

### Mr T Ntshabele

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Mr Tshidiso Ntshabele is a health activist, and an experienced Nurse Manager and Practitioner. He holds a D4 Nursing Diploma, a Diploma in Clinical Nursing Science, Health Assessment, Diagnosis, Treatment and Care as well as a B Cur (Ed. et Adm.) Occupational Health Nursing Science. He has 15 years' experience as a Professional Nurse, practising mostly in a Primary Health Care setting, focusing on holistic approach in the provision and promotion of health and wellness services that are efficient and meet the clients' needs.

Mr Ntshabele is a Member of the Institute of Directors South Africa and is a Member of the Council of the South African Nursing Council where he serves at the Executive Committee of the SANC, Communication and Marketing Committee, and is the Chairperson of the

SANC Impairment Committee. Furthermore, he is a Member of the National Executive Committee of the South African Association of Campus Health Services. He is currently working at the University of Witwatersrand as the Head of Campus Health and Wellness Centre.

# IMPAIRMENT – UNFITNESS TO PRACTICE NURSING

## The South African Nursing Council

Presented by Tshidiso Ntshabele:  
Impairment Committee Chairperson

Date: 19 May 2023



**South African Nursing Council**  
*regulating nursing, advocating for the public*

# 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

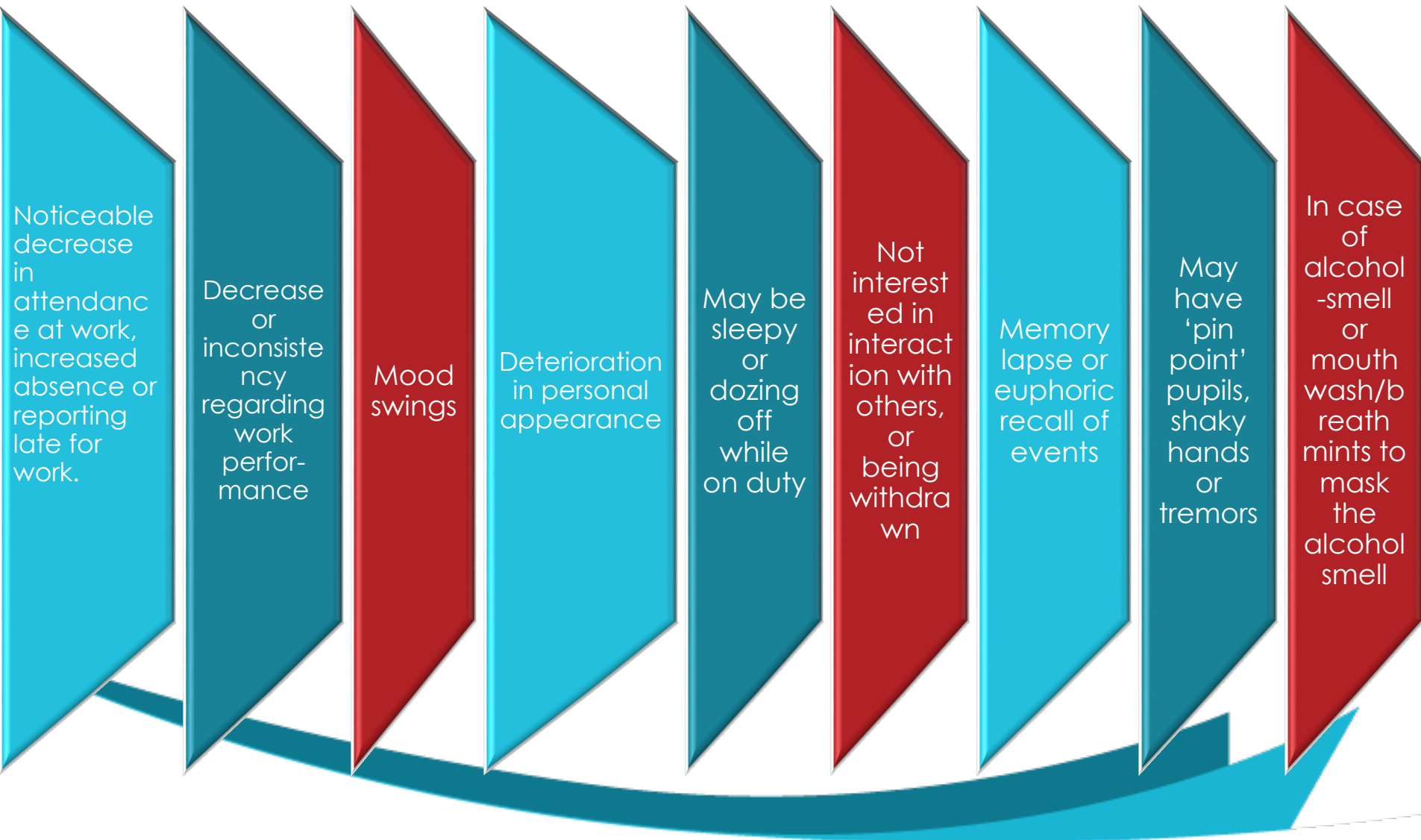
## 2. Impairment Committee (IC)

