

## Dr T Mabuda

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Dr Tendani Mabuda has a Diploma in General (Psychiatry, Community) and Midwifery Nursing Science (Accoucheur) - Venda Nursing College (1991); BA Cur degree - UNISA (1998); Master's degree in health sciences – UNISA (2006) and Doctor of Philosophy (PhD) WITS (2017). He worked as a Nurse Manager in various hospitals within the Limpopo Province until 2006. In 2007 he was appointed as the Director of Nursing - Department of Health in the Western Cape Provincial Government. He is a former Registrar of the South African Nursing Council (2010-2015) and is currently employed by the Provincial Department of Health and Wellness - Western Cape as the Director of Nursing Education and the Western Cape College of Nursing.



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## COLLEGES BECOMING CENTERS OF HIGHER EDUCATION : WESTERN CAPE COLLEGE OF NURSING (WCCN) EXPERIENCE

SANC NURSING INDABA  
18-19 MAY 2023



Dr T Mabuda  
18/05/2023



# AGENDA

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1. Context
2. Implications of the Nursing Education and Training reforms
3. Overview of WCCN
4. Our Journey
5. WCCN accreditation project plan
6. Curriculum development
7. Five-year enrolment plan
8. Challenges
9. Programme accreditation status
10. Critical success factors
11. Acknowledgements

# CONTEXT

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- Nursing Education and Training reforms in South Africa
- Higher Education Act ,1997 (Act 101 of 1997as amended)
- National Qualifications Framework Act, 2008 (Act No.67 of 2008)
- Nursing Act, 2005 (Act No.33 of 2005)
- Government Notices
- ✓ GN.R.173 of 8 March 2013( Accreditation Regulation)
- ✓ GN.R.174 of 8 March 2013 (Degree- Professional Nurse)
- ✓ GN .R.171 of 8 March 2013 (Diploma -General Nurse)
- ✓ GN.R.169 of 8 March 2013 (Higher Certificate- Auxiliary Nurse)
- ✓ GN.R.635 of 5 June 2020 (PGD's – Nurse Specialist/Midwife Specialist)
- ✓ GN No 42774 Transitional arrangements for public nursing colleges to offer accredited nursing qualifications registered on the Higher Education Sub-Framework ( NQF Act ,2008)
- 19 Council on Higher Education (CHE) Accreditation Criterion

# CONTEXT (Conti..)

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- ❑ National Strategic Direction for Nursing and Midwifery Practice( 2020/21-2025/26)
- ❑ Human Resource for Health (2030)
- ❑ Nursing Education and Training Standards (SANC)
- ❑ WCCN Institutional Statute , 2021
- ❑ Provincial Nursing Strategy 2016-2030
- ❑ WC Health Care 2030

# IMPLICATIONS OF THE NURSING EDUCATION AND TRAINING REFORMS

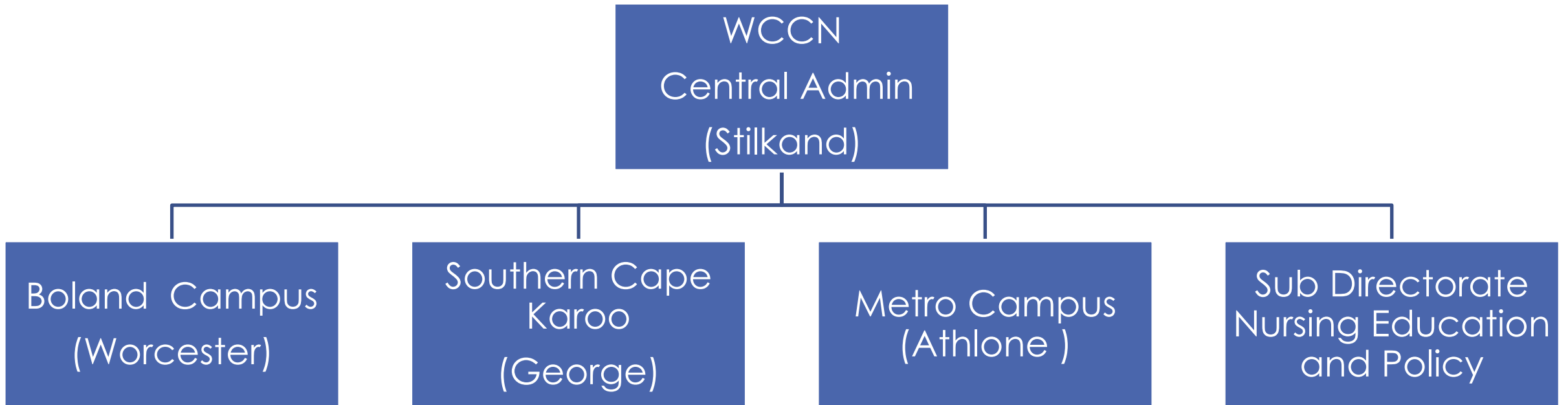
- ❑ **Staffing and infrastructure must comply with CHE and SANC requirements for the institution to be accredited to offer new nursing qualifications** (CHE 19 Criterion and SANC Accreditation regulation R 173).
- ❑ **Programme accreditation(legacy v/s new programmes )**
- ❑ **Staffing**
  - ✓ Educators must be one level higher than the qualification they are teaching
  - ✓ For PGD's educators must be in possession of Diploma in Nursing Education, a specialist qualification(NQFL8) and Masters qualification (NQFL9) – this poses recruitment and retention challenges
  - ✓ New Situational Analysis(SA's) and re accreditation of clinical facilities for WIL
  - ✓ New MOA's with clinical facilities for WIL
  - ✓ Changes in Lecturer : Student ratio
  - ✓ Training of staff ( Admin and academic)
  - ✓ Change management
- ❑ **Infrastructure ,ICT support**

