

SPEAKER/PANEL MEMBER BIOGRAPHIES

Dr S Mthembu

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Dr Sindi Mthembu is a Professional Nurse, Nurse Educator, Midwife, Mental Health Nurse, Community Health Nurse and Orthopaedic Nurse Specialist. She holds a Doctor of Philosophy (PhD) in Nursing and is currently a member of the 16th SANC Council serving in the Education and Training Committee, Human Resources and Remuneration Committee and Research Committee.

She is the Deputy Chairperson of the National College Principals and Academic Staff of South Africa, a national nursing colleges structure represented by college principals from the nine provinces. Dr Mthembu has written and authored 3 Nursing Textbooks prescribed in Nursing Programme, presented 23 research papers locally and abroad and published 12 peer-reviewed research papers in different journals.

She is currently employed in the Department of Health as the Principal of the KwaZulu-Natal College of Nursing within the Kwazulu-Natal Department of Health.

Career-pathing from Legacy to HEQSF-aligned Nursing Qualifications

Dr SZ Mthembu

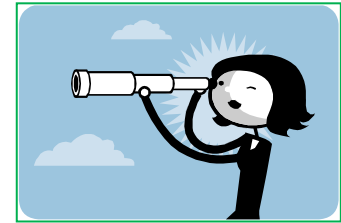
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Nursing Indaba, Birchwood Conference Centre



South African Nursing Council
Regulating nursing, advocating for the public

Presentation Outline



Purpose

Background of NQF Act

Critical Milestones: Articulation of Nursing Qualification

HEQSF Progressive Routes

Legacy vs New Nursing Qualifications

Articulation Pathways Nursing Qualifications

Conclusion

This is a technical presentation to outline nursing career pathways



Purpose

- To map-out the career-pathing options for nurses:

