

SASOHN

Newsletter

24 SEPTEMBER 2020

HERITAGE DAY



SASOHN

SOUTH AFRICAN SOCIETY OF
OCCUPATIONAL HEALTH
NURSING PRACTITIONERS

Registered Public Benefit Organisation (Reg no 930024479)

GOEIE DAG!
DUMELANG!
MOLWENI!
SANIBONANI!
THOBELA!
LOTJHANI!
NDI MASIARI!
NHLEKANHI!
NAMASTE!
GOOD DAY!



DEAR SASOHN MEMBERS,
by Denise MINNIE, SASOHN President

I take this opportunity to extend my greetings to all of you on this Heritage Day. On this 24th day of September 2020, as always, we celebrate our many cultures, traditions, and languages of our rainbow nation, and many are found doing the traditional braai. Most importantly let us also celebrate our greatest legacy of all, and that is our freedom.

Twenty-five years ago, millions of South Africans voted for the first time and this gave birth to a country that believes in equality, non-sexism, non-racialism, respect for human rights, and tolerance of

differences. We wear our cultural colours with pride and honour on special occasions and every so often we hear “Proudly South African”.

Heritage Day is one of the recently made South African open holidays. During this time, we pay tribute to all South Africans, young and old, who have kept our rich and diverse cultural and linguistic traditions alive.

As SASOHN members, let us also take this time to recall our own history as a society. This year marks the 40th Anniversary of SASOHN. Let us keep the SASOHN history alive and work towards upholding the collective pride of our people in the



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communities that we serve, and at our places of work. Let us look at the possibilities of incorporating our cultural heritage component into the occupational health care services that we render, that can be beneficial to the community. Who knows, this might be the start of better partnerships with our communities in teaching them about occupational health. Let us create a rich history, a legacy, and tradition for those occupational health nurses that are coming after us by sharing our knowledge, our skills, and creating broader pathways that empower them to improve on our scope of practice, and core competencies that relate to occupational health.

We must encourage the communities and government to invest in occupational health so that it is affordable, accessible and of the best and highest quality to all employees.

Let us use events such as this to affirm the great diversity of our society and let us be united by the values of dignity, respect, and equality. Let us ensure the services we render and promote are ethical and current. As we celebrate our heritage, let us also celebrate our resilience, and step forward by committing to being part of our country, our nation, and our society, and to use this rich heritage of which we are so

proud of to promote occupational health, and take care of the health and well-being of all employees at the workplaces.

Let us start with positive affirmations such as: I too have talents, I too have the ability, and I too have something to offer, no matter how small, to make South Africa and its workplaces a better and safe place for all employees.'

This country's freedom was won by the actions of the men and women who stood side by side in the heroic struggle, let us start making that difference more especially in this "Year of the Nurse". Now again, and perhaps more than ever, do the actions we take as individuals determine our future as a country.

On a final note: As the honourable President Cyril Ramaphosa said: "There can be no better way to celebrate our South African-ness than joining the global phenomenon that is spreading across the world and that is the Jerusalema dance challenge, #JerusalemaChallenge on Heritage Day.

So let's join in the challenge SASOHN members, and *"Let us do it big, Do it right and Do it with Style" (Fred Astaire)*

**Ngiyabonga. Ke a leboga. Baie dankie.
Ndiyabulela. Ndo livhuwa.Ndza nkhenisa.
Namaskar, Thank you.**



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SHORT TERM SOLUTIONS IN THE CPD CONUNDRUM FOR NURSES REGISTERED WITH SANC



by Michelle BESTER, (SASOHN National Educational Representative)
Angie BUTKOVIC (past SASOHN National Educational Representative)

There has been a shared ethical mandate across all health professional graduates that basic competency would be achieved AND continued professional development (CPD) would be maintained through ongoing life-long learning, as health education and medicine is in a constant state of dynamic change. The South African Nursing Council (SANC) has been on a 20 year journey in developing a continued professional development (CPD) system for nurses since 2000, as initiated and guided by Dr E. Kaye-Petersen and her team (Kaye-Petersen, PhD Thesis, 2004). Eventually the provision for a CPD system was included under section 39 and 59 of the then new Nursing Act No 33 of 2005.

According to the draft CPD system piloted in 2015 (SANC Circular 3/2018 and the Common Wealth Nursing Federation), CPD is the purposeful and structured maintenance of



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improvement in the professional's knowledge and skills to remain competent in their chosen profession for the benefit of themselves, their patients or clients and the wider profession. The key principles of this CPD system is that it is self-directed; that the CPD activities are planned in advance through a personal development plan, that the host / facilitator applies adult learning principles, that the content is relevant, current, available, accessible, affordable, and based on sound evidence-based practice. This CPD system acknowledges that there is varying learning styles and includes a wide range of formal and informal learning activities. See the list of activities that will be considered.

During SANC's 2018 roadshows it was revealed that Professional Nurses will need to accrue 15 CEU's across 5 thematic focus areas over a 12-month period, starting in July of the first year and running until June of the following year. Nurses will be required to maintain a log sheet of all professional activities in which they have participated and to keep a portfolio of evidence (POE).

Just as the Health Professions Council of South Africa (HPCSA) requires approved CPD Service Providers (CSP) in each province in order to implement the accreditation process on their behalf, so will SANC need CSPs. The CSP needs to prove how they will fairly and speedily process

applications; have a working council that will vote on the amount of CEU's to be awarded with each application and in what category; a quality assurance process to verify that the presenters, content, ethics components, affordability, etc are meeting all the CPD principles, and a sustainable and reliable financial system to process the fees from each application. A portion of the income generated from those applications is awarded annually to SANC, as the legally appointed body, when SANC re-audits the approved CSPs. SASOHN has proactively been developing and testing an internal CPD structure to align as a potentially approved CSP to SANC. Currently there is no list of SANC approving any CSPs yet,



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including those from HPCSA. Currently HPCSA utilizes CSPs like SAMA, Wits Consortium and Stellmed to award CEUs on training and/or event facilitation applications where only health care professional members of HPCSA benefit.

What does this mean for the OHNP? SASOHN spends +/- R2000 to R3500 per council category since +/- 2010 via these CSPs in respect of national events like the Academic Days and Conferences. The topics and quality of the presentations at our national events attract a handful of respected colleagues who are HPCSA members. This unfortunately does not translate into our own members (the majority of attendees) from benefiting from those CEUs. SANC as the governing body has not yet announced a list of approved CSPs where SASOHN, SAMA, Wits Consortium, Stellmed and/or international CME's have been recognized. So, does this mean we boycott any and all events that do or do not have a CEU's attached? No. For now, SASOHN advocates that members consider all professional educational opportunities whether the event has CEU's attached or not, until SANC publishes a list of approved CSPs. Rather conscientiously seek credibility of the event via recognition that well established organisations with accreditation either through higher education council or the SETA's are the event organisers; that the organisation is transparent about only awarding internal CEUs, request credentials of the speakers as part of booking process, and enquire whether an internal CPD logbook can be signed off by the main facilitator and/or whether an attendance or competency will be attached.

When you navigate the hyperlinks to the draft SANC CPD guide you hopefully will notice that learning activities such as officially being appointed the mentor by either the HEI or SASOHN does not require pre-authorisation for CEUs. Instead SANC is expecting the nurseprofessional to voluntarily engage as a mentor,

become an active member on a related professional committee, conduct updates or develop governing policies or SOPs, with proviso that one keeps evidence of each of those activities and then submits this annually with one's log book. A bulk credit of potentially 25% of the minimum cyclic CEU's is based on self-directed development. SASOHN members are reminded to regularly check the SANC website (www.sanc.co.za) for further developments on the implementation of CPD for the Nursing profession.



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Happy Heritage Day!



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