- 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

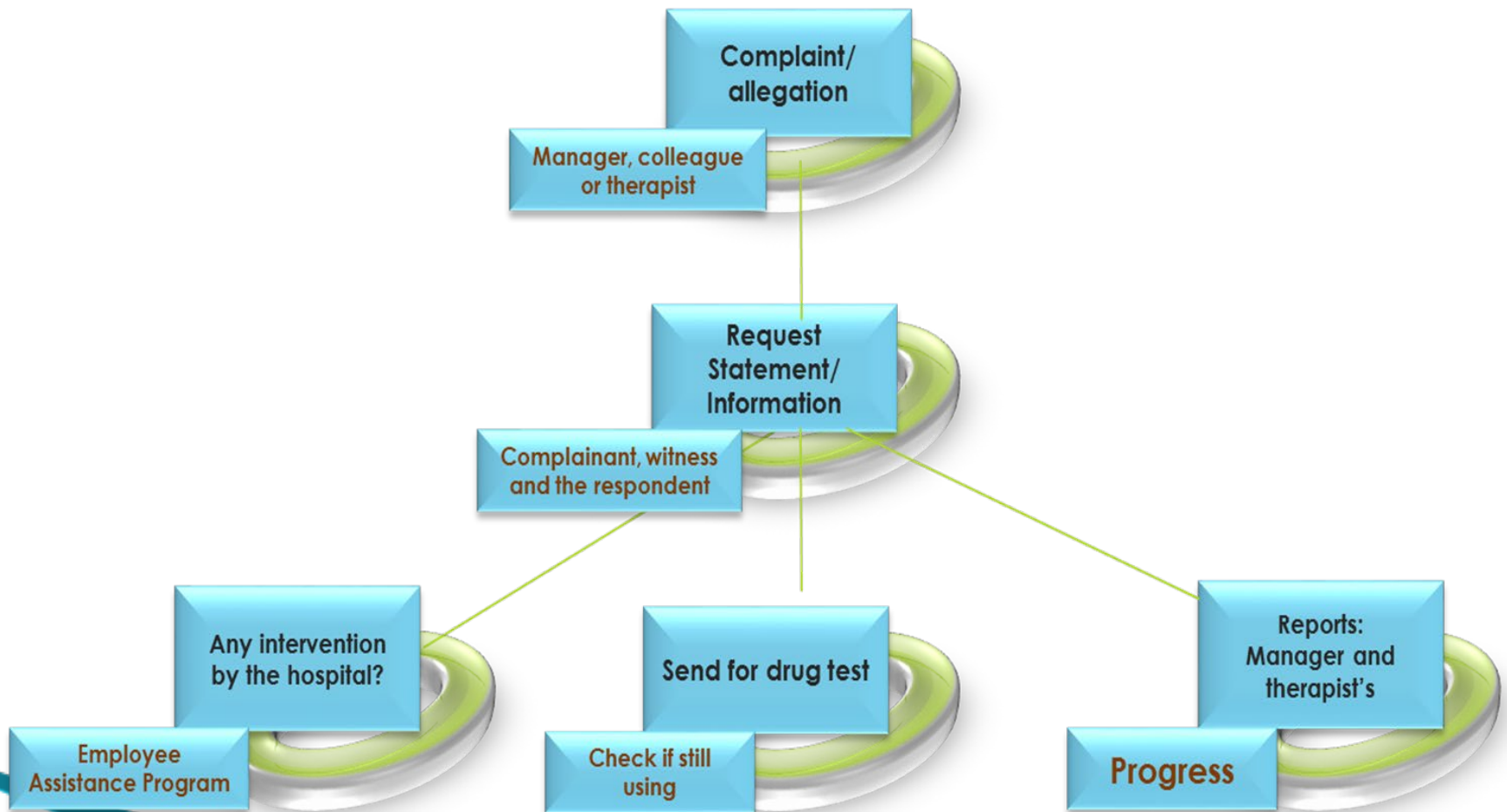
- IC's purpose is to assist, & not to punish the practitioner; ensuring confidentiality.
  - Cooperation from practitioners and their support system is fundamental; as Non-compliance results in Suspension /administrative removal from the Register, in terms of the Act.
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##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