# IMPLICATIONS (Conti..)

LEGACY NURSING QUALIFICATION TYPES	NQF LEVEL	Credit comparison	NQF LEVEL	NEW NURSING QUALIFICATION TYPES
1-year Certificate (Auxiliary Nurse)	3	112 vs 120	5	Higher Certificate in Nursing
2-year Certificate (Enrolled Auxiliary Nurse)	4	224		
2-year Diploma (General or Psychiatric Nurse)	5/6	352 vs 360	6	Diploma in Nursing
1-year Diploma (Midwife)	5/6	122 vs 120	7	Advanced Diploma in Midwifery
4-year Diploma (Nurse and Midwife)	6	>700		
Bachelor's degree (Nurse and Midwife)	7	480	8	Bachelor of Nursing
1-year Post basic diploma (in a range of specializations)	7	120	8	Postgraduate Diploma (in a range of specializations)

# OVERVIEW OF WCCN

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# Our Journey

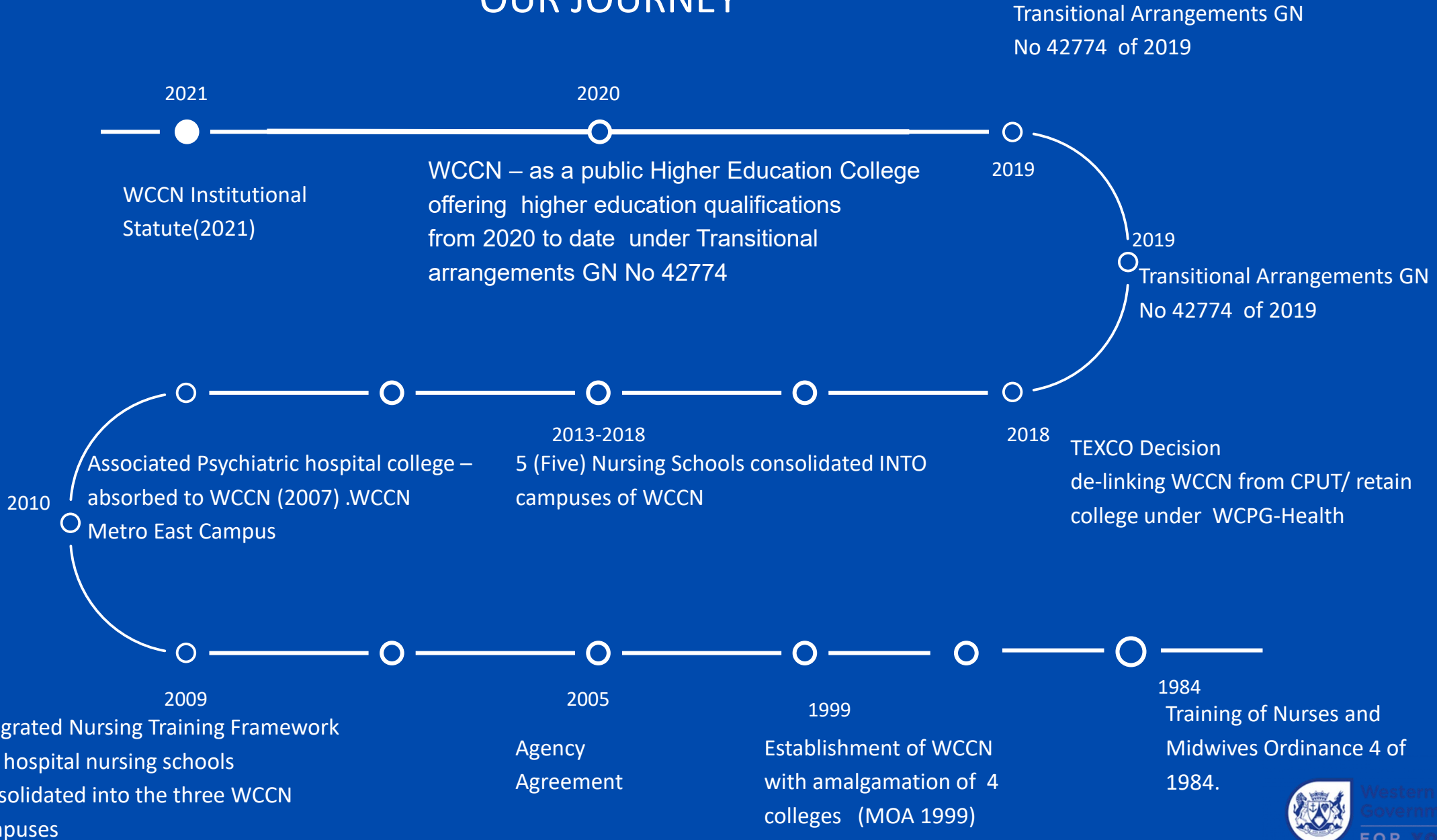


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# WHAT DID WE DO ? WCCN ACCREDITATION PROJECT PLAN



# HUMAN RESOURCES

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- ❑ Organizational structure alignment
- ❑ Created two (2 ) Registrars posts (i)Academic and Research ;ii) Corporate services
- ❑ HOD's posts including Teaching and Learning
- ❑ ASD ICT
- ❑ ASD Communication and Marketing
- ❑ IT Assistants in all campuses
- ❑ Senior librarian
- ❑ Library assistants in all campuses
- ❑ OHSN and student's support

