

#SANCnews

Regulating nursing, advocating for the public

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#nursingindaba2023



Nursing Indaba 2023



The SANC Nursing Indaba was hosted from 18 – 19 May 2023 at the Birchwood Hotel and Convention Centre, Ekurhuleni, Gauteng. The theme of the Indaba was **The Future of Nursing**.

The Indaba was held prior to the end of the 16th Council's tenure coming to an end in August 2023. The Indaba program thus contained a focus on the milestones achieved by the 16th Council, and in addition provided a wide variety of topics that affect Nursing as a whole.

The SANC was grateful to have several subject experts who presented on the topics below and at the same time stimulated networking regarding the key issues that affect our valued profession:

- Governance of the Nursing Education Institutions (NEIs);
- Colleges becoming Centres of Higher Education – a college experience;
- Career-pathing from Legacy to Higher Education Qualifications Sub Framework (HEQSF)-aligned Nursing qualifications;
- Nursing education in question – technology and social media Progress on Nursing practice standards;
- Strategic initiatives of the SANC: Continuing Professional Development (CPD);
- Unprofessional conduct;
- Legal consequences of unprofessional conduct;
- Contemporary role of the professional Nursing Association in South Africa;
- National Health Insurance (NHI) : What it is and why reforms are implemented;
- Nursing environment: Impact of COVID-19 pandemic on Nursing practice environment;
- The role of a Nursing Service Manager in the implementation of the Clinical Education Training Units (CETU);

- Supporting impaired Nurses, Midwives and Students; and
- Inculcating the culture of research in Nursing: Perspective of the SANC.

The Nursing Indaba highlighted that Nursing education and training has also undergone several and impactful changes in the last years with the new qualifications requiring major adjustments. The SANC is mindful of the shortage of Nurses within certain specialties and as regulator is actively working towards a solution in line with the relevant stakeholders like the Council on Higher Education which is the quality Council on Higher Education. The delegates were thus invited to join in on discussions towards **The Future of Nursing** with a final On-the-Couch session hosted to address remaining questions.

A total of 497 delegates attended the physical Indaba and 1 000 delegates registered for the Virtual Indaba. In addition, 1242 delegates followed the live broadcast on the SANC's YouTube channel, **SANCTV**.

The Indaba presentations can be viewed here: <https://www.sanc.co.za/presentations/>



Nursing Excellence Awards 2023

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.

The South African Nursing Council (SANC), as a representative body of the Nursing profession, had the honour to be acknowledging and awarding individuals and Nursing institutions who excel beyond their normal call of duty by way of a Nursing Excellence Awards event on 18 May 2023. It had the further honour of hosting the Minister of Health, Dr MJ Phaahla as our guest of honour for the evening.

The Nursing Excellence Awards are meant to promote the image of Nursing as the gatekeepers of healthcare in South Africa, to enhance professionalism in Nursing and provide recognition to Nurses within their chosen field.

Adhering to the strict criteria by the Nursing Excellence Awards Committee, all of the recipients have distinguished themselves in their chosen field and contributed beyond their area of expertise. The NEA nominations closed on 27 March 2023, with 88 nominations for the six award categories:

- Cecilia Makiwane Award - Nursing Practice : 34
- SANC Chairperson's Award : Discretionary
- Student Community Development Award : 7
- Henrietta Stockdale Award : 23
- Nurse Researcher Award; and : 2
- Lifetime Achievement Extra-Ordinary Service Award : 22.

Our congratulations and appreciation go to the awardees:

- Cecilia Makiwane Award - **Ms Portia Thokozile Mtshali**
- Life Achievement Extra-Ordinary Service - **Dr Florence Fezeka Mafisa**
- Henrietta Stockdale Award - **Mr Jara Thomas Skosana**
- Student Community Development Award - **Ms Sibongile Siyale**
- Chairperson's Award - **Ms Joyce Dudu Ndlovu.**



From left: Dr MC Molepo (Chairperson of the SANC Council), Ms Sibongile Siyale (Award Recipient), Dr MJ Phaahla (Minister of Health) and Prof NG Mtshali (Registrar and Chief Executive Officer of the SANC)



From left: Dr Florence Fezeka Mafisa (Award Recipient) and Dr MJ Phaahla (Minister of Health)



From left: Ms Portia Thokozile Mtshali and Dr MJ Phaahla (Minister of Health)



From left: Prof NG Mtshali (Registrar and Chief Executive Officer of the SANC), Mr Jara Thomas Skosana (Award Recipient), Dr MJ Phaahla (Minister of Health) and Dr MC Molepo (Chairperson of the SANC Council)



From left: Ms Joyce Dudu Ndlovu (Award Recipient), Dr MC Molepo (Chairperson of the SANC Council) and Dr MJ Phaahla (Minister of Health)

SANC Outgoing Council: 16th Council of the SANC



Council members of the 16th SANC Council at the 2023 SANC Nursing Indaba.