NQF

**Articulation
pathways**

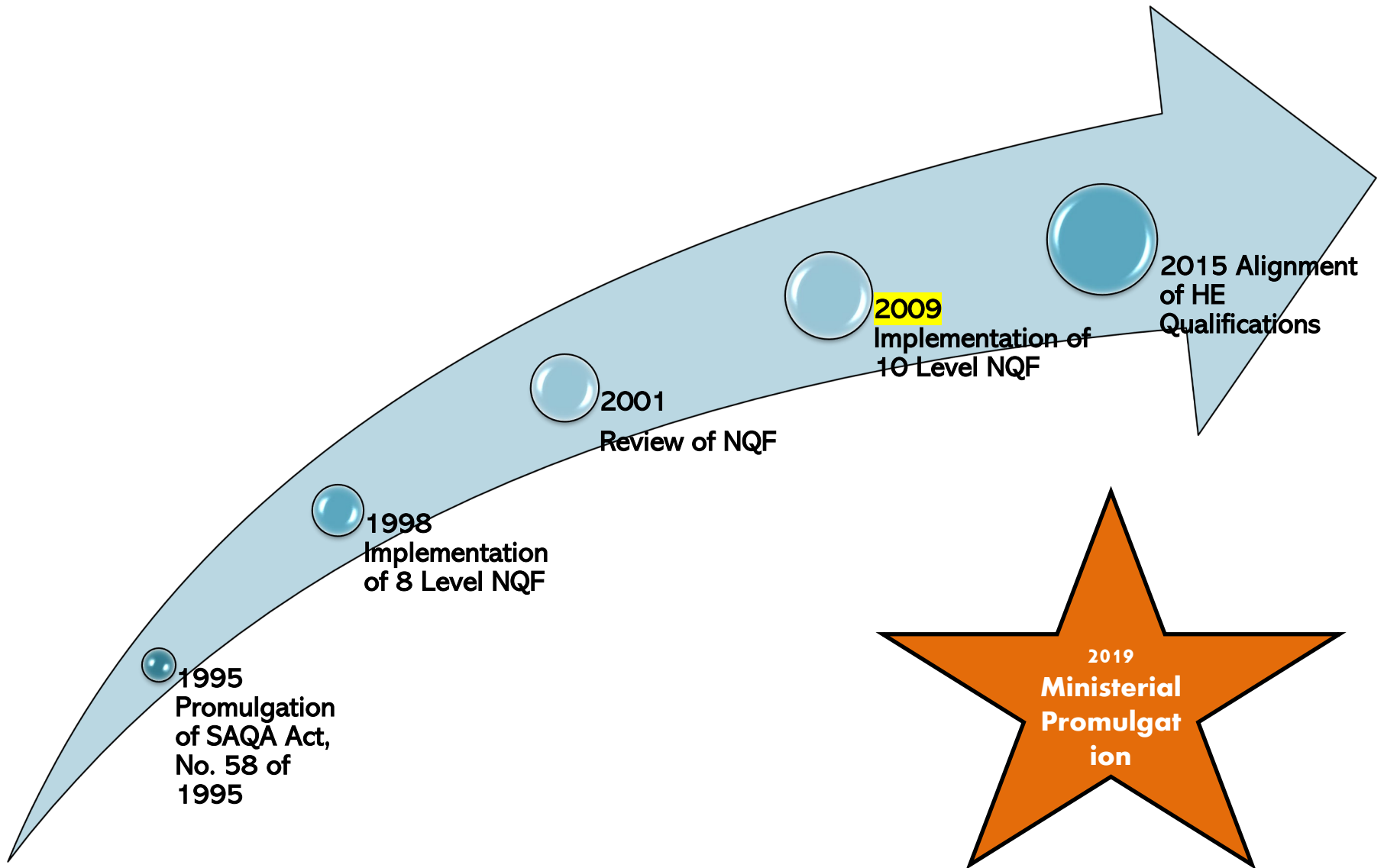
Nurse Categories

Career-pathing

Background

- Transformation in HE in SA spearheaded by the Minister of Higher Education and Training, necessitated transformation in all learning fields, including Nursing Education.
- The introduction of the HEQSF, as part of SA NQF, created a need to align the Nursing qualifications with the HEQSF.
- HEQSF provides the basis for integrating all HE qualifications into the NQF, and also provides a basis for standards development and quality assurance.
- In 2016, the Minister of HET, in line with the provision of the Higher Education Act, 1997 (Act 101 of 1997), declared through a notice published in a gazette, that the last enrolment date for the first-time entering students into academic programmes that are not HEQSF-aligned was 31 December 2019.
- This meant that the legacy programmes, including legacy nursing education programmes would no longer be offered after the stipulated date except to complete the pipeline students.

Summary: NQF Act, Act 67 of 2008



Summary: NQF Act, Act 67 of 2008

- NQF is a means for transforming education and training in SA and was designed to:
 - Create a single, integrated, national education and training framework for the whole nation.
 - Make it easier for learners to enter the education and training system and to move and progress within it.
- In line with international trends to ensure quality, and comparable standards of needs-driven and coherent training in a country, a national, 8-level qualifications framework was developed in 2000.
- This meant that all qualifications offered in the country had to fit into one of these levels and had to comply with the level requirements. Its implementation was overseen by the SAQA.

Critical Milestone in Articulation of Nursing Qualifications

Clear progression routes & articulation pathways for Nurses on the HEQSF have been created.



End result was the determination of articulation pathways for legacy programmes

SANC gap analysis project

Alignment of HE qualifications 2011-2015

1

4

Challenge for Nurses trained under legacy qualifications

2

3





Any SA Qualification is listed in the NLRD, recorded with SAQA, registered/ recognised with DHET, quality assured by CHE and recognised by Professional Bodies (SANC).

National role players



SAQA ID

Academic record is listed in the NLRD

- ✓ Quality
- ✓ Secure
- ✓ Permanent

Quality Assured



NQF 5-8

Professional bodies guide the curriculum content needed for professional designation



Council for Quality Assurance in General and Further Education and Training

NQF 1-4
QA Schools



COUNCIL ON HIGHER EDUCATION

NQF 5-10
QA Higher Education



higher education & training

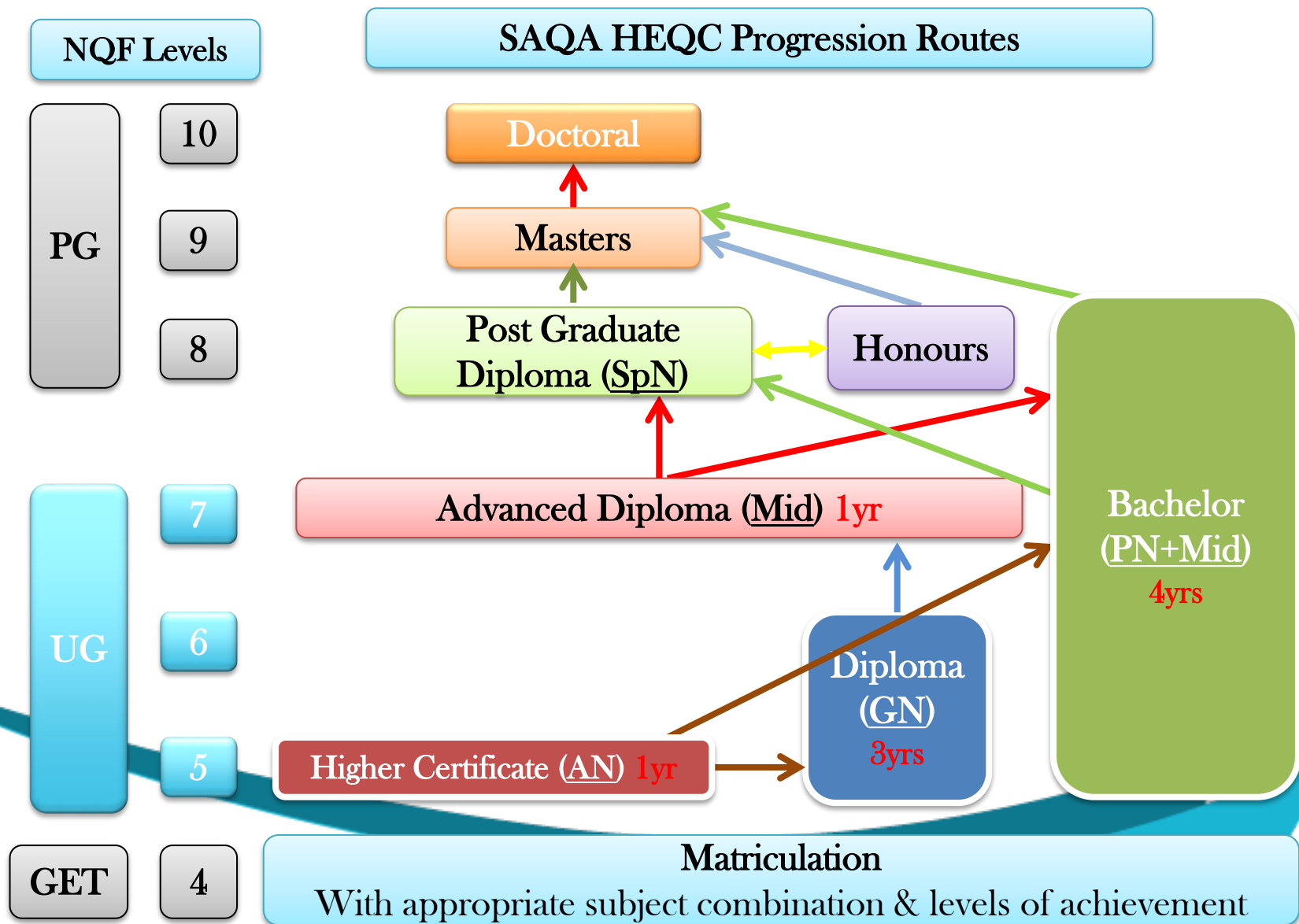
Department: Higher Education and Training
REPUBLIC OF SOUTH AFRICA

All HEI are recognised by DHET

Articulation

- Articulation entails the mechanisms that enable student mobility within and among the institutions of learning.
- The articulation process formulate possibilities of connection between qualifications to allow for vertical, lateral and diagonal movement of students through formal education and training system and its linkages with the world of work.
- Types of articulations:
 - **Vertical articulation** is articulation across NQF levels within an NQF Sub-framework
 - **Horizontal articulation** is articulation within and between NQF Sub-frameworks, on the same NQF level
 - **Diagonal articulation** is articulation across NQF levels and across NQF Sub-frameworks

HEQSF Progression Routes for Nurses



National Qualifications Framework

Level

Sub-Framework and qualification types

Nurse Category

10

Doctoral Degree

9

Master's Degree

8

**Bachelor Honours Degree
Postgraduate Diploma
Bachelor's Degree (Professional)**

**Professional Nurse
Nurse Specialist**

7

**Advanced Diploma
Bachelors Degree**

Midwife

6

Diploma

General Nurse

5

Higher Certificate

Auxiliary Nurse

4

National Certificate

Matric

3

Intermediate Certificate

2

Elementary Certificate

1

General Certificate

NQF Levels

**Higher Education Qualifications
Sub-Framework**

**General and Further
Education and
Training
Qualifications Sub-
Framework**

Legacy vs New Nursing Programmes

Legacy Nursing qualification	NQF Level	New Nursing Qualification	NQF Level
1-year Certificate in Nursing ENA	3	1-year Higher Certificate in Nursing; Auxiliary Nurse	5
2-year Certificate in Nursing EN	4		
2-year Diploma in General or Psychiatric Nurse (Bridging) General Nurse	6	3-year Diploma in Nursing General Nurse	6
1-year Diploma in Midwifery Midwife	6	1-year Advanced Diploma in Midwifery	7
4-year Diploma (General, Comm, Psych, Midwifery); Prof Nurse	6		
4-year Bachelor of Nursing (General, Comm, Psych, Midwifery) Prof Nurse	7	4-year Bachelor of Nursing Prof Nurse & Midwife	8
1-year Diploma in Post-Basic Nursing Specialisations	7	1-year Post Graduate Diploma in Nursing; Specialist Nurse	8

Articulation of Legacy Nursing Qualifications

Certificate in Nursing
Auxiliary
(NQF L3)

- No articulation
- Apply for admission to the Diploma in Nursing (NQF L6)
(50% RPL for access Permissible)

Certificate in Enrolled
Nursing
(NQF L4)

- No articulation
- Apply for admission to Diploma in Nursing (NQF L6)
(50% RPL for access Permissible)

2-yr Diploma in Nursing
(Bridging)
NQF L6

- Articulates with the Diploma in Nursing (NQF L6)
- Progresses to ADM at NQF L7

R425 Diploma or
Degree in Nursing
NQF L7

- Articulate with Adv Diploma (NQF L7)
- Progress to PGDip at NQF L8

Career Pathways for Nursing Categories

Diploma in Nursing

- Enrolled Nurses (R2175)
- Enrolled Nursing Auxiliary (R2176)
- Auxiliary Nurse (R169)

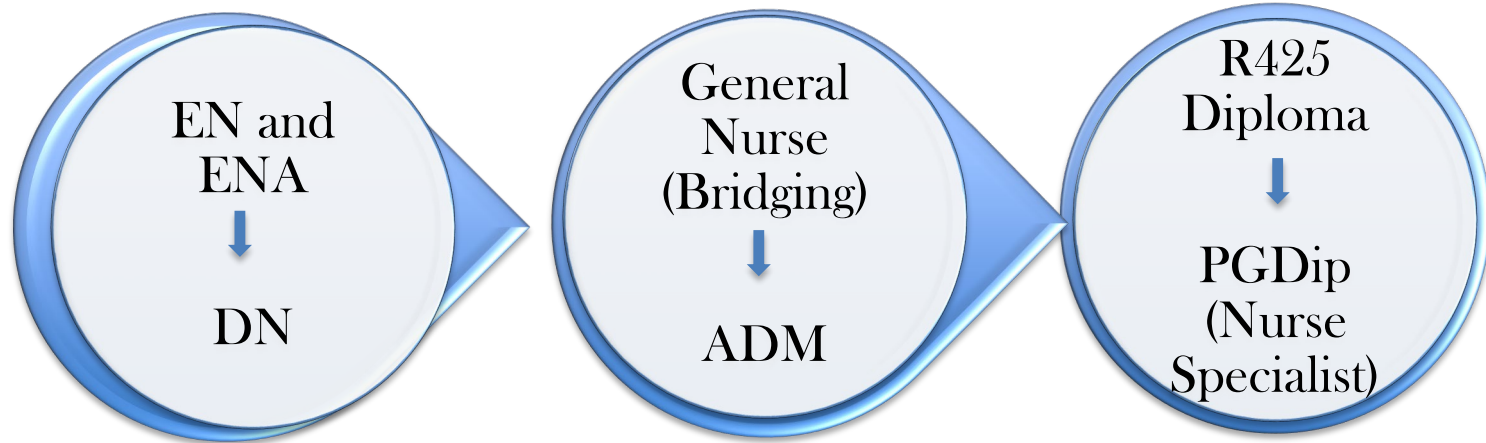
Advanced Diploma in Midwifery

- General Nurse (R683) and (R171)

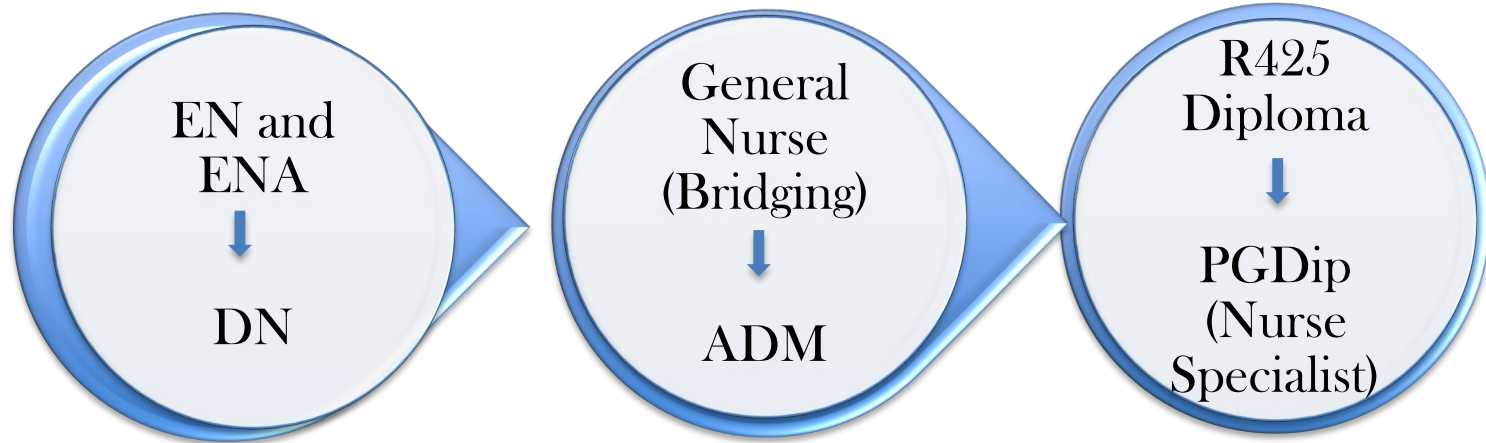
Post-Graduate Diplomas

- Professional Nurse & Midwife (R425)
- General Nurse with Midwifery (R683 + R254); (R171 + R1497)

In Conclusion



In Conclusion



Upwards Mobility a possibility for all Nurses

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