

IMPAIRMENT – UNFITNESS TO PRACTICE NURSING

The South African Nursing Council

Presented by Tshidiso Ntshabele:
Impairment Committee Chairperson

Date: 19 May 2023

Impairment Committee



1. Introduction

Impairment process in terms of section 51 of the Nursing Act, 2005


DEFINITION

- According to Section 51 (7), Impairment is a condition which renders a practitioner incapable of practicing with reasonable skill and safety.


OBJECTIVE

- To protect the healthcare users and public by providing support and monitoring the nurse practitioner

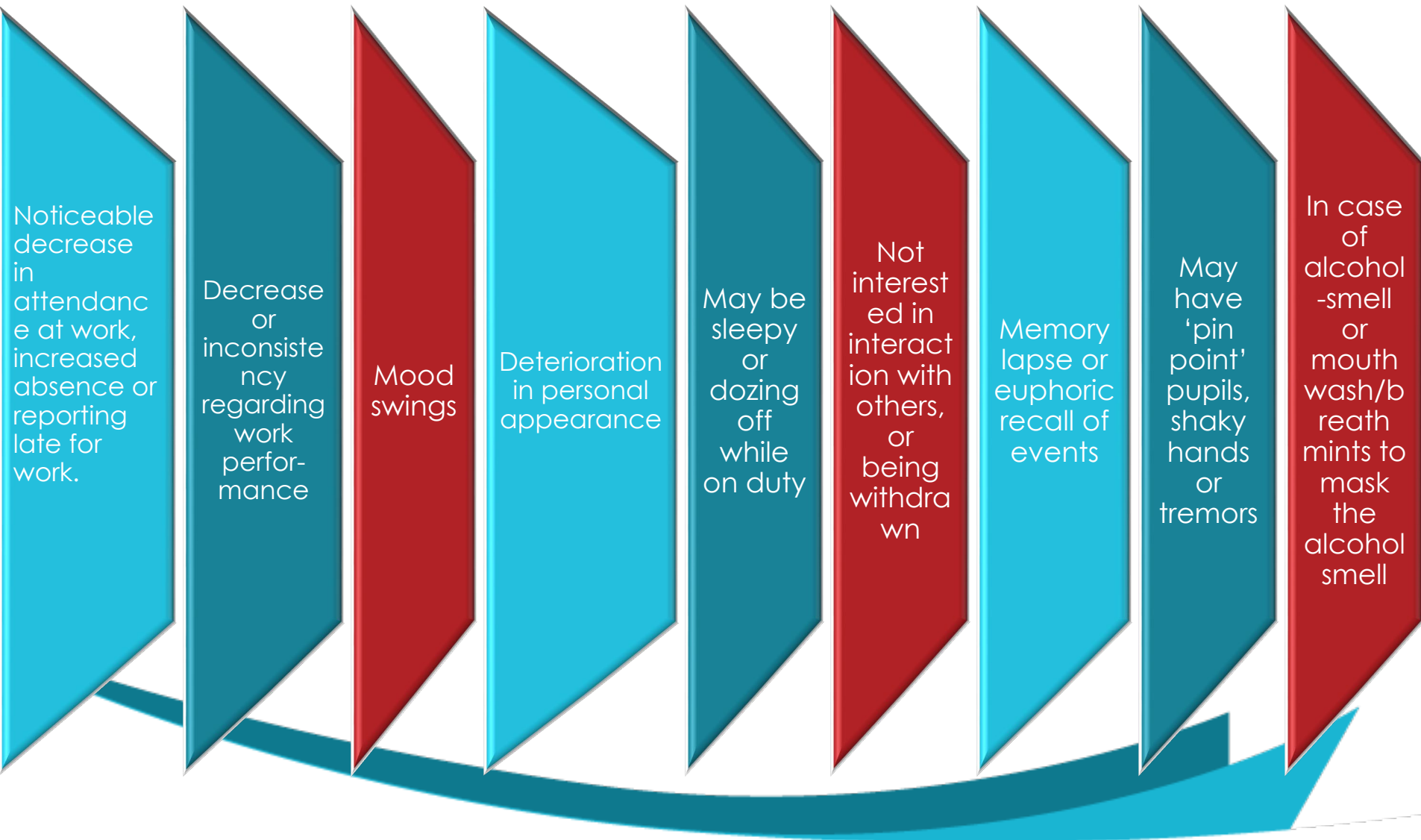
2. Impairment Committee (IC)

