



YEAR-END MESSAGE

By Acting Registrar and CEO

Ms SJ Nxumalo

THE YEAR 2022 is approaching its end, and it is time to reflect on the year behind us. On 8 November, the South African Nursing Council (SANC) celebrated 78 years of serving the Nursing profession.

The SANC had a very busy year marked by new ways of conducting business because of the ongoing COVID-19 pandemic. There were also significant changes within the Nursing education and training landscape which compelled the adherence by the profession.

A big appreciation to our stakeholders for always providing constructive contributions and feedback in shaping the SANC and assisting to improve service delivery.

The SANC also commends the Nurses for the resilience and dedication they are demonstrating in caring for the patients despite the challenges they are faced with daily.

I would like to thank the SANC employees for ensuring that the SANC clients are served in a professional manner and via a host of different platforms.

We wish you a safe and enjoyable festive and holiday season. Travel safe, rest and recoup for the year 2023.

Circular 13 /2022

SOUTH AFRICAN NURSING COUNCIL (SANC) YEAR-END CLOSURE

TO: National Department of Health
Provincial Departments of Health
Nursing Education Institutions
All Stakeholders

SOUTH AFRICAN NURSING COUNCIL – YEAR-END CLOSURE

The office of the South African Nursing Council will be closed for the year-end from **Friday, 23 December 2022 at 12:00 midday**, and re-open on **Tuesday, 03 January 2023 at 08:00**. Kindly note that on **23 December 2022**, for operational reasons the gates will be closed at **11: 00** already.

Annual fees must be paid into the Council's bank account **on or before 31 December 2022** to avoid restoration fees - **note that banks take up to three (3) days to clear payments** and thus all bank electronic transfers need to be made **by 23 December 2022** to ensure it reaches the SANC by **31 December 2022**.

The SANC banking details are:

Name of bank	: First National Bank
Account number	: 514 211 86 193
Branch code	: 253145
Reference	: Person's own SANC Reference Number followed by ANLFEEs

Whilst waiting for the Annual Practising Certificate to be distributed by the SANC, the employer can verify the registration status of the practitioner through the SANC website by logging into the SANC eRegister at <https://www.sanc.co.za/eRegister.htm>. To do this, they will require the practitioner's SANC reference number or Identity Number (ID No).

We wish you all the best over the holiday season, please stay safe and we look forward to working with you in 2023.

Kind regards



Ms SJ Nxumalo
Acting Registrar and CEO
South African Nursing Council

Date: 26/10/2022

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Chairperson: Dr M Molepo, Vice Chairperson: Dr S Zuma, Acting Registrar & CEO: Ms J Nxumalo

Circular 12 /2022

POSITION OF SANC ON ARTICULATION FROM LEGACY TO THE HIGHER EDUCATION QUALIFICATIONS SUB-FRAMEWORK (HEQSF)-ALIGNED NURSING QUALIFICATIONS

To: NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENTS OF HEALTH
NURSING EDUCATION INSTITUTIONS (NEIs)
ALL STAKEHOLDERS

SUBJECT: POSITION OF SANC ON ARTICULATION FROM LEGACY TO THE HIGHER EDUCATION QUALIFICATIONS SUB-FRAMEWORK (HEQSF)-ALIGNED NURSING QUALIFICATIONS

1. PURPOSE

- 1.1 To share information with the National Department of Health, Provincial Departments of Health, Nursing Education Institutions (NEIs) and other relevant stakeholders on the following:
- 1.1.1 Process followed by the South African Nursing Council (SANC) in determining the recommendations submitted to the Council on Higher Education (CHE) about articulation pathways for Nurses who trained under legacy qualifications;
 - 1.1.2 Position of the SANC on Communiqué 1 of 2022 issued by the CHE; and
 - 1.1.3 Position of the SANC on Communiqué 10 of 2022 issued by the CHE.

