

Dr E Kaye-Petersen

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Dr. Elizabeth Kaye-Petersen matriculated at Little Flower School in Ixopo, Natal; She obtained her Diploma in General Nursing Science at St Mary's Hospital in Mariannhill, Natal; Diploma in Midwifery and Advanced Midwifery at the then Baragwaneth College of Nursing; B Cur Nursing Administration and Community Health at UNISA; M Cur at Rand Afrikaans University; D Cur at the University of Johannesburg. She wrote her thesis entitled "A Continuing Professional Development System for Nurses and Midwives in South Africa", and contributed to writing two chapters in a Midwifery textbook and audited a Midwifery textbook in 2017.

She is a passionate Nurse and Midwife; Her vision for the profession is to restore the renowned culture of caring through competent and compassionate Nurses and Midwives who continually strive to deliver quality patient care.

SOUTH AFRICAN NURSING COUNCIL

STRATEGIC INITIATIVE OF THE SANC: CONTINUING PROFESSIONAL DEVELOPMENT UPDATE

Dr. E Kaye-Petersen



South African Nursing Council
Regulating nursing, advocating for the public

OVERVIEW

- 1). Introduction
- 2). Brief Historical Perspective
- 3). Definition
- 4). SANC Strategic Initiative: CPD Pilot Roll-out
- 5). Purpose Of The CPD Pilot Roll-out

Overview

6). Milestones Achieved

7). Current Status

8). Way Forward

9). Closure

1. Introduction

- ❑ The development of a CPD System for nurses and midwives in South Africa has been a growing priority for the South African Nursing Council (SANC).
- ❑ In terms of the Nursing Act, 2005 (Act No. 33 of 2005), section 39(a)(b)(C) and 59 (1) (a)(b)(C), the **SANC, is mandated to determine conditions and rules related to CPD for practitioners to retain registration**

2. Brief Historical Perspective

- ❑ Over the past years, the SANC identified a need for a CPD system for nurses and Midwives
- ❑ An inclusive approach was adopted through the establishment of a diverse Technical Working Group (TWG) to assist the SANC to drive this project
- ❑ Assistance by PEPFAR as part of the Africa initiative for ARC (African Health Professional Collaborative for Nurses and Midwives), is acknowledged AND I-Tech provided financial and technical support.

2. Brief Historical Perspective (cont.)

- ❑ A stakeholder forum was established comprising private health and education entities, organised labour, provincial education, and service managerial representatives.
- ❑ Technical work developed by the TWG was shared with stakeholders to enable discussion, comments, and inputs
- ❑ Relevant inputs incorporated into the draft CPD Framework.
- ❑ The Framework was approved by Council and **signed off on 03 March 2023**

3. Definition of CPD

CPD means a “**purposeful statutory process** whereby Practitioners registered with SANC, through personal commitment, engage in a **range of learning activities/events** to maintain and **improve their knowledge, skills, attitudes, and professional integrity** to **keep up to date** with new science, innovation, and health care developments; to enable them to **practise safely, ethically, competently, and legally within their evolving scope of practice**; and to **provide quality care** to the South African community.”

4. Purpose of the presentation

PURPOSE

To **update** the nursing profession and stakeholders on the **progress made to date** on the SANC's strategic initiative:

The CPD Pilot Roll-out Plan

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

- ❑ Developed and approved by Council
- ❑ Aligned to SANC's APP for **2022/2023 & for 2023/2024**
- ❑ SANC requested a partnership with NDOH and permission to use the Regional Training Centres (RTCs) for training
- ❑ Funding for the pilot was sourced from the Philanthropic funds

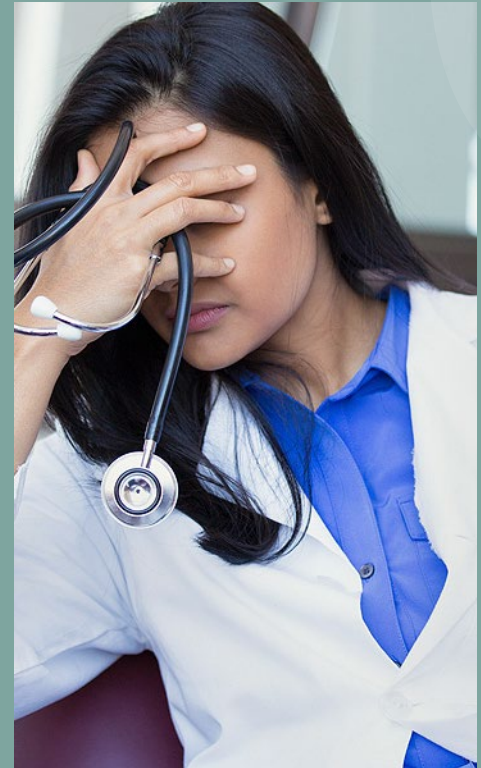
5. CPD Pilot Rollout Plan (cont.)