The 5-year term of office of the 16th Council of the SANC, 2018 – 2023 is coming to an end in August 2023.

This Council will be known for years to come as one having faced some of the most difficult conditions (COVID-19) but also one having achieved several key milestones.

The 16th Council's focus was on three strategic areas:

1

Repositioning and re-engineering the organisation.

2

Regulating the Nursing Profession.

3

Providing Expert guidance on Nursing related matters.

Some of the milestones reached:

1

To ensure effective governance:

Fit for purpose organisational structure developed.

Critical executive positions have been filled.

Reviewed and developed policies.

2

Manage organisational risk

- Workshop on King IV report.
- Risk-based Internal Audit Strategic Plan and Annual Plan.
- Combined Assurance Framework in line with King IV report was developed and adopted.
- Fraud Management Framework and Fraud Management Policy and Procedure being implemented.
- The SANC's Whistle-blowing Hotline, 0800 20 12 16, is in place.

3

To position the SANC to become an employer of choice:



4

Provide effective and efficient financial management system:

- Received unqualified audit opinion for 2019/20 financial year and 2020/21 financial year.
- Financial reports in line with the Nursing Act submitted.
- Service providers paid within 30 days or as per agreement with the service provider in line with the Nursing Act.
- Finance strategy developed and approved.
- New service providers appointed to address poor quality of distinguishing devices.
- PERSAL deductions introduced.

5

Improve service delivery:

- SANC Service Standards Charter implemented.
- The SANC website was redesigned, sporting a much more user-friendly look.
- Launched Communication and Marketing Campaign on SANC Service Delivery initiatives.
- Comprehensive Facilities Management Plan reviewed and implemented.

6

Promote the image of the Nursing profession:

- **#bethatnurse**-campaign.
- The Council introduced its "Nursing as a career"-video and pamphlets effectively marketing the profession of Nursing to prospective students.
- The SANC erected and unveiled a Wall of Remembrance on the SANC premises in honor of Nurses who lost their lives during the COVID-19 pandemic.
- The Nursing Excellence Awards.

7

Improve stakeholder engagement through modernised communication systems:



8

Regulate Nursing Education and Training:

- Education and training standards.
- Pre-service education and training guidelines approved by Council.
- Education and training guidelines for postgraduate Diploma programmes developed and approved by Council.
- Guidelines for Nursing Education Institutions: Requirements for processing of learner applications in terms of the Nursing Act, 2005 (Act No. 33 of 2005) reviewed and approved.
- Registration of internationally qualified Nurses and midwives and/or foreign qualification with the South African Nursing Council.
- Assessment and Moderation Policy.
- Accredited 24 Nursing Education Institutions, 32 undergraduate programmes and 53 postgraduate diploma programmes.
- Learner Affairs Department established.
- Monitoring and Evaluation (M/E) system of Nursing education and training.
- Memorandum of Agreement between Council on Higher Education (CHE) and SANC.
- Interventions by National Department of Health (NDoH) impacting on regulation of Nursing Education and Training.
- CHE & SANC Joint Communique on Access to Postgraduate Diplomas in Nursing.

9

Regulate Nursing Practice:

- Nursing Practice Standards developed.
- Nursing practice standards piloted in 10 health establishments.
- Manager Continuing Professional Development (CPD) appointed.
- CPD pilot roll out conducted in 4 provinces (1 district per province).
- Inspectorate system at the SANC was established.

10

Promote Nursing research:

- Research Committee established.
- Research priorities identified and shared with stakeholders.
- Research funding.

11

Promote Collaborations with other Nursing Regulators:

- The SANC successfully launched an inaugural Southern African Development Community (SADC) Nursing and Midwifery Regulators' Forum.
- SANC sponsored Terms of Reference - under review by Member States.
- SADC Forum Logo developed, presented and adopted.

Annual fees for 2024

Refer: Government Gazette 26 May 2023, No. 48660



Circular 4/2023

01 June 2023

**TO: NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENTS OF HEALTH
NURSING EDUCATION INSTITUTIONS
ALL STAKEHOLDERS**

This Circular serves as confirmation of the South African Nursing Council's fees and fines as stipulated in the Government Gazette published on 26 May 2023.

