

#SANCnews

Regulating nursing, advocating for the public

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THE NEW SANC WEBSITE www.sanc.co.za

The South African Nursing Council (SANC) is proud to introduce its new, dynamic and interactive website: **www.sanc.co.za**.

The new website is easier to navigate, more user-friendly and is in line with the SANC's new corporate image following the introduction of its new logo. The website was designed with the newest technology and innovation in mind and with the main goal to improve both service delivery and communication. As an important channel for stakeholder engagement, it provides stakeholders with the most up to date and accurate information.

The new website offers improved features, a new look and easy navigation on any device at any time. Some of the key features:

- a) The Nurse eRegister
- b) The SANC accredited Nursing Education Institutions
- c) Online publishing of examination results
- d) The latest SANC publications e.g. the #SANCnews, circulars, legislation, etc.
- e) Downloadable SANC documents and forms
- f) Integrated social media buttons to foster improved communication.



Another helpful service delivery tool is the **LiveChat option** which enables you to talk to one of the SANC's Client Service agents on the website during office hours – keep an eye out for the screen that will pop up while you are visiting the website.

An important feature that is coming soon is the **password-protected login section** for the SANC registered nurses and student nurses. Included in this section will be the **SANC Business Hub** which will change the way the SANC is doing business. This online business portal has been created to streamline business processes and improve service delivery.

One of the first features of the Business Hub will be the online updating and verification of Nurses practitioners' and Student Nurses' contact and personal details. It will provide Registered Nurses and Student Nurses with the opportunity to verify their captured contact details with the SANC as well as making changes to personal details by submitting the required verification documents. This process will be fully automated as of 2022.

The SANC is excited about a number of other key functionalities that will be added as of 2022/23, all with the main purpose of providing an online business services portal while improving service delivery. Information about these functionalities will be made available as and when they become available on the new website.

Go ahead, visit the website: **www.sanc.co.za**.

Watch the video on the new SANC website on YouTube: **www.youtube.com**, search for **SANCTV** and find the "The SANC new website"- video.

The new SANC website - taking the SANC into the future.

**THE SANC NEW
WEBSITE**

IS LIVE

CHANGING THE WAY WE
CONNECT
WITH YOU

Taking the SANC
into the future

THE SANC Statistics 2020



The latest **SANC annual statistics** are available on the SANC website: <https://www.sanc.co.za/sanc-statistics/>:

- Age Analysis of Persons on the Register, 2020
- Provincial Distribution of Nursing Manpower versus the Population of South Africa, 2020
- Registrations and Listed Qualifications, 2020
- Registration of Students - Nursing and Midwifery Courses, 2020
- Registration of Students - Enrolled Nursing Courses, 2020
- Registration of Students - Nursing Auxiliary Courses, 2020.

These statistics show either:

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

The latest **Time Series Statistics up to 2020** as listed below, are also available for the following categories on the SANC website: <https://www.sanc.co.za/time-series-statistics/>

- Growth in the Registers and Rolls, 2011 to 2020
- Nursing Education Institution Output 2011 to 2020: 4-Year Comprehensive Programme
- Nursing Education Institution Output 2011 to 2020: Bridging Programme
- Nursing Education Institution Output 2011 to 2020: Enrolled Nursing Programme
- Nursing Education Institution Output 2011 to 2020: Enrolled Nursing Auxiliary Programme
- Nursing Education Institution Output 2011 to 2020: Midwifery Programme
- Nursing Education Institution Output 2011 to 2020: Psychiatric Nursing Programme

These time series statistics show the changing figures from year to year over a period of up to 10 years.



#bethatnurse

The MediClinic in Paarl has shared the picture below with us. Mr Hennie Gerber was a patient there recently and presented the staff with this framed 'thank you note', in appreciation of the service he has received from the Emergency and Radiography departments specifically. Jacorie Visagie, Patient Experience Manager at MediClinic Paarl says: "The framed note has a special place within our unit and is appreciated so much by the personnel."

Thank you Mr Gerber and thank you nursing staff!

#bethatnurse – walking the extra mile; making a difference.

UNFITNESS TO PRACTISE/ IMPAIRMENT

Introduction

The South African Nursing Council (SANC) has the responsibility to regulate the nursing profession ensuring safe and quality practice to protect the public. The SANC in line with Section 51 of the Nursing Act, 2005 (Act No. 33 of 2005), established an Impairment Committee.

The South African Nursing Council (SANC) Impairment Committee

The Committee's main objective is to look into allegations of unfitness to practice nursing by a practitioner as a result of physical and mental impairment, to support the nurse practitioner against whom an allegation has been made and to assist him/her towards recovery while protecting the health care users against unsafe practice. The SANC's Impairment Committee mandate is to conduct inquiries into allegations of unfitness to practice. The committee functions are outlined in the Regulations relating to the Conducting of Inquiries into Alleged Unfitness to Practise due to Disability or Impairment of Persons Registered in terms of the Nursing Act, 2005 (Act No. 33 of 2005), Government Gazette Notice No. R. 1099 of 19 December 2012.

Definition of Impairment

Impairment is defined in terms of Section 51(7) as *"a condition which renders a practitioner incapable of practising nursing with reasonable skill and safety"*. Section 51(1)(a)(b)(c) of the Nursing Act, 2005 (Act No. 33 of 2005) indicates that whenever it appears to the Council that a person registered in terms of the Act is or may be incapacitated as a result of disability and/or impairment, whether mentally or otherwise, to such an extent that:

- (a) It would be detrimental to the public interest to allow him or her to continue to practise;
- (b) He or she is unable to practise the profession with reasonable skill and safety; or
- (c) In the case of a learner, who has become unfit to continue with the education programme, the Council must appoint a Committee to conduct an inquiry in the prescribed manner; and

- (d) The Council must appoint a Committee to conduct an inquiry as outlined in Regulations relating to the Conduct of Inquiries into Alleged Unfitness to Practice due to Disability or Impairment, Government Gazette Notice No. R. 1009 of 19 December 2012.

Tell-tale signs that Nurse Managers should watch out for

The following are some of the common tell-tale signs of Nurse Practitioners with possible impairment:

- a) Preference to be alone when accessing controlled substances, discrepancies between patients' records and drug records are noted and they alter prescriptions and doctors' orders;
- b) Preference of shifts where there is less supervision and they are defensive when questioned about medication errors;
- c) Frequent and unexplained disappearances from the work units, decreased productivity and abuse of sick leave;
- d) They are very unreliable on the job and change jobs frequently;
- e) Patients complain of not receiving medication or the medication received is ineffective; and
- f) Patients usually complain of high medical bills due to nurses manipulating prescription sheets to obtain increased drug supply, which is then charged to patients' accounts.

Reporting alleged unfitness to practice or impairment by a Nurse Practitioner to the SANC

Allegations of unfitness to practice may be reported by the employer, colleagues, health care users or members of the public. All reported matters are treated as confidential. Persons who report a practitioner as allegedly unfit to practice has to make an affidavit, provide a description of the incident including date, time and place of occurrence as well as their contact details. Such information should be emailed to: professionalpractice@sanc.co.za.

Management by the Impairment Committee

It is important to note that the Committee's purpose is to assist and not to punish Nurse Practitioners, while at the same time ensuring confidentiality. To successfully fulfil its mandate, the Committee requires cooperation from practitioners and their support system (Managers, colleagues, family members etc.).

The Committee has adopted a non-disciplinary approach to assist nurse practitioners who are incapacitated, so that they receive treatment and rehabilitation to enhance public safety. It consults with or seeks further information regarding the complaint from the person who lodged the complaint, including the respondent.

Respondents are invited to make representations to the Impairment Committee in person. The manager who submitted the report is invited to make oral representations and to give evidence and/or provide support to the respondents.

Depending on the merit of the case, the invitation to appear before the Committee may be done at the expense of the SANC under certain circumstances e.g. where the practitioner is unemployed and unable to undergo required health assessments. Nurse practitioners are required to undergo medical examinations and psychotherapy and submit reports on a regular basis until the Committee deems it fit to discharge them from its management. Meetings are held in camera to ensure confidentiality.

Outcome

If the practitioner is compliant and the Committee is satisfied with the practitioner's psychotherapy progress, the practitioner is discharged from the Impairment Committee management;

If the practitioner is impaired but the Committee is satisfied that the practitioner can continue working, limitation on scope of practise can be imposed for a specific period and in the case of a learner, the learner can continue with the education programme under certain conditions;

If the practitioner is impaired to an extent that he or she is unable to practise the profession with reasonable skill and safety, the practitioner's name is removed from the Nursing Register - in case of a learner her/his education programme is suspended;

If the practitioner continues to be non-compliant with the directives of the Committee, the practitioner's name is removed from the Nursing Register until such time that the practitioner has complied.



Accreditation matters

The list of Nursing Education Institutions (NEIs) that are accredited by the South African Nursing Council (SANC) to offer the Postgraduate Diploma in Nursing programmes are available on the SANC website:

<https://www.sanc.co.za/education-institutions/>.

The list will be updated at the end of each quarter.



Examination matters

Candidates who write the examination conducted by the SANC should take note of the following:

- Examination results are published on the SANC website, www.sanc.co.za using the candidate's examination numbers.
- Examination results will not be emailed nor provided telephonically to candidates.
- The statement of results is dispatched to the Nursing Education Institutions (NEIs) after publication of the results and it will not be emailed to candidates under any circumstances.
- Candidates are therefore discouraged to come to the SANC to collect their statement of results.



Registration matters

Students who are not enrolling for legacy nursing programmes for the first time are allowed to re-register with any Nursing Education Institution (NEI) offering the programme in order to complete the programme provided that the NEIs adhere to the accredited number of students for the relevant programme.

The NEIs should take note of the end dates of the SANC conducted legacy examinations as published in SANC Circular 14/2020. This should be done before NEIs can accept students who intends to complete the legacy programmes as the examination dates are final and will not be extended.