Selected activity was the

Partogram?

increasing medico-legal risks with ensuing litigations

in public maternity services



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5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

- ❑ NDOH granted approval for its implementation in one health district per selected province (***Gauteng, Mpumalanga, KZN, Western Cape & Eastern Cape***)
- ❑ The sample comprised **50% of practising midwives** in PHCs & CHCs in each selected district
- ❑ SANC's communique...to agree on virtual meeting date with the selected Province;

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

Initial virtual meeting between SANC & selected Province:

- ✓ establishment of & roles & responsibilities of a **steering committee**; a **CPD champion**
- ✓ Explaining process of applying for recognition as a **CPD Provider** and forms to complete and attainment of 3 CPD points for CPD Pilot activity
- ✓ Return to CPD office for **evaluation & approval**

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

Agree on date for an in loco meeting with steering committee & CPD champion to:

- Explain **SANC's approved CPD Framework**
- Conduct training on SANC's **10 CPD forms:**
 - ✓ Application for Recognition as a CPD Provider
 - ✓ Application for Approval of CPD Activities; Event Programmes
 - ✓ Checklist for CPD Provider

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

- ✓ 5. CPD Portfolio of Evidence (POE) Cover Sheet
- ✓ 6. **CPD Activity/Event/Programme Log-sheet (Partogram)**
- ✓ 7. CPD Declaration Form
- ✓ 8. Application for Extension of CPD Activities/Event/
Programme
- ✓ 9. Approval of CPD Event (Campaign; Seminar; Conference)
- ✓ 10. CPD Appeals Application Form

5. CPD Roll-out Plan : Activities

Training conducted at the district

Step 1 _Steering Committee &_ District Clinical Specialist Team (DCST) conducts training on Partogram; SANC CPD team conducts training on SANC CPD processes & forms & Focus Group Discussions



Step 2 The district continues to roll out training for Practitioners, documentation & POEs completed;



Step 3 Completed forms & POEs & feedback returned to the SANC CPD office for evaluation

5. CPD Roll-out Plan (cont.)

AT SANC'S CPD OFFICE

Step 4, SANC acknowledges the receipt of their submission; evaluates documents



Step 5 SANCs CPD Office notifies Province of the outcome of their submission... compliance/ amendments/ or outstanding information required



Step 6 Evaluation of the provincial pilot rollout; Focus group discussions; reflections by the SANC CPD Team

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

The significance of the listed 6 steps are:

❑ To evaluate the implementation at a provincial & district level (managing of CPD administrative processes; understanding & correct completion of requisite forms by midwives, and storing of CPD records, and IT systems)

❑ To evaluate the entire flow of administrative CPD processes against standardised checklists, in the SANC CPD office

5. The SANC's Strategic Initiative: CPD Pilot Rollout Plan (cont.)

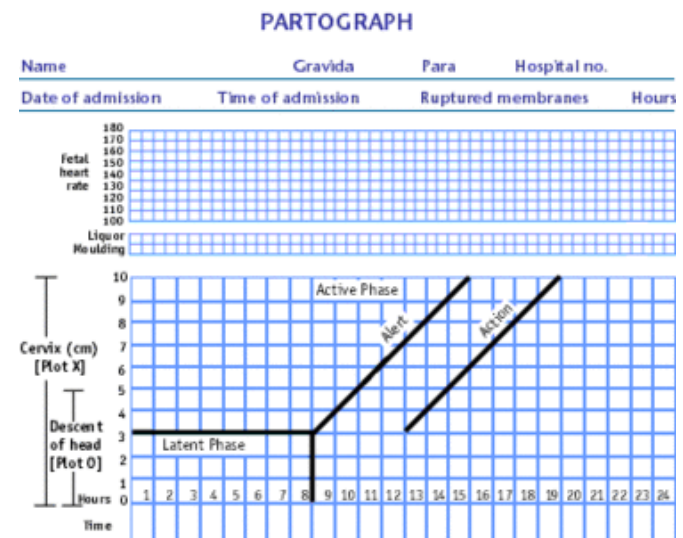
- ❑ **NB This formative evaluation (qualitative & quantitative level) of the Pilot Rollout will inform changes and improvements to enhance the effective implementation of the CPD system at ALL LEVELS.**



6).. Milestones achieved

Positive feedback received from participating provinces on the usage of the Partogram:

- Clarity on monitoring, plotting & interpreting
- Early detection of deviations from the normal progress of labour
- When to refer to a doctor
- Improved confidence in the management of women in labour



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8). Way forward

- The benefits of exposing provinces to the Pilot roll-out necessitated extending it to the remaining 4 provinces (*Limpopo; Northwest; Free State; Northern Cape*)
- Council approved the rollout to be extended to the remaining 4 provinces for 2023/2024
- Currently in Limpopo
- The continuing enthusiasm and active participation within the provinces, is appreciated



5. The Way Forward (cont.)

- **A summative evaluation** (qualitative & quantitative level) of the Pilot Rollout in the 9 provinces will inform changes and improvements for the effective national implementation of the CPD System.



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Thank You!