2. BACKGROUND

- 2.1 **Process followed by the South African Nursing Council (SANC) in determining the recommendations submitted to the Council on Higher Education (CHE) on articulation pathways for Nurses who trained under legacy qualifications.**
- 2.1.1 The legacy qualifications offered by the public and private Nursing colleges/schools were arbitrarily assigned on the NQF, based on the institutional type. When the new NQF Act No. 67 of 2008 was implemented, there was a need for alignment of higher educational qualifications nationally which happened between 2011 and 2015. This includes Nursing qualifications acquired through universities. However, the public and private Nursing colleges/schools were left out of this process because they were not part of Higher Education at that time. This created a challenge for the Nurses who trained under legacy qualifications in terms of articulation to the new HEQSF-aligned Nursing qualifications. The SANC expressed concern about this omission through engagement with the CHE.
 - 2.1.2 It is on the basis that the SANC initiated a gap analysis process to identify the similarities and differences between the legacy and HEQSF-aligned Nursing qualifications. The

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Circular 12 /2022 cont.

purpose of the exercise was to determine if there were gaps in learning content and programme outcomes of these Nursing qualifications, and if there were, how the gap would be bridged. The SANC conducted a three-day workshop from 3-5 March 2020. Nursing Education and Training stakeholders were represented at the workshop, namely, Forum of University Nursing Deans of South Africa (FUNDISA); the College Principals and Academic Staff of South Africa (CPASSA) and Hospital Association of South Africa (HASA). The findings of the workshop were to assist the SANC in mapping out articulation pathways for the Nurses who underwent the legacy qualifications.

2.1.3 The proposed recommendations emanating from the workshop on articulation pathways for the Nurses who trained under the legacy qualifications were approved by the Council of the SANC and submitted to the CHE for further consideration. The copy of the recommendations is available on request from the SANC.

2.1.4 A CHE Advisory Task Team was formed to deal with the SANC recommendations about articulation pathways for the Nurses who underwent the legacy qualifications. The SANC was represented at the CHE Advisory Task Team. The task team met several times and finally the CHE Advisory Task Team recommendations were presented to the Higher Education Quality Committee. After approval, the CHE issued Communiqué 1 of 2022.

NB. *It must be emphasized that Communiqué 1 of 2022 didn't include articulation pathways for Nurses who underwent the four-year comprehensive Diploma in line with Regulations Relating to the Approval of and the Minimum Requirements for the Education Training of a Nurse (General, Psychiatric and Community) and Midwife leading to Registration (Government Notice Regulation No.425 of February 1985 as amended).*

NOR

For Nurses with a Diploma in Nursing with a one-year Midwifery qualification in line with Regulations for the course for the Diploma in Midwifery for registration as a Midwife (Government Notice Regulation No.22 of February 1975 as amended).

This was because the matter was still under discussion.

3. POSITION OF THE SANC ON COMMUNIQUE 1 OF 2022 ISSUED BY THE CHE

- 3.1 Much as the CHE has replaced Communiqué 1 of 2022 with Communiqué 10 of 2022, for the purpose of this circular, the position of the SANC will be articulated separately for Communiqué 1 and Communiqué 10.
- 3.2 The SANC is **agreeable** with the content of Communiqué 1 of 2022 because the SANC participated in the Advisory Task Team and the content of the Communiqué was in line with the SANC recommendations.

4. POSITION OF SANC ON COMMUNIQUE 10 OF 2022 ISSUED BY CHE

- 4.1 The SANC is **agreeable** with the decisions 1, 2, 3, and 4 of Communiqué 10 of 2022 because it is based on the content of Communiqué 1 of 2022.
- 4.2 The South African Nursing Council **distances itself** from the CHE Communiqué 10 of 2022 on articulation pathways (i.e. decisions 5, 6 and 7) as presented for Nurses who have graduated from the four-year comprehensive Diploma course and the General Nurses with one-year Midwifery qualification.

Circular 12 /2022 cont.

- 4.3 The SANC was not part of the discussions leading to decision 5, 6 and 7 of Communiqué 10 of 2022 after noticing that the discussions were derailed from the SANC recommendations and were **not in the best interest of the Nursing profession**.

5. IMPLICATIONS OF DECISIONS 5, 6 AND 7 OF COMMUNIQUÉ 10 OF 2022 ISSUED BY THE CHE

- 5.1 The larger pool of Registered Nurses who are eligible to access the postgraduate Diploma programmes are those that are affected by decisions 5, 6 and 7 of the CHE Communiqué 10 of 2022.
- 5.2 There will be a narrow pool of Nurses who are eligible to access postgraduate Diploma programmes **directly**.
- 5.3 There is currently an outcry on the shortage of Nurse Specialists and Midwife Specialists in South Africa. Should the Nursing Education Institutions not be able to train adequate Nurse Specialists and Midwife Specialists, it will exacerbate the shortage of this category.