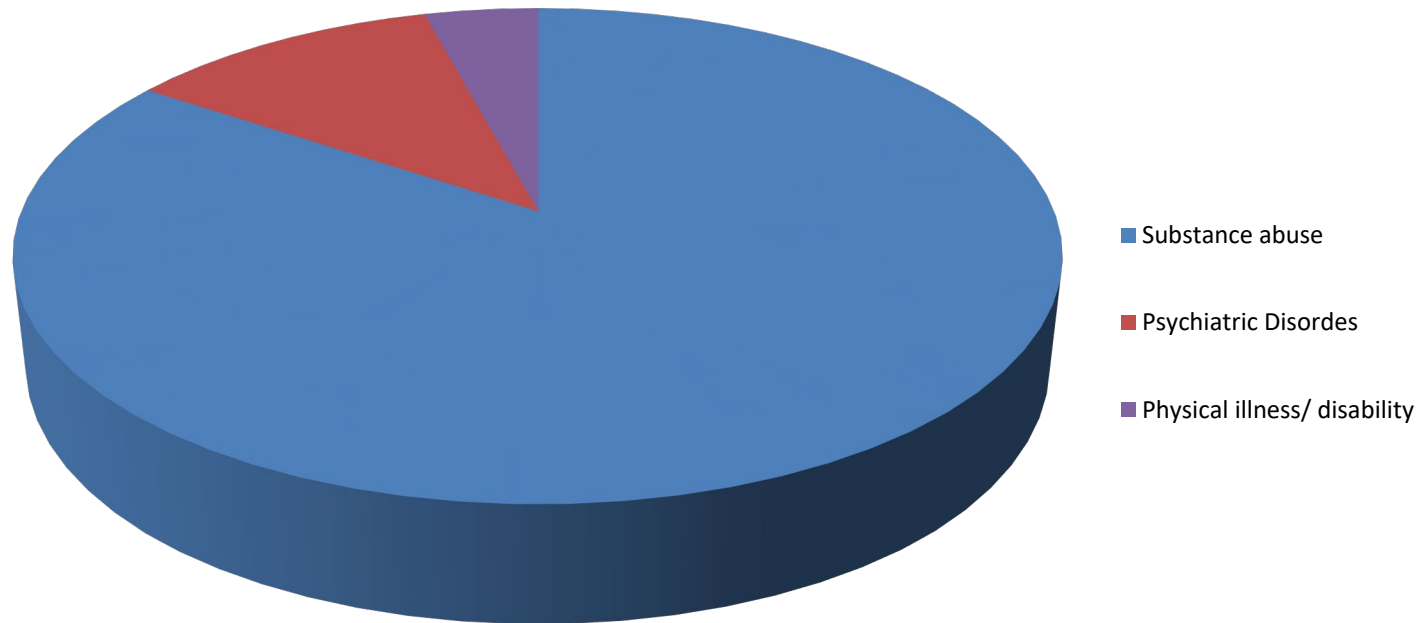
- Dismiss the case, or
- Refer to Preliminary Investigation Committee if it believes there is an act of misconduct or unprofessional conduct, or
- Refer the respondent for independent assessment, or
- In case of chronic physical or mental illness, the Committee will recommend to the hospital to use the 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

