

#SANCnews

Regulating nursing, advocating for the public

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The 16th Outgoing SANC Council: 2018 – 2023



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Practice and
Standards Committee



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Ms Duduzile Ngidi



Dr Lulama Nkonzo-Mtembu



Ms Ziphora Ramaila

The 16th Council's tenure is coming to an end on Tuesday 22 August 2023.

This Council made remarkable strides in moving the SANC from where it was in 2018 to where it is in 2023. The 16th Council will be known for years to come as the Council that achieved the majority of its objectives within its five-year strategy under the most trying of circumstances – that of almost two years of the COVID-19 pandemic.

Despite this life-changing event, the 16th SANC Council excelled and leaves the SANC with a legacy and firm basis for a new Council to take over and continue.

The SANC said a befitting farewell to its 16th Council on Friday 28 July 2023 at a dinner hosted in their honour.

We wish them prosperity, peace and all the best in their future endeavours.



Madiba Day 2023



From Left to Right: Ms Lindy Ngwenya (KAS), Mr Sheldon Bolle (KAS), Mr Cornelius Makhubedu (SANC), Ms Party-Day Moloi (SANC), Ms Vivian Molefe (KAS).

The SANC celebrated the 2023 Nelson Mandela International Day on Tuesday, 18 July 2023 by donating six boxes of double-knit wool, to Knit-A-Square South Africa based in Randburg.

Knit-A-Square South Africa (KAS) is a Section 21 registered Not For Profit (NFP) company. The organisation has been run by Ronda Lowrie, co-founder of Knit-A-Square since 2008. They have three (3) Sowetan board members and there are normally up to eight (8) freelance volunteers who come to the Randburg offices on Tuesdays to open parcels, work with the squares which have arrived via the South African Post Office (the squares are not only locally created, but over the years most come through the post from more than 70 countries worldwide).

Knit-A-Square South Africa also work with schools to assist students achieve their Community Service hours quotas – they deliver their squares and they are accredited accordingly.

Knit-A-Square South Africa have been undertaking the distribution of blankets, beanies, handwarmer sets and soft toys to pre-school children in creches and day-Care Centres for nearly 16 years. Most of their squares are sewn into blankets by grandmothers' (gogos) groups in the informal settlements and Knit-A-Square South Africa pay a small reward to them for each blanket returned and suitable for distribution.

Over the years of operation, **Knit-A-Square South Africa** has nearly distributed close to 100,000 blankets in this way. In early years Knit-A-Square South Africa managed to transport blankets to Bloemfontein, Durban, Cape Town, Zimbabwe and at one point they worked with Emirates Air to send 100 blankets to displaced orphans in Watanlii, Syria!

However, these days **Knit-A-Square South Africa** is limited by circumstances, and the blankets are sent to orphans and vulnerable children in Soweto and the Vaal Triangle; and occasionally to Alexandra township and other areas of greater Johannesburg.

A word of appreciation to **Knit-A-Square South Africa's** staff for taking the SANC team through the phenomenal work they are doing to lend a helping hand to those who are in need. We would like to thank the SANC staff, Arwyp Training Institute and Mediclinic Southern Africa (Newcastle and Upington Hospitals) for their donations of double-knit wool that was handed over to Knit-A-Square South Africa.

For more information on **Knit-A-Square South Africa** and the amazing work that they do, please visit:
<https://knit-a-square.com/>

One ball of wool and square at a time, we are making a difference.

ANNUAL PRACTISING CERTIFICATE (APC) 2024

WHAT YOU NEED TO KNOW

1

The annual fees for 2024 must be received by the SANC on or before **31 December 2023**

2

Remember: Bank transfers from different banks take up to **3 working days** - pay well in advance to meet **31 December 2023** deadline

3

*Request **voluntary removal** if you are not practising as a nurse = reduced restoration fees to be re-registered

4

eRegister: Acceptable legal means to verify your registration status with the SANC, in the absence of a physical certificate.

Visit: <http://www.sanc.co.za/eRegister.aspx>

5

Payment code for annual fee payment is **ANLFEES** (e.g. 12345678ANLFEES).

6

Community Service: Your registration fee code is: REGFPRA, **not ANLFEES** (e.g. 12345678REGFPRA).



www.sanc.co.za



www.facebook.com/sancorg

*Note: Terms and conditions apply.



South African Nursing Council
Regulating nursing, advocating for the public

The SANC Mandate

SANC MANDATE

Statutory professional body mandated to regulate the Nursing and Midwifery professions by establishing and maintaining Nursing education and training as well as practice standards, while advocating for the interests of the public.



South African Nursing Council
Regulating nursing, advocating for the public



The SANC is not a trade union or a national professional Nursing association, whose mandates are different from those of a Regulator.



The SANC does not become involved in labour disputes because it is not a Union representing Nurses and Midwives in health services.



The SANC does not become involved in salary scales as this is the responsibility of the employer.



The SANC does not become involved in working conditions, as this is the responsibility of the employer and representation of Nurses and Unions at the Bargaining Council is done through recognised Unions.