1. ANNUAL FEES FOR 2024

1.1 NORMAL ANNUAL FEES

The annual fees for the calendar year 2024 for different categories of Nurse Practitioners are provided in the table below:

CATEGORY	ANNUAL FEE FOR 2024
Registered Nurses and Midwives	R780.00
Enrolled Nurses and Midwives	R470.00
Enrolled Nursing Auxiliaries	R330.00

1.2 REDUCTIONS IN ANNUAL FEES FOR AGE 60 AND OVER

The Council has resolved to introduce reduced fees for Nurses 60 years of age and over as per the table below:

1.2.1 60 TO 64 YEARS OF AGE ON 1 JANUARY 2024 (25% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2024
Registered Nurses and Midwives	R590.00
Enrolled Nurses and Midwives	R350.00
Enrolled Nursing Auxiliaries	R250.00

1.2.2 65 YEARS OF AGE AND OLDER ON 01 JANUARY 2024 (50% REDUCTION)

CATEGORY	ANNUAL FEE FOR 2024
Registered Nurses and Midwives	R390.00
Enrolled Nurses and Midwives	R230.00
Enrolled Nursing Auxiliaries	R160.00

NB: To qualify for the discount amounts, Nurse Practitioners may be required to submit a certified copy of their identity document in order to confirm their age.

Notes:

- The annual fees for 2024 must be received by the SANC on or before **31 December 2023**.
- The amounts in the tables above all **include 15% VAT**.

2. RESTORATION FEES FOR 2024

The restoration fees for different categories applicable from **1 January 2024** are shown in the following table.

CATEGORY	NORMAL RESTORATION FEE	REDUCED RESTORATION FEE
Registered Nurses and Midwives	R2 340.00	R160.00
Enrolled Nurses and Midwives	R1 410.00	R160.00
Enrolled Nursing Auxiliaries	R990.00	R160.00
Retired Nurses	R160.00	R160.00

Notes:

The reduced restoration fee only applies to a Nurse Practitioner:

- Who must have been removed from the register at his/her own request; or
- Who must be 60 years of age or older on **1 January 2024**. However, this must be confirmed with the Council before paying the reduced amount.

3. VOLUNTARY REMOVAL

A Nurse Practitioner who no longer wishes to practise in South Africa or who is unemployed, may request, in writing, for a voluntary removal of his/her name from the register, by completing the form available from the SANC. If a voluntary removal is granted by the SANC, the Nurse Practitioner's name will be removed accordingly on the **31st of December** of the year in which the application is received. Once removed, the Nurse Practitioner will no longer be required to pay annual fees while he/she is removed from the register.

If the Nurse Practitioner requires reinstatement onto the register, he/she will, in addition to paying the reduced **restoration fee**, be required to complete a **Restoration Form** which can be

accessed from the SANC website, www.sanc.co.za. It must be noted that practising while not being registered is illegal.

4. CLOSING DATE FOR PAYMENT OF ANNUAL FEES

Please note that for the calendar year 2024, the closing date for the payment of annual fees is **31 December 2023**. Payments must reach the SANC bank account on or before the closing date. You are, therefore, urged not to leave payment for the last minute to avoid problems associated with making payments at year end.

Remember: Bank transfers from non-FNB banks may take up to **3 working days** and you are therefore advised to pay well in advance to meet the **31 December 2023** deadline.

5. OTHER FEES

Please note that Annual Nursing Education Institution fees are payable from the **01 October 2023** to the **31 December 2023**. Other fees and fees payable by institutions will be applicable with effect from **01 January 2024**.

6. PERSAL DEDUCTIONS

The signing of Resolution 3 of 2019 in September 2019 by the National Department of Health together with major trade unions in Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), brought into effect the implementation of PERSAL deductions from the 2020 APC season for all employees falling under the scope of the PHSDSBC.

As a result of this agreement, affected Nurse Practitioners are urged not to pay the annual fees on their own as the employers are required to pay on their behalf in terms of Resolution 3 of 2019.

7. eREGISTER

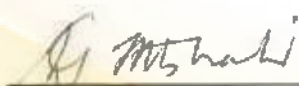
The SANC has made an eRegister facility available on the SANC website which can be utilised by employers to verify the registration status of all Nurse Practitioners in their employment. Employers are urged to utilise this facility in the absence of a physical Annual Practising Certificate (APC).

Visit: <http://www.sanc.co.za/eRegister.aspx> for more details.

8. COMMUNITY SERVICE PRACTITIONERS

Community Service Practitioners are not eligible to be issued with an APC, and therefore, should **NOT** pay annual fees. They **MUST** pay a conversion fee on completion of their Community Service in order to be registered as Nurse Practitioners using the REGFPRA registration fee code instead of ANLFEES (e.g. 12345678REGFPRA).

Yours sincerely



PROF NG MTSHALI

REGISTRAR AND CEO:

SOUTH AFRICAN NURSING COUNCIL

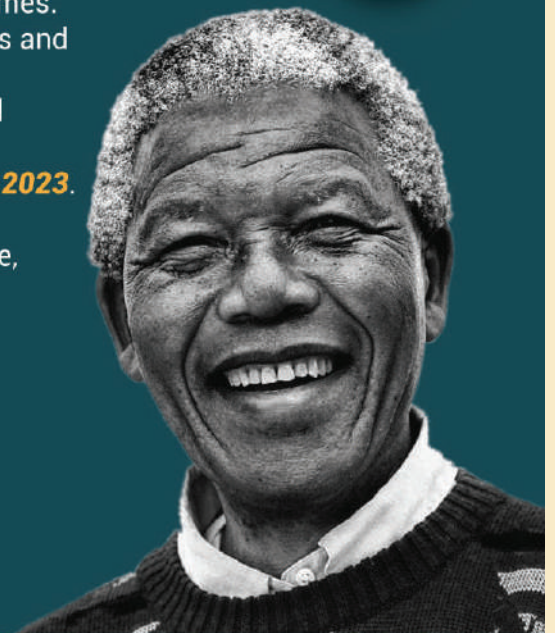
MAKING A DIFFERENCE, ONE BALL OF WOOL AT A TIME!

The South African Nursing Council (SANC) will be hosting another CSR campaign in celebration of Nelson Mandela International Day on Tuesday 18 July 2023.

- The SANC calls for **67 minutes of CARING** by donating **double-knit wool** to those less fortunate, taking cognizance that winter is upon us.
- The double-knit wool will be donated to the charity organisation **Knit-A-Square South Africa** which has dedicated volunteers assisting them to knit and crochet blankets for creches and old age homes.
- As with previous campaigns the SANC is inviting stakeholders and clients to join hands with us in this project.
- Stakeholders are thus invited to drop off the double-knit wool at the SANC offices for the attention of Ms Party-Day Moloi, Manager: Communication and Marketing **by Tuesday 11 July 2023**.
- Alternatively, SANC stakeholders can do the same project in their areas and adopt the shelters/organization of their choice, send pictures to the SANC for inclusion on its social media pages and in the newsletter.

For more information on **Knit-A-Square South Africa** please visit: <https://knit-a-square.com/>

If you require any additional information or would like to note your participation, kindly contact Ms Party-Day Moloi on pmoloi@sanc.co.za



DAY 18 JULY 2023

**NELSON
MANDELA
67 MINUTES OF CARING**

SANC
South African Nursing Council
Regulating nursing, advocating for the public

SANC Service Standards Charter

The South African Nursing Council (SANC) is the body entrusted to govern the Nursing profession 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 standards for Nursing practice as well as Nursing education and training. Its primary objective is to serve and protect the public in matters concerning Nursing services in particular.

SANC mandate

The SANC is a statutory professional body mandated to regulate the Nursing and Midwifery professions by establishing and maintaining Nursing education and training as well as practice standards, while advocating for the interests of the public.

Engagement

Engagement is vital to ensure that the SANC connects with its stakeholders and the public with the objective of service delivery as well as building and maintaining relationships that are key in ensuring optimal service delivery, while at the same time upholding the image and brand of the SANC. The SANC's Clients range from Professional Nurses, employers and Unions to Nursing educational institutions and the public.