# HUMAN RESOURCES (conti.)

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- Additional teaching staff with qualifications to teach PGD's and Bachelors degree were appointed ( permanent and contract)
- Provide bursary to academic staff to do Masters (22) and PhD (5 )
- Appointment of moderators
- Appoint specialist lectures e.g. Chemistry , Pharmacology
- MOUs with other colleges for moderation
- Change management
- Counselling and support ( EAP )

## INFRASTRUCTURE ,ICT SYSTEMS(Conti.)

- ❑ In response to CHE /SANC accreditation requirements the following projects were implemented
- ❑ Health Science Colleges Website (<https://healthsciencecolleges.co.za/>)
- ❑ Learning Management System (Moodle)
- ❑ Video Conference Systems
- ❑ Online Research Platform ( EBSCOhost)
- ❑ Library Management System (Symphony)

# INFRASTRUCTURE ,ICT SYSTEMS (Conti)

- ❑ MAS System- Online Application and registration system implemented
- ❑ WAN & LAN connectivity (WIFI access all sites,)
- ❑ Computers ( Computer lab , Library and staff ) user accounts and profiles for all students (Microsoft acc) created
- ❑ Audio Visual equipment's installed across campuses and Central Admin
- ❑ Anti plagiarism program -Turnitin Plugin software procured
- ❑ Simulation laboratory- high fidelity manikins purchased
- ❑ Building infrastructure ( Renovations and Lease agreements )
- ❑ Commissioning of new building for Boland campus is at advance stage (Keerom building)