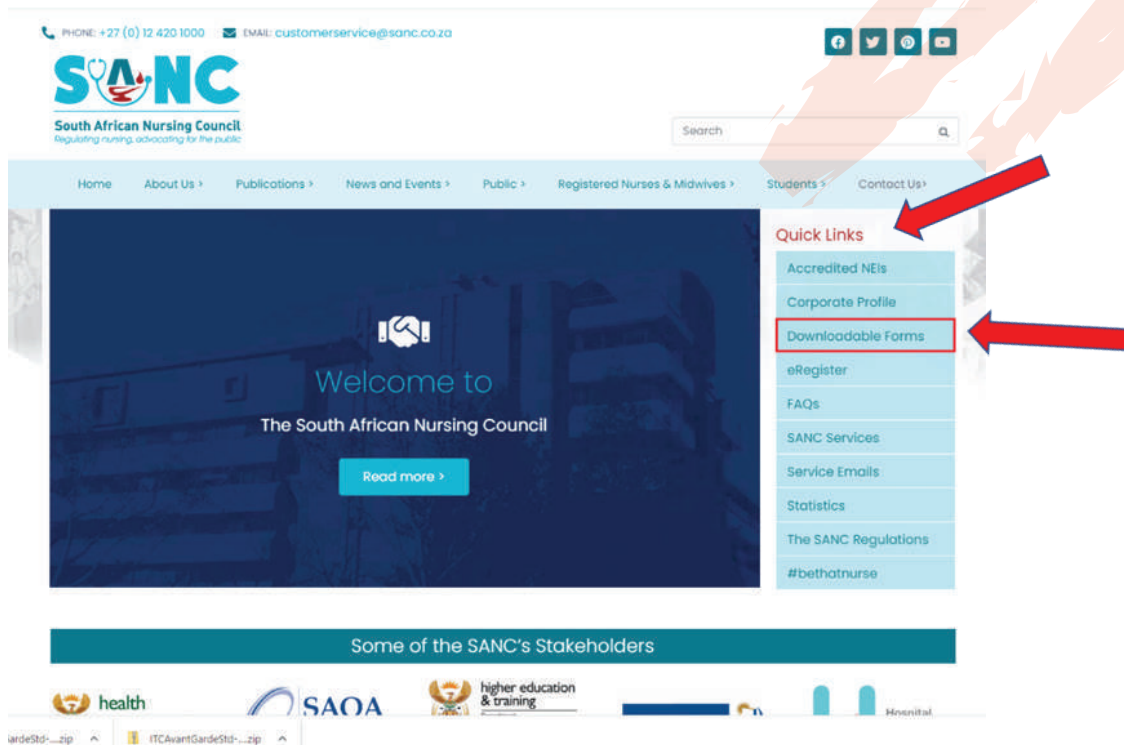
See the SANC Mandate video here:
https://www.youtube.com/watch?v=A-_FWHYKbGE&t=255s

Where on the SANC website do you find...

APPLICATION AND OTHER FORMS:

Go to the SANC website at www.sanc.co.za

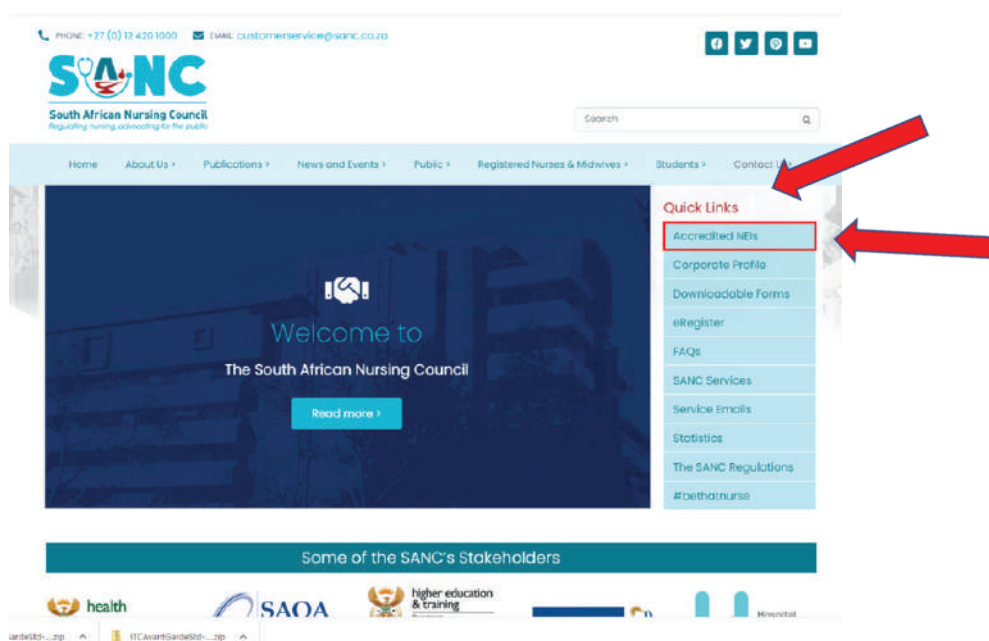
The downloadable forms are on the home page, under **Quick Links**.



Alternatively, you can use this direct link: <https://www.sanc.co.za/downