



## International Nurses Day 2020

The WHO Executive Board designated 2020 as the “*Year of the Nurse and Midwife*” in honour of the 200th birth anniversary of Florence Nightingale.

The year 2020 is significant for WHO in the context of nursing and midwifery strengthening for Universal Health Coverage. WHO is leading the development of the first-ever State of the World's Nursing report which will be launched in 2020, prior to the 73rd World Health Assembly. The report will describe the nursing workforce in WHO Member States, providing an assessment of “fitness for purpose” relative to the WHO 13th General Programme of Work (GPW13) targets. WHO is also a partner on The State of the World's Midwifery 2020 report, which will also be launched around the same time.

The SA Nursing Council is adding its full support to International Nurses Day 2020 with the Council-approved theme: ***Appreciating the role of nurses in society.***

Taking this theme to its full extent, the SANC is proud to announce the launch of the ***SANC Nursing Excellence Awards*** as of 2020! Details of the award categories, Committee, nominations, etc. will be distributed in due course – watch this space!

The SANC will also be focussing on its ***#bethatnurse*** campaign for the duration of 2020, once again emphasising and appreciating the role of nurses in society.

Below are additional ideas for stakeholders wanting to celebrate International Nurses Day 2020:

- ✓ Appreciation packs for Nurses
- ✓ Motivational speakers on the day
- ✓ Have a Theme Day
- ✓ Give out awards for each nurse
- ✓ Get Festive: Have your staff decorate their floor based on this year's theme. Make it a competition. This activity also doubles as an opportunity for team bonding and building.
- ✓ Be Personal: Make the effort to write hand-written thank you notes as a sign of your appreciation for all that your nursing staff does for patients on a daily basis. Hand-written thank you notes have become increasingly rare to receive, and this simple act can make a profound difference in employee recognition and employee morale.
- ✓ Plan a Candle Light Walk at your hospital or clinic
- ✓ Use this day to kick off your “Nurse of the Month” Recognition Program. Choose a special nurse who serves as a role model to honour during this first month.
- ✓ Acknowledge the time your nurses have spent working at your facility. Hold a small ceremony and hand out Years of Service Pins.
- ✓ Focus on their feet, since nurses are always on them. Give gift bags of foot-themed presents, such as Pedometers, Socks, and Pedicure Spa Kits.
- ✓ Pamper your nurses with on-site massages. Offer them items that prolong the pampering, such as manicure kits.
- ✓ Liven up your workspace or floor with bright and cheerful decorations. Print out pictures of each nurse on your team and display them on a hospital bulletin board. Above the photos, write out a banner that says, “*Superheroes Wear Scrubs*”. This will remind you and your colleagues how important and appreciated they are.

Whatever activity you decide to focus on, please send us your picture and videos for our Facebook page. You can email these to: [avaneeden@sanc.co.za](mailto:avaneeden@sanc.co.za). Remember: ***#bethatnurse***

# IMPORTANT NOTE...

## PERSAL UPDATE:

### Queues at the SANC a thing of the past

The National Department of Health, together with the major trade unions in the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), signed Resolution 03 of 2019 in September 2019. The signing of this Resolution brought into effect the Persal deductions for all the employees that fall under the ambit of the PHSDSBC. The implementation of these Persal deductions has had an immensely positive impact on the operations of the South African Nursing Council, which was clearly apparent by a drastic reduction in the number of nurse practitioners visiting the Council offices to pay for their annual practising certificates (APCs).

As this was the first year of implementation, there was confusion in some Provinces as to whether the Persal deductions would be successfully implemented before 31 December 2019.

Through the timely and most welcome intervention from the National Department of Health, the Provinces concerned were given the necessary assistance and training that enabled them to submit the required information to the Council on time.

Important lessons have been learned; we believe that the teething problems that were experienced during the 2020 APC season will be a thing of the past, going forward. We are also confident that, with all the support from our stakeholders, the 2021 APC season will run smoothly. Our sincere thanks to all concerned for your support during this process.

### The current status

All of the Provinces have paid the annual fees on behalf of their nurse practitioners on time; all payments were received from all of the Provinces before the payment deadline of 31 December 2019. The Council would like to commend all the stakeholders that contributed towards achieving this feat, despite this being the first-time implementation of the Persal deductions. Their unwavering support for the successful implementation of the Persal deductions has led to the successful implementation of Resolution 03 of 2019, which should rightly be cherished by everyone involved, given the long-term benefits for all concerned.

The Council has also made satisfactory progress in the processing and printing of the APCs for the following Provinces:

- Northern Cape;
- Eastern Cape;
- Western Cape;
- KwaZulu-Natal;
- Gauteng;
- North West;
- Free State; and
- Limpopo.

The Council is currently awaiting the submission of the outstanding reports from Mpumalanga Province. Discussions with the relevant officials from Mpumalanga are ongoing and we expect the outstanding information to be submitted soon.

### Delivery of APCs and the importance of updating your personal details

We have been in constant contact with the officials across all Provinces about the logistics around the delivery of the APCs. Some Provinces have given us the go-ahead to deliver the APCs to specific offices that would then ensure that all the APCs are delivered to the nurse practitioners in their Province. On the other hand, other Provinces have indicated that they do not have the necessary capacity to deliver the APCs to the nurse practitioners in their respective Provinces. The discussions to find alternative solutions to this dilemma are still ongoing, and we expect to resolve the matter soon. Of major concern to us, right now, is the fact that the personal and contact details of some nurse practitioners, such as postal and/or physical addresses, are outdated. However, you may rest assured that the interests and needs of the nurse practitioner are paramount in finding solutions, and we appeal to Practitioners to ensure that the SANC has their correct details.

### Clear process on reversal of double payment

We have thus far identified more than 15 000 refunds due to practitioners in respect of the eight (8) provinces for which the data has been processed. This figure is likely to increase once we receive the outstanding reports from Mpumalanga Province. This is a new challenge and unfortunately one of the teething problems of the transition to Persal deductions, and Council is exploring different avenues towards a speedy resolution. National Treasury is unfortunately not able to process these refunds through the Persal system, and we are exploring other alternatives, such as bulk refunds, the success of which would depend on the Council obtaining certain information (such as banking details) for all affected nurse practitioners. The Council does not have direct access to the Persal system, we thus rely on National Treasury for support in this regard.

### Shortfalls due to upgrading to a higher Nursing Category

The lists for Persal deductions as received from each Province were verified by the SANC in October 2019. The payments were subsequently processed through the Persal deductions that were effected by National Treasury during the months of November and December 2019. Such payments were based on the verified lists that were received from each Province. During the intervening period, some nurse practitioners upgraded to/obtained/achieved a higher nursing profession category based on their qualifications. As a result of the upgrade to a higher professional category, the amount confirmed for Persal deduction would be insufficient to cover the fees that are payable for a higher profession category. The affected nurse practitioners are required to 'top up' the shortfall between the amount paid through Persal deduction and the actual amount due, in order for us to issue their annual practising certificates (APCs). We have identified more than 244 nurse practitioners that are affected by the change in professional category across the eight provinces of which the data has been processed to date. Nurse practitioners affected by the change in professional category are given an extension period within which to make the necessary top-up payment. This extension period varies from practitioner to practitioner and all affected nurse practitioners are requested to contact the SANC to confirm their respective extension period. The SANC is also in discussion with the Provinces in order to explore all possible avenues for the SANC to address this matter in the best interests of all concerned.

# [ #bethatnurse ]

## Marketing Campaign

The SANC wants to reaffirm the passion of nursing within the profession by reminding nurses of their value; reminding them that they matter, via a new awareness campaign called:

### #bethatnurse

The campaign will be introduced this year and run throughout 2020 and beyond. The slogan **#bethatnurse** is also being copyrighted by the SANC.

#### Objectives of the campaign

- ✓ To emphasise and strengthen the pride in the profession of nursing
- ✓ To remind nurses that they make a difference, every day, in their day-to-day actions
- ✓ To remind nurses about the values that drive them:
  - Empathy and Caring, Communication, Teaching, Critical Thinking, Psychomotor Skills, Applied Therapeutics, Ethical and Legal Considerations; Professionalism, etc.
- ✓ To remind nurses that they are valued
- ✓ To remind stakeholders of the value of nurses
- ✓ To ultimately remind patients, the public, about the value of nurses.

### #bethatnurse who...

- makes a difference, every day
- goes the extra mile;
- always puts patients first;
- is a nurse at heart;
- cannot do everything; but makes everything you do count;
- touches lives and hearts;
- never forgets why you became one;
- is selfless;
- is compassionate, loving and dedicated;
- is the best part of a patient's bad day;
- makes patients feel that they count;
- your patients will never forget;
- inspires others to be a nurse;
- is kind always;
- adds value to what you do, and values what you do;
- you would want if you were a patient;
- inspires other nurses;
- is the role model you want to look up to;
- adheres to protocols
- is always eager to learn.

*Keep an eye out for our campaign on signboards, in nursing magazines, posters, social media – the list is extensive.*

## How you can be part of the campaign

- ✓ **#bethatstakeholder** that helps us to make nurses realise that they are that nurse
- ✓ Spread the word amongst the nurses about the SANC campaign and support the campaign - **#bethatnurse**
- ✓ Help us to find those nurses who are passionate about their profession – we want to know about them and be able to contact them to create awareness. Send us your stories and photos/videos of nurses doing exactly that: Being that nurse.
- ✓ Send your contributions to: [avaneeden@sanc.co.za](mailto:avaneeden@sanc.co.za) or [pmoloi@sanc.co.za](mailto:pmoloi@sanc.co.za)
- ✓ Here is a link to the campaign launch video – please assist us in distributing it far and wide and most importantly, to the nurses in your employment: <https://vimeo.com/386419200>

The Year 2020 is the Year of the Nurse. Let us remind nurses about their value again so that the public can realise their value, again.





## Nursing Indaba 2020

The SANC will be hosting a 2-day **Nursing Indaba** again **during 2020** with space for exhibitors too.

As soon as dates and more details are available we will be alerting you – watch this space!

## Watch out for those “**BOGUS Nursing Schools**” and “**BOGUS Nursing Programmes**”

It is that time of the year when many school leavers, seeking opportunities to better their future, are exposed to being lured into paying huge amounts of money and enrolling at institutions purporting to offer nursing education programmes when they are not accredited by the South African Nursing Council (SANC).

A list of institutions that are accredited to offer nursing education programmes are published on the SANC website: [www.sanc.co.za](http://www.sanc.co.za)

Details of such publications include the name of the accredited institution, a nursing programme the institution is accredited for and the number of students allowed per intake. The list is updated as and when other institutions apply, comply with accreditation requirements and get accredited. Students, parents and the public are implored NOT to pay money into accounts of institutions claiming to offer nursing programmes before verifying information with the SANC.

Students who are enrolled into programmes that are not accredited by the SANC, even if the institution is accredited for other programmes, will not be registered with the South African Nursing Council and education and training undergone will not be recognised by the SANC.

### Be warned of Institutions that recruit students into:

- ✓ “pre-nursing” programme as a pre-requisite for any nursing education programme.
  - ✓ There is no such legitimate programme, it is a scam.
- Phased-out legacy nursing programmes. The last date for admission of new entrants into any legacy programme was 31 December 2019, therefore no Nursing Education Institutions can admit students for the legacy programmes in 2020.

Please report suspicious institutions and advertisements to the SANC through the **SANC Fraud Hotline @ 0800 20 12 16.**

## THE YEAR 2020 IN WRITING

It is the year 2020 and here is a key pointer for all signed documents during this year:

**Important: Always write the date out in full e.g. 2020 and not ...../20**

### WHY?

Because it is easy to go back and change the dates of documents in future e.g. a document dated as 10/04/20 can be changed to 10/04/2018, 2021 or whatever date. But when it is written out as 10/04/2020 it cannot be changed.

**A correct record in nursing is a DO or DIE for proper patient management and legal purposes.**