# CURRICULUM DEVELOPMENT

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- ❑ Prioritize development of curriculum for the undergraduate and post graduate programmes according to the provincial needs
- ❑ Project started 2018 focusing on seven (7) PGD's and all undergraduate programmes
- ❑ Review and setup structures to develop the new curriculum
- ❑ Registrar academic and Research ( Vice Principal –Head of Academia and Research ) lead development and quality assurance
- ❑ Academic governance committee
- ❑ Academic planning committee
- ❑ Subject coordinators
- ❑ HOD Teaching and Learning appointed to coordinate curriculum development project
- ❑ Self Assessments
- ❑ Coordination of clinical placements and SA's through provincial coordinated clinical placement system
- ❑ Governance structures

# FIVE (5) YEAR ENROLMENT PLAN

BASIC PROGRAMMES		2019	2020	2021	2022	2023	2024
B Tech/Diploma	Year 1						
	Year 2	230					
	Year 3	282	230				
	Year 4	280	282	230	0		
Diploma R425	Year 1	110	0	0	0		
	Year 2		110		0		
	Year 3			110	0		
	Year 4				110		
Midwifery R254	Year 1	40	40				
Diploma Nursing R171	Year 1		170	170	170	170	170
	Year 2			170	170	170	170
	Year 3				170	170	170
B Nursing R174	Year 1			50	50	50	50
	Year 2				50	50	50
	Year 3					50	50
	Year 4						50
Higher Certificate Auxiliary Nursing	Year 1		150	150	150	150	150
Advanced Diploma Midwifery				50	50	110	110
<b>TOTAL STUDENTS</b>		<b>942</b>	<b>982</b>	<b>930</b>	<b>920</b>	<b>920</b>	<b>970</b>

# ENROLMENT PLAN (conti)

CAMPUS	Legacy	Higher Certificate	Diploma in Nursing	Advanced Diploma in Midwifery	B. Degree in Nursing	Critical care Adult	Perioperative Nursing	Mental Health Nursing	Midwifery	Trauma and Emergency Nursing	Orthopaedic Nursing	Primary Care Nursing
		Undergraduate				Post graduate specialisation						
Metro West	100	50	70	50	50	30	20	30	30	30	20	80
Boland	60	50	50	30	0	0	0	0	0	0	0	0
Southern Cape	60	50	50	30	0	0	0	0	0	0	0	0

# CHALLENGES

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- Delays in accreditation of programmes
- Reduced number of students per programme
- Recruitment and retention of staff
- Qualifications of staff to teach PGD's – Masters , Specialty qualification , Nursing Education
- Lectures must be 1NQF level higher than the qualification they are teaching
- College students not yet eligible for NSFAS funding ( Dept bursary and privately funded)

# PROGRAMME ACCREDITATION STATUS

- WCCN is the first public nursing college in SA accredited by SANC and CHE to offer **all-undergraduate** nursing programmes :
- 1-year Higher Certificate in Nursing(GNR 169)–**Auxiliars Nurse(150)- First intake Jan 2023**
- 3-year Diploma in Nursing (GNR171)- **General Nurse (150)- First intake Jan 2020**
- 4-year Bachelor in Nursing (GN R174)- **Professional Nurse and Midwife(50) – First intake 1March 2023**
- 1-year Advance Diploma in Midwifery (GN R1497)-**Midwife (80) –First intake 1June 2023**
  
- WCCN accredited to offer the following 1- year Post Graduate Diploma programs(GN R635) -Nurse/Midwifery Specialist :**
  - ✓ Trauma and emergency Nursing
  - ✓ Peri Operative Nursing
  - ✓ Critical Care Nursing
  - ✓ Mental Health
  - ✓ Midwifery
  - ✓ Orthopedic Nursing
  - ✓ Primary Care Nursing
- First students intake will be Jan 2024

# CRITICAL SUCCESS FACTORS

- Collective Leadership all levels
- Priority setting
- Working closely with internal and external Stakeholders
- Institutionalise good/best practices
- Strengthen the information culture, improve the quality of data and compliance with CHE criterion
- Training / capacity building of academic and non academic staff
- Taking ownership of the systems
- Change management
- Functional governance structures (Senate /College Council /Students representative Council)
- Project funding

# ACKNOWLEDGEMENTS

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- ❑ MEC of Health WC
- ❑ HOD , TEXCO and all senior managers
- ❑ DoP
- ❑ WCCN management , DNS and College support staff
- ❑ Nurse Managers
- ❑ NDOH and DHET
- ❑ SANC , CHE & SAQA
- ❑ All Internal and External Stakeholders





Thank you !