- IC intervenes whenever a practitioner is reported for conditions that are detrimental to the public interest, to allow him/her to continue practising.
 - The conditions are categorized as:
 - Physical Illness
 - Mental illness
 - Substance use disorder: Prescription drugs, OTC, recreational, etc.
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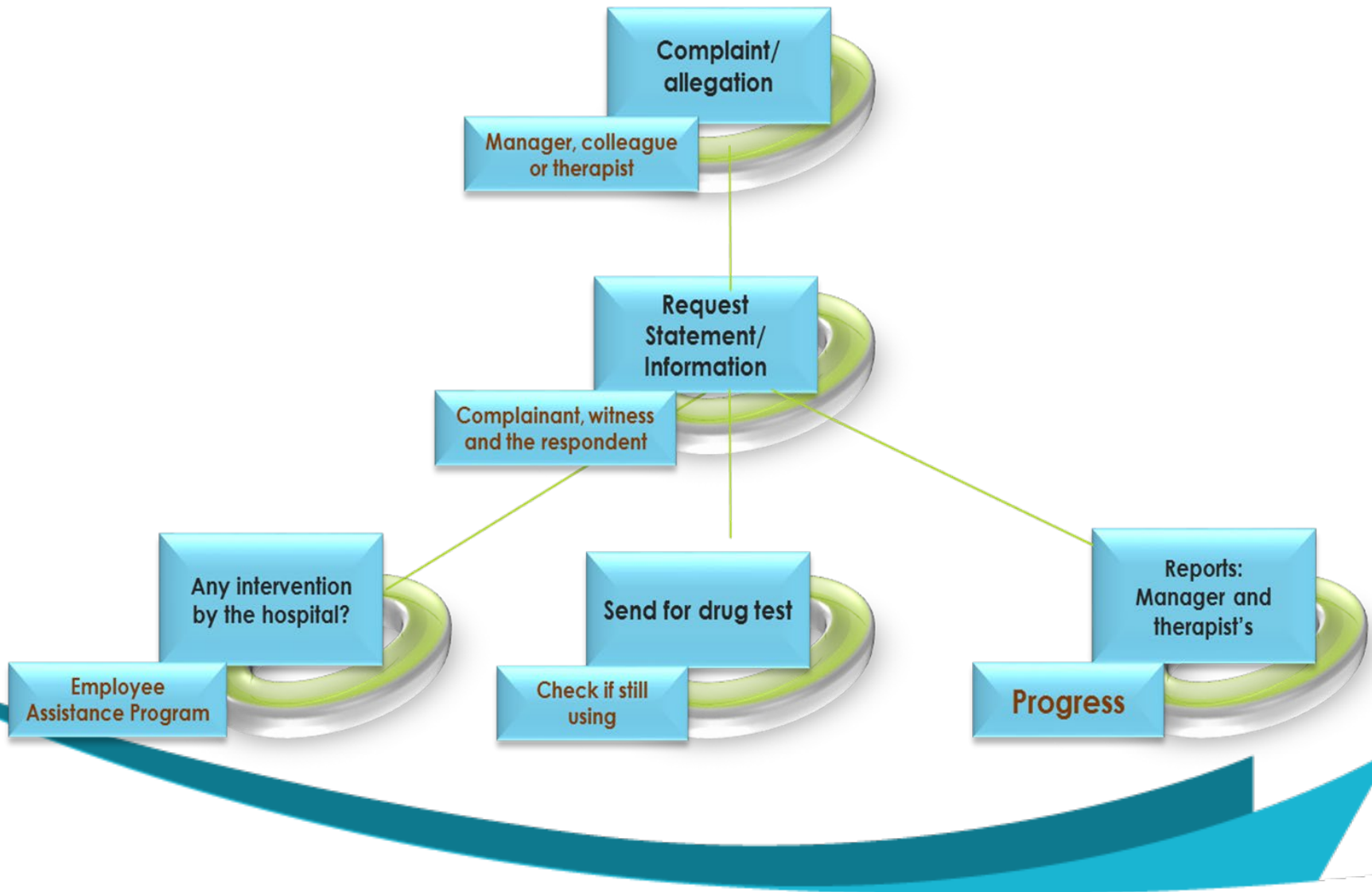
3. Purpose of the IC