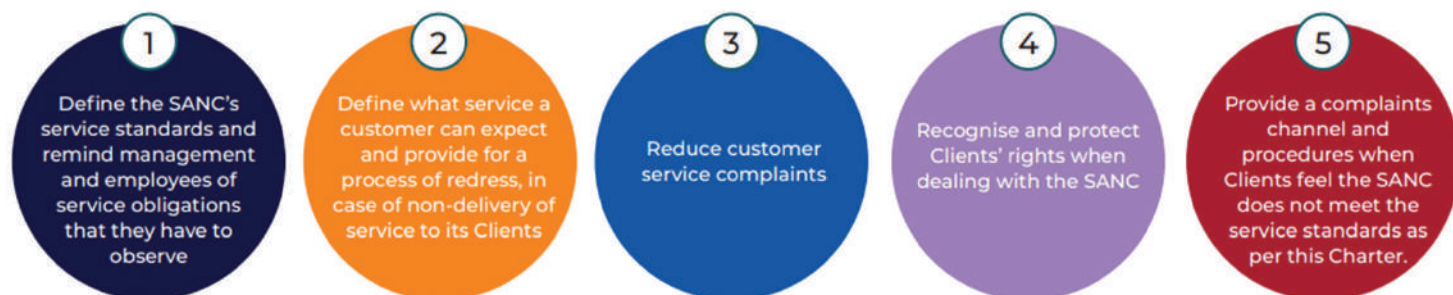
In its quest to fulfil the SANC mandate, the SANC has developed a [Service Standards Charter](#) to help define what a client can expect regarding service delivery and remind management and employees of the obligations towards rendering efficient services to its clients.



A Service Standards Charter is a public document that sets out the standards of service that service beneficiaries can expect from a department and organisation, as well as complaints mechanisms. The SANC Service Charter stipulates the Council's service standards, contact details as well as mechanisms of redress within the service areas.

Objectives

The SANC Service Standards Charter aims to:



Service standards

The most important component within the Service Standards Charter is the service standards that clients can expect from the SANC. See page 12.



South African Nursing Council
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SANC SERVICE STANDARDS CHARTER

The SANC commits to the following service standards:

ASSISTANCE



- SANC personnel commits to being proactively helpful e.g. by ensuring that all possible queries related to the client are addressed at the time of contact.

COMMUNICATION ACKNOWLEDGEMENT



- Communication (e.g. correspondence) will be acknowledged within 2 workdays (16 business hours) of receipt.

COMMUNICATION RESPONSE



- Communication will be responded to within five (5) workdays since day of receipt.
- Respond to a client's query within 2 workdays (16 business hours) unless there are extenuating circumstances; the client will then be assisted within five (5) workdays.

COMPLAINTS



- The Client Services Manager follows up on each complaint resolution within 24 hours to ensure the complaint has been addressed satisfactorily.

TELEPHONE CALLS



- Will be answered within three rings if the staff member is not on another call.
- Calls will be returned within 8 hours if a staff member is available/in office.

EMAILS



- Will be acknowledged within 2 workdays (16 business hours)
- If SANC staff are not available for a day or more, they will activate their out-of-office message, diverting enquiries to an available colleague. Emails to be responded to with the standard greeting. Will be free of grammatical and spelling errors and address the query adequately based on the information provided by the client. Will contain the full designation and contact details of the SANC officer responding.
- The SANC personnel will use the email auto-forward or reply function when an official is away from their workplace e.g. at a full day meeting, and the auto-forward message will include a contact name/s and number/s for urgent queries.

LANGUAGE



- Queries will be attended to in English as per the SANC's Language Policy.

NAME BADGES



- Staff at Reception and Cash Management Section will wear the SANC name badge at all times.
- Staff who are on external visits/inspections/career days/etc. or attending internal meetings and events with external visitors will wear the name badge for the duration of the meeting/event

WRITING ETHICS



- The SANC's **correspondence** ascribes to the principles of ethical writing: inclusion, respect, acknowledgement of diversity, avoiding bias, adherence to the POPI Act, 2013 requirements, and transparency.
- **Language** will be set to: South African English for proofing purposes.
- **Document templates:** SANC employees will use document and email templates that reflect the SANC's corporate identity, thereby ensuring consistency and uniformity.
- **Confidentiality:** The SANC prioritises confidentiality when replying to a customer and will ensure that all recipients within an email are only those who require the information

PROBLEM-SOLVING



- Respond to a client's query within 2 workdays (16 business hours) unless there are extenuating circumstances; the client will then be assisted within five (5) workdays.

PROFESSIONALISM



- Dress, behave and speak in a manner that enhances the reputation of the SANC.

RESPECT



- Treat all clients with courtesy, consideration and respect.

SERVICE EMAILS



- Are monitored by Managers and Senior Managers on a daily basis.
- Emails will be acknowledged within 2 workdays (16 business hours).

SIGNAGE



- Clearly marked corporate signage for information desks will be on display.

STANDARD GREETING



- Each client will be greeted with a standard greeting by using the client's title and surname; and
- The conversation or email will be started and ended with the name, designation and contact details of the SANC official that the client is dealing with.