child-bearing stage. This is to address the country health needs.
- Ms Ngoepe is incorrect to indicate that Nurses have to work for at least a year in the specialised units before being able to register for postgraduate courses. In terms of the Education and Training guidelines for postgraduate diploma programmes, section 7.1.1.4, states that *"Experience in the area of specialisation is regarded as an **added advantage** for the candidates because it would not be possible for all the students who aspire to pursue post graduate Diploma to have the opportunity to have that experience, however Nursing Education Institutions may decide to include additional requirements such as experience in the area of specialization"*.
- Ms Ngoepe further makes unfounded statements by indicating that *"private Higher Education Institutions had yet to be accredited to offer bachelor programmes"*. The SANC can only accredit Nursing programmes that have been submitted and meet all the SANC criteria, requirements and standards. So far it is only one private NEI that has submitted a Bachelor of Nursing Programme, which was evaluated and feedback provided to the NEI in 2021. Ms Ngoepe is aware of the shortcomings of that programme.

- Ms Ngoepe regards the SANC as an obstacle for private Institutions to train more Nurses. This statement is unsubstantiated because the SANC uses the same criteria and standards for both public and private NEIs.
- Ms Toy Vermaak, Netcare Education Manager's comment indicating that the SANC has not provided rationale for restrictions on training of Nurse Specialists, is deliberately untrue. She is aware of the shortcomings of the submitted programmes e.g. where there is no lecturer with the relevant specialisation available and the SANC is expected to accredit such programmes. It would be reckless for the SANC's Council to do so.
- The SANC has engaged with the Hospital Association of South Africa (HASA) members on several occasions and listened to their challenges and agreed on the way forward. Their challenge regarding the registration of Nurses from India refers. The SANC has never registered a Nurse directly from India who has an additional qualification in any of the clinical and non-clinical Postgraduate Diplomas in Nursing. All Indian Nurses registered with the SANC are registered as General Nurses and/or Midwives (where applicable). In South Africa there are Registered Nurses with experience in all specialisations, but they are not classified as Nurse Specialists or Midwife Specialists. Therefore, the SANC cannot have different standards for Indian Nurses only. The updated Critical Skills list of 2022 covered in the Immigration Act (Act No. 13 of 2002) includes only specialised qualifications. The SANC is not responsible to grant permission to HASA to recruit Nurses. The SANC only processes the applications in line with the relevant legislation and policy documents. The Memorandum of Understanding (MOU) that was initially signed between the SANC and HASA has lapsed. One condition was that HASA members should train their own specialist Nurses.
- In terms of the Regulations relating to examinations of the South African Nursing Council (Government Notice No. R.7 of 8 January 1993 as amended), the Council may determine where the examination may be written. It needs to be noted that the Council has no accredited NEI in India. HASA members are allowed to conduct examination in India as a special concession due to judicial processes.

- The issue of articulation for Nurses who trained under legacy Nursing qualifications to Higher Education Qualifications Sub-Framework aligned Nursing qualifications is currently receiving attention from the SANC and CHE. The allegations that the SANC and CHE are not working together is maliciously misleading. Meetings are held regularly to discuss matters of mutual interest.
- The issue of migration of Nurses to other countries is an individual choice which may not be attributed to the SANC as failures.

Says Ms Jeanneth Nxumalo, SANC Acting Registrar and CEO: *"The SANC remains committed to ensure that competent Nurses are produced who will render quality and safe Nursing care to the population of South Africa and thus protecting the public in matters relating to Nursing services."*

ENDS

Issued by:

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South African Nursing Council

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 2023-02-03
Official Spokesperson and person to be quoted:

Ms Jeanneth Nxumalo

Acting Registrar and CEO: South African Nursing Council

For more information or to arrange for an interview with the Spokesperson, please contact Mrs. Adri van Eeden on Tel. (012) 426-9542 or email: avaneeden@sanc.co.za

THE SANC QUEUEING AND RATING (Q&R)

SYSTEM FOR WALK-IN CLIENTS



The SANC introduced its **Q&R System** in August 2022, just before the busiest time of the Annual Practicing Certificate payment season started. The Q&R system allows clients to be assisted in less time, at the correct service desks while at the same time affording them the opportunity to rate the service they are receiving while at the service desk. Through television screens in the waiting areas clients are kept informed about key SANC activities and can track their progress in the queue.