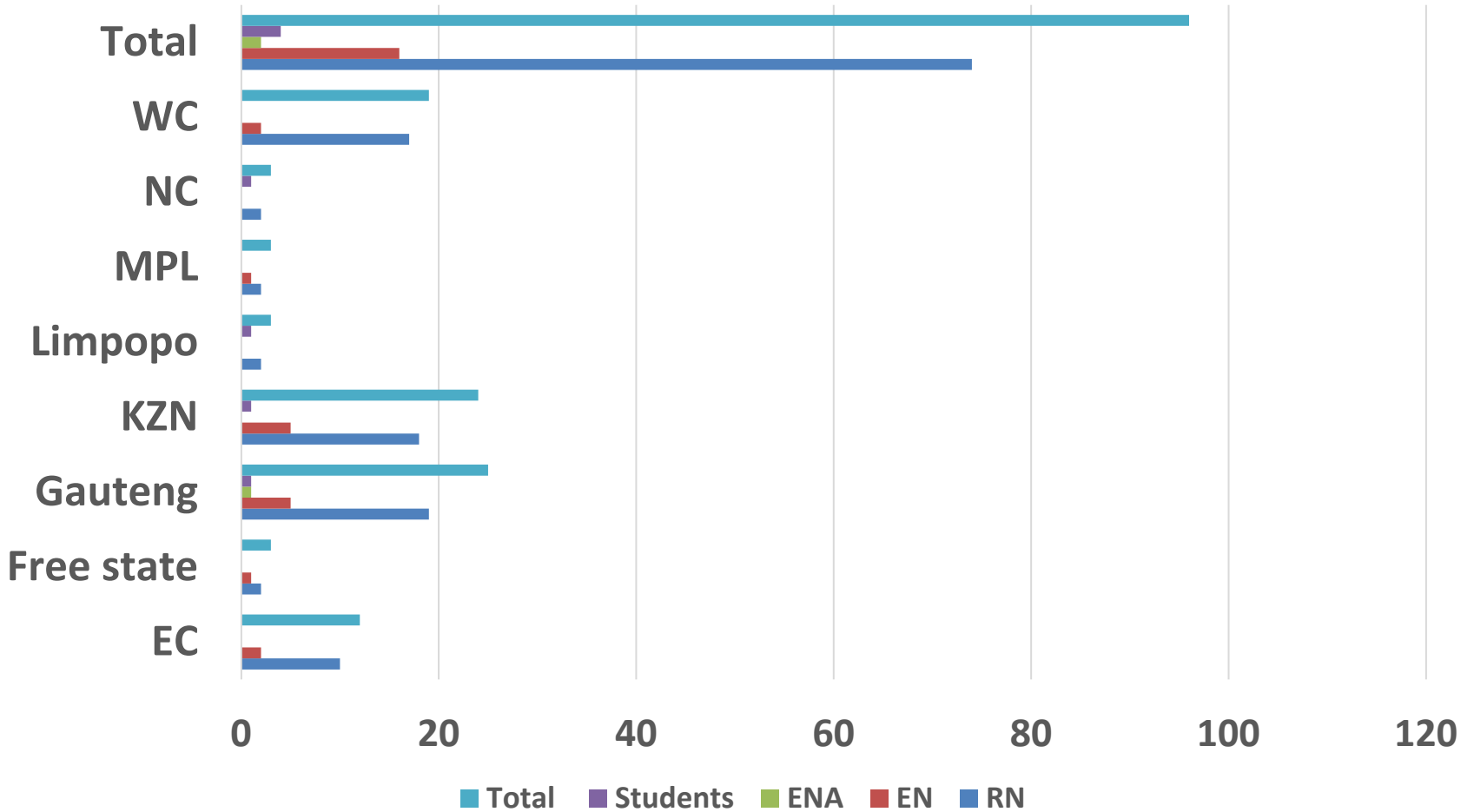


# IC Statistics


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

# 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!