- IC's purpose is to assist, & not to punish the practitioner; ensuring confidentiality.
 - Cooperation from practitioners and their support system is fundamental; as Non-compliance results in Suspension /administrative removal from the Register, in terms of the Act.
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5. The tell-tale signs of substance abuse



6. Case management



7. The process when all information has been received



First

Summary with supporting evidence of all interventions and reports are compiled and presented to the Committee



Second

Committee actions based on evidence:

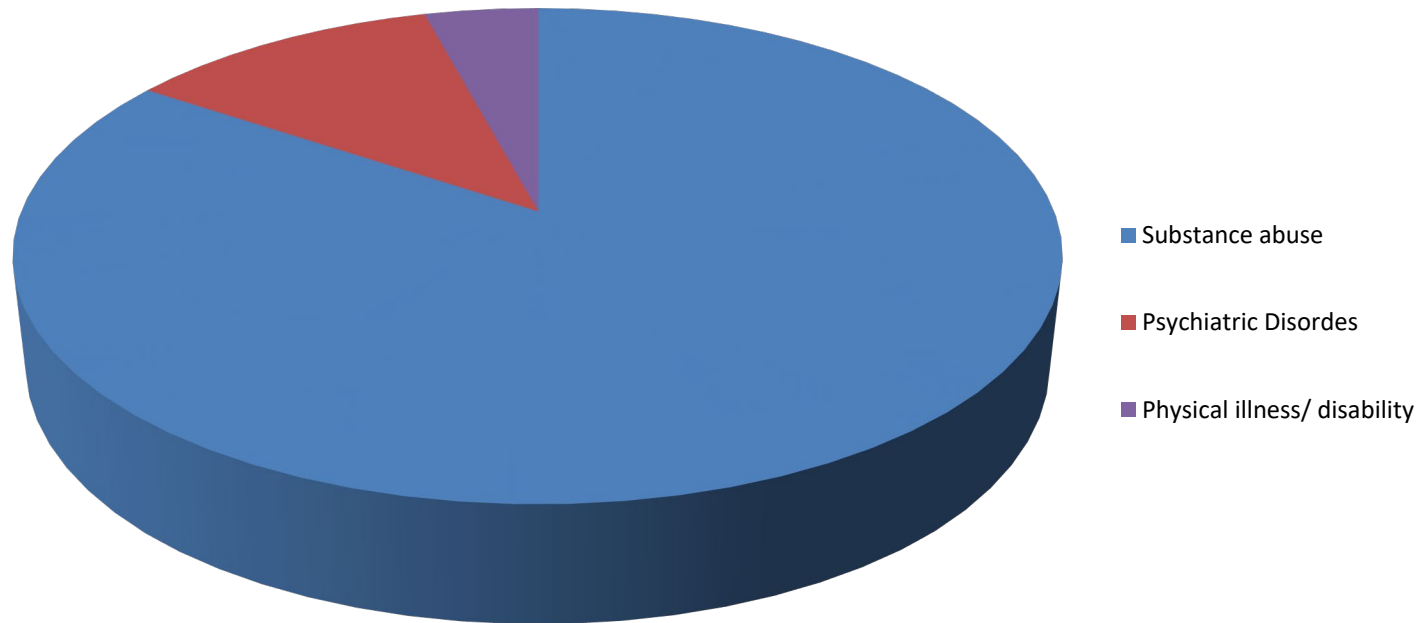
- Dismiss the case, or
- Refer to Preliminary Investigation Committee if it believes there is an act of misconduct or unprofessional conduct, or
- Refer the respondent for independent assessment, or
- In case of chronic physical or mental illness, the Committee will recommend to the hospital to use the incapacity processes in terms of Labour Relations Act.
- If the committee decides to support and monitor the respondent it will request:
 - More reports and drug test on quarterly or six monthly bases and
 - If the reports and the respondent is compliant, the committee will discharge him/her.

8. Non-compliance

The name of the respondent will be removed from the Register in terms of the Act.



9. Some important statistics to note

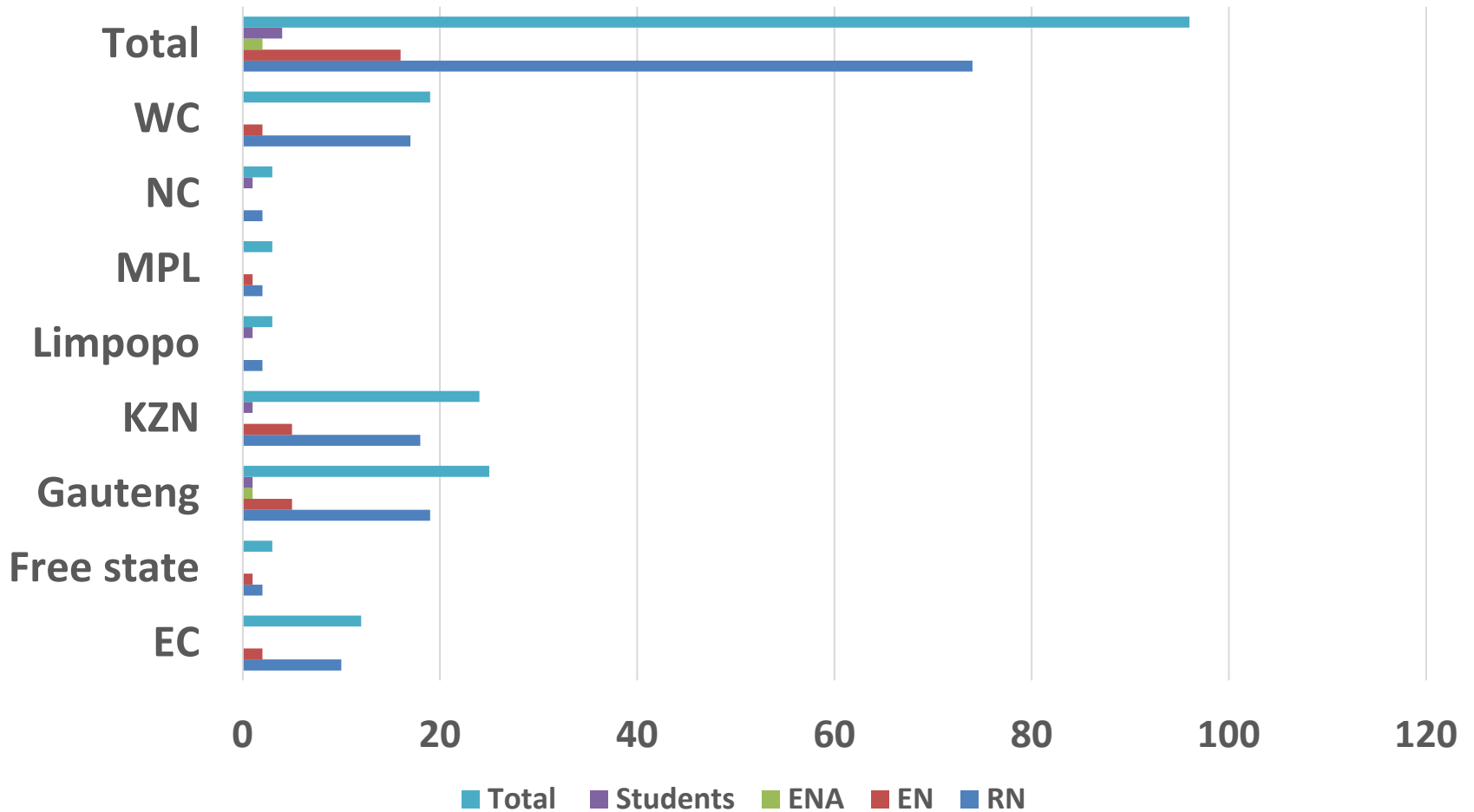


IC Statistics


CASES	TOTAL
Total number of cases handled	96
Cases in progress	20
Closed administratively	09
Inquiries conducted	26
Removal for non-compliance	44
Removal for unfit to practice	2
Student terminated	4
Finalized cases	25
Referral to Prelim	10
Referral from PCC	1
Limitations on scope of practice	17
Inspection in loco conducted (number of institutions)	5

IC Statistics by categories and province

Nov. 2018 to Feb. 2023



Some of the signs to watch out for:

- Prefer shifts where there is less supervision
 - Frequent reporting of spills or wastes
 - They have frequent and unexplained disappearances from the work units and decreased productivity
 - Patients complain of not receiving medication', or the medication being ineffective.
 - Consistently volunteering to be the 'Medication Nurse
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*Thank
you!*