Below please find the statistics for

1 October – 31 December 2022 as captured by the system; counters served by eight SANC Employees:

	Customer Transactions		Transaction Time		Waiting Time				
Service	Arrived	Served	Total Service Time / Workload (H:M)	Average Service Time (H:M:S)	Total Waiting Time (H:M)	Average Waiting Time (H:M:S)	% Waiting <= 10 Minutes	% Waiting >10 and < 30 Minutes	% Waiting >= 30 Minutes
Overall	18518	18518	1174:22	00:03:36	4462:58	00:14:36	50.4%	36.0%	13.7%

Making Service Delivery a Priority

The SANC is continuing its quest to improve service delivery on all levels. To this extent, the following service delivery improvements have been introduced in the last two years:

1. **14 dedicated service email addresses**
2. **LiveChat** via the SANC website: www.sanc.co.za
3. **Queueing and Rating system** at the SANC Reception and Cash Management section
4. **Facebook posts and Inbox**
5. **Customer service email address:** customerservice@sanc.co.za
6. **SANC website:** www.sanc.co.za
7. Service standards **training** for all SANC employees
8. SANC **Change Management campaign** for employees, focusing on service delivery
9. SANC **Values campaign** for employees, promoting service delivery
10. Service delivery included in **performance agreements** for all employees on all levels
11. **Service email keyrings** with the details of the service email mailboxes are distributed at the SANC's reception during APC payment time, at events, during hospital visits, etc.
12. New Registered Nurses Welcome Pack providing key information to newly registered Nurses e.g. about APCs, SANC contact details, etc.

In addition, the SANC is busy finalizing the following additional initiatives to be introduced during this year to ensure further improved service delivery:

SANC Service Standards Charter	New PABX (telephone) system with self-service options	Email software to track email attendance and response by SANC employees	VOC (Voice of the Customer) survey software/service will enable the SANC departments to effectively monitor, measure and report on service delivery	Bulk SMS and bulk email systems	SANC staff Service Pledge.
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TAKE NOTE:

The MMS Project with regards to online service delivery:

The contract with the MMS project service provider, SpesNet has been cancelled and stakeholders will be updated in due course on steps taken by the SANC to ensure the successful introduction of the new MMS project. Thus the online service delivery measures that form part of such a project will be delayed.

#buildingabetterSANC

INTERNATIONAL NURSES DAY 2023 - Our Nurses. Our Future.

INTERNATIONAL NURSES DAY CELEBRATION 2023

Nurses all across the world commemorate International Nurses Day on 12 May annually. This day also marks the anniversary of Florence Nightingale's birthday.

The International Council of Nurses (ICN) announced the 2023 International Nurses Day theme as *Our Nurses. Our Future.*



According to the ICN President, Dr Pamela Cipriano, the 2023 theme sets out what ICN wants for Nursing in the future in order to address the global health challenges and improve global health for all. *"We need to learn from the lessons of the pandemic and translate these into actions for the future that ensure nurses are protected, respected and valued"*, said Dr Cipriano.

The *Our Nurses. Our Future.* campaign will shine the light on Nurses and on a brighter future, moving Nurses from invisible to invaluable in the eyes of policy makers, the public, and all those who make decisions affecting the delivery and financing of health care.

The campaign will also look at how we must strengthen our health systems to address growing global health demands. It will capture key actions that ICN believes are essential to address both the profession and health systems and which are, of course, mutually beneficial and reinforcing.

Together our future depends on every Nurse, every voice, to not only be on the frontlines of care, but also be on the frontlines of change.

Source: <https://www.icn.ch/>

SANC Statistics for 2022

The South African Nursing Council statistics fall into two broad categories:

Annual Statistics

These are statistics which show:

- The figures at the end of a particular calendar year; or
- The number (count) of items over the period of a particular calendar year.

Time Series Statistics

These are statistics which show:

- The changing figures from year to year over a period of up to 10 years.

The statistics can be accessed on the SANC website at: www.sanc.co.za/statistics/