6. WAY FORWARD

- 6.1 The Council of SANC ordinary meeting held on 22-23 September 2022 resolved that the matter should be escalated to the Executive Authority responsible for Health in South Africa for intervention. Feedback will be provided subsequently.

For further information in respect of this Circular, you are advised to contact Ms M Mzolo, Acting Senior Manager: Provider Affairs at (012) 420 1047 or on e-mail at: mmzolo@sanc.co.za

Yours Sincerely



MS SJ NXUMALO
ACTING REGISTRAR AND CEO
SOUTH AFRICAN NURSING COUNCIL

DATE: 25/10/2022



Appointment of Ms Mzolo as Acting Senior Manager: Provider Affairs

Ms Makhosazana Mzolo has been appointed as Acting Senior Manager: Provider Affairs with effect from 19 October 2022. She is responsible for both the Accreditation and Monitoring and Evaluation sections.

Ms Mzolo was appointed as a Professional Advisor at the SANC on 1 February 2016. She was allocated at the Accreditation Section until her appointment as a Manager: Monitoring and Evaluation since 1 June 2021. She has vast experience in Nursing practice and Nursing education and training matters as she worked in Health establishments for a period of 18 years and in a Nursing education and training environment for 8 years.

NB: All Provider Affairs matters should be addressed for her attention at: mmzolo@sanc.co.za

International Fraud Awareness Week 2022 13 to 19 November

From: <https://www.gov.za/InternationalFraudAwarenessWeek2022>

International Fraud Awareness Week encourages business leaders and employees to proactively take steps to minimise the impact of fraud by promoting anti-fraud awareness and education. Fraud awareness is critical at a time when organisations around the world lose an estimated 5 percent of their annual revenues to fraud.

Join the global effort to minimise the impact of fraud by promoting anti-fraud awareness and education. For more information:

<https://www.fraudweek.com/>.

To report acts of corruption or fraud, contact the SANC's fraud hotline via the toll-free number 0800 20 12 16 or email hotline@kpmg.co.za



BLOW THE WHISTLE



November 13-19, 2022

SANC FRAUD HOTLINE

0800 20 12 16



Significant increase in fraud as criminals take advantage of a risk-heavy environment

From: 06 July 2022 Southern African Fraud Prevention Service (SAFPS)



Over the past year, South Africans have faced increased risk when it comes to becoming a victim of fraud. These trends are reflected in the latest statistics which was recently released by the Southern African Fraud Prevention Service (SAFPS). The statistics compare the first five months of 2022 to the same period in 2021.

"This is particularly concerning given the economic climate that we are currently facing," says Manie van Schalkwyk, CEO of the SAFPS, "consumers are facing a significant cycle of high inflation and are looking for ways to make ends meet. This makes them increasingly vulnerable to scams and schemes which are being carried out by highly motivated, highly skilled fraud syndicates."

Impersonation

Impersonation has always been a significant crime in South Africa as fraudsters prey on their victims through phishing, smishing and vishing.

"Impersonation increased by 264% for the first five months of the year compared to 2021 and could be linked to recent major data breaches. The various data breaches have all highlighted the vulnerability of personal information and how easily accessible they are to the motivated criminal," says Van Schalkwyk.

Forged documentation

South Africa has one of the highest reported unemployment rates in the world. Current statistics from Stats SA reports that the official unemployment rate is 34.5%.

"In an effort to increase employability, we are seeing an increase in false qualifications which has increased by 158% over the cases reported in 2021," says Van Schalkwyk.

Money mule

South Africans are known for their spirit of ubuntu. Whether a fellow South African or a foreigner asks for help, South Africans will try their best to go out their way to try and help the person in need.

One of the crimes that the SAFPS has noticed an increase in is what is called a money mule. This is when a person approaches someone else and asks them if they can use their account to send money to a relative in another country. "While this should immediately be a red flag, you will be surprised at how many people willingly comply in the hope that they can be of assistance," says Van Schalkwyk. Unfortunately, this then opens the door for fraudsters to take significant advantage of their victim.

"This is a significant problem and not only limited to South Africa. Money muling is a significant global risk. Reports from Cifas in the UK point out that money muling funds illegal activity such as money laundering, terrorism and human trafficking. Obviously, this is concerning, particularly within the South African context," says Van Schalkwyk.

To prevent this, Van Schalkwyk urges the public to remain as vigilant as ever and to be very protective of their banking details. "The person in front of you may be a person who is in genuine need. However, they may also be a fraudster," says Van Schalkwyk.

Stats by province

Gauteng is the economic hub of the country and is the province which has the highest fraud stats. The SAFPS points out that the province makes up 62% of the country's total fraud incidents and that the number of fraud incidents that were recorded in 2022 increased by 117% over the number of incidents reported in 2021.

KwaZulu-Natal contributed 18% of the fraud incidents in 2022 and the SAFPS points out that the number of incidents reported this year increased by 106% over those recorded in 2021.

"The interesting statistic for the SAFPS is the increase in the Western Cape," says Van Schalkwyk who points out that there are visible signs of an increase of fraudulent activity in this province. The Western Cape made up 8% of the country's total fraud incidents and there was a 133% increase over the number of fraud incidents reported in 2021.

SANC CIRCULAR NO: 14/2022

PROFESSIONAL ENTRANCE EXAMINATION FOR PROFESSIONAL REGISTRATION WITH THE SOUTH AFRICAN NURSING COUNCIL

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

SUBJECT: PROFESSIONAL ENTRANCE EXAMINATION FOR PROFESSIONAL REGISTRATION WITH THE SOUTH AFRICAN NURSING COUNCIL

1. PURPOSE

The purpose of this Circular is to share information with the National Department of Health, Provincial Departments of Health, Nursing Education Institutions (NEIs) and all Stakeholders about the following matters pertaining to the Professional Entrance Examination conducted by the South African Nursing Council (SANC) for professional registration with the SANC:

- Professional Entrance Examination Guidelines;
- Examination to be written by International Nurses;
- Examination Centres; and
- Registration fee payable on completing the Professional Entrance Examination.

2. BACKGROUND

The South African Nursing Council is a statutory body which functions in terms of the Nursing Act, 2005 (Act No. 33 of 2005), and has a responsibility to liaise and communicate with stakeholders on matters pertaining to the Nursing profession. With the introduction of Professional Entrance Examination, there is vital information to be shared as outlined below.

2.1 Professional Entrance Examination Guidelines

- 2.1.1 The South African Nursing Council held a consultative workshop with the education and training **stakeholders** on 19 July 2022 to discuss pertinent issues, including the Professional Entrance Examination Guidelines. Input was provided, consolidated and the guidelines were approved by Council in its ordinary meeting held on 22-23 September 2022. The guidelines will be published on the SANC website in due course.
- 2.1.2 Students who have completed the summative/final examinations conducted by the NEIs towards registration in the categories "*Professional Nurse and Midwife or General Nurse*" will write the Professional Entrance Examination conducted by the SANC as from May 2023.



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Circular 14 /2022 cont.

The Professional Entrance Examination had already commenced in 2021 for students who have completed the final examination conducted by the NEIs leading to registration in the category “Auxiliary Nurse”.

- 2.1.3 Community Service Practitioners who graduated from Bachelor of Nursing (new programme) leading to registration as a Nurse and Midwife have individual choices on the month in which to write the Professional Entrance Examination, either in May or November, as long as the examination is written before they complete Community Service.
- 2.1.4 Students undergoing postgraduate Diplomas in Nursing will **not** write the Professional Entrance Examination until further notice.

2.2 Examination to be written by International Nurses and Refugees

- 2.2.1 The Council, at its meeting held on 22-23 September 2022, approved that with effect from 2023, International Nurses will write the same Professional Entrance Examination that is written by Nurses who underwent the Nursing programmes aligned to the Higher Education Qualifications Sub- Framework (HEQSF) in South Africa.

NB. This essentially amends sections 5.1.2 (relating to examination for foreign Nurses) and 6.1.5 of Circular 14/2020 issued in December 2020.

- 2.2.2 Notwithstanding other requirements, Refugees will be expected to write and be successful in all the summative/final examinations conducted by the NEIs, depending on the qualifications they intend to register with the SANC. Refugees will thereafter write the Professional Entrance Examination before they can be registered by the SANC.

2.3 Examination Centres

- 2.3.1 The SANC further consulted with the stakeholders on the issue of the Examination Centres since the students would have written and passed the summative/final examination that is conducted by the NEIs. The SANC noted that some NEIs were not willing to be Examination Centres for the Professional Entrance Examination conducted by the SANC. However, after thorough discussion, the Council in its meeting held on 22-23 September 2022, resolved that accredited NEIs should serve as Examination Centres in all the provinces for the 2023 Examination Cycle whilst the process of sourcing neutral venues by the SANC is underway. **This implies that the Professional Entrance Examination will be conducted at the NEI where the student was enrolled for the programme for the examination cycle of 2023.**
- 2.3.2 NEIs which are not registered with the SANC as Examination Centres but have students who are due to write the Professional Entrance Examination in 2023 should thus apply to become Examination Centres for 2023 Examination Cycle.
- 2.3.3 Students have a choice to select the examination month that suit their needs i.e., May or November.
- 2.3.4 NEIs should submit the examination applications on behalf of the students who intend to write the May 2023 examination as published in the examination schedule of 2023. The

Circular 14 /2022 cont.

person in charge of the NEI shall certify on the application form for admission to an examination, that the candidate is eligible for admission to the Professional Entrance Examination.

- 2.3.5 Students will be responsible to download the examination application form on the SANC website at www.sanc.co.za/sanc-services/ in case they choose to write the examination other than in May 2023. The form, together with proof of payment of the applicable examination fees, should be emailed to exam@sanc.co.za. Part of the application form must be completed and signed by the Principal of the NEI of the applicable examination venue.

- 2.3.6 *The students will be required to hand over the examination question paper after writing.*

2.4 Registration fee payable on completion of the Professional Entrance Examination

- 2.4.1 In terms of Sub-regulation 2(1)(v) of the Regulations regarding Fees and Fines payable to the South African Nursing Council (Government Notice No.R.170 of 8 March 2013), “a registration fee (practitioner), is payable per category on application for registration as a practitioner”.
- 2.4.2 On successful completion of the Professional Entrance Examination, each student must pay the due registration fee in line with the Board Notice which is published a year in advance for all fees payable to the SANC. Registration fees for the year 2022 is R437-00 per category and for 2023, R790-00 per category. ***Only a student Nurse who is eligible to register as a Professional Nurse and Midwife pay registration fees for two categories.*** Proof of payment of registration fees must be accompanied by the fully completed registration application form, available on www.sanc.co.za/sanc-services/

3. IMPLICATIONS

NEIs should bring the contents of this circular to the attention of academic staff, students and Invigilators.

4. IMPLEMENTATION

This circular becomes implemented and valid on the date of issue. For any clarity seeking questions in respect of this circular, you are advised to contact Ms A. Mnguni, Senior Manager: Learner affairs at (012) 420 1065, email address amnguni@sanc.co.za



MS SJ NXUMALO
ACTING REGISTRAR & CEO
SOUTH AFRICAN NURSING COUNCIL

DATE 2022-11-07



FINAL REMINDER:

ANNUAL PRACTISING CERTIFICATE 2023

PLEASE NOTE:

PERSAL Deductions will be effected as per PHSDSBC Resolution 3 of 2019. Therefore practitioners who are employed in the public sector are encouraged **not** to pay annual fees on their own to avoid double payment of annual fees.

ANNUAL PRACTISING CERTIFICATE (APC) 2023

WHAT YOU NEED TO KNOW

1

The annual fees for 2023 must be received by the SANC on or before **31 December 2022**

2

Remember: Bank transfers from different banks take up to **3 working days** - pay well in advance to meet **31 December 2022** deadline

3

*Request **voluntary removal** if you are not practising as a nurse = reduced restoration fees to be re-registered

4

eRegister: Acceptable legal means to verify your registration status with the SANC, in the absence of a physical certificate.

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

5

Community Service: Your registration fee code is: REGFPRA, **not** ANLFEEs (e.g. 12345678REGFPRA).



Quality control inspection at North-West College of Nursing - Klerksdorp Campus

In terms of Section 2(1)(g) of the Nursing Act, 2005 (Act No. 33 of 2005), the Council may conduct a quality control inspection in accordance with the prescribed conditions. The South African Nursing Council (SANC) has established a Monitoring and Evaluation Section within the Provider Affairs Department to conduct such inspections to ensure that Nursing Education Institutions maintain the accreditation requirements, criteria and standards for Nursing education and training. The quality control inspection was conducted at North-West College of Nursing and its clinical facilities approved for clinical placement of students for Work Integrated Learning from 13-15 September 2022. Present during inspection was the leadership of the College from the North-West Provincial Department of Health, management and academic staff of the College and members of the Student Representative Council.

The SANC delegates were able to visit the state-of-the-art Campus which is being renovated. It features, among others, skills laboratories for simulation of different disciplines e.g. medical wards for medical related procedures, Casualty/emergency room for emergency related procedures e.g. triage, cardiopulmonary resuscitation, library etc. The picture below depicts the leadership of the Department, College and SANC staff.



End date for Legacy Qualifications

All stakeholders are reminded of the end date for legacy qualifications as stipulated in the SANC Circular 14 of 2020 Section 5 (subsection 5.1.2):

END DATE OF THE SANC CONDUCTED EXAMINATIONS FOR THE LEGACY QUALIFICATIONS

TYPE OF EXAMINATION	LAST EXAMINATION DATE
Examination for the Bridging Course for Enrolled Nurses leading to registration as a General or Psychiatric Nurse, in line with Government Notice No. R.683 of 14 April 1989 (As amended)	November 2023
Examination for the course leading to registration as a Midwife, in line with Government Notice No. R.254 of 14 February 1975 (as amended)	November 2022
Final examination for the course leading to registration as a Psychiatric Nurse, in line with Government Notice No. R.880 of 02 May 1975 (as amended)	November 2022
Examination for the Diploma Course in Clinical Nursing Science, Health Assessment, Treatment and Care, in line with Government Notice No.R.48 of 22 January 1982 (as amended)	November 2022

NB: No examinations for the legacy programmes will be conducted after these dates.

Registrations – Community Service

Stakeholders are requested to note the Community Service (Commencement and Completion Report) for Nurse practitioners below to assist with understanding the processes.

1. COMPLETION OF EDUCATION AND TRAINING

Completion of education and training leading to registration as a Nurse (General, Psychiatric and Community) and Midwife (Government Notice No. R.425 of 22 February 1985 as amended):

1.1. The diagrammatic process flow indicating the steps to be followed on completion of training and application for registration in the category "community service practitioner) is published on the SANC website: www.sanc.co.za under **Education and Training**. The process flow also indicates the process to be followed after completion of the community service. Please follow the path as follows: www.sanc.co.za then click on **Registered Nurses and Midwives** then scroll down to: **Community Service process** and follow Steps 1-3, Step 4.6 and Steps 7-9.

1.2. In order to fast-track the registration process the following must be done:

- 1.2.1 **Ensure that correct payment is done** as per SANC Circular 08/2022 on fees and fines:
<https://www.sanc.co.za/sanc-circulars/>
- 1.2.2 **Correct code must be used when making a bank deposit.** Please include your SANC REF number followed by the code REGPRA e.g. (00000000REGFPRA)
- 1.2.3 **Forms must be completed correctly.**
- 1.3. Upon completion of Community Service, the Completion report must be sent to the SANC by the Provincial Coordinator of each province.
No individual notice of completion will be accepted.
No emailed documents will be accepted because all documents must go via the Registry Section for purposes of document control.
- 1.4 **Completion records of education and training and notice of completion of Community Service must be submitted within thirty (30) days of completion of training/community service.**

The SANC Values – supporting #BuildingabetterSANC

The SANC values **Advocacy, Caring, Quality, Professionalism, Innovation and Relevance** forms the cornerstone of the Council's focus on the improvement of service delivery.

The SANC's most valuable asset is its clients. To this effect, the Council is busy with an involved campaign, aimed at its employees, to create awareness about the importance of service delivery as part of the values that we practice every day.

One of these initiatives is **to ensure that all communication that is sent to stakeholders is communicated internally, first** in order for employees to adequately assist clients when contacted – see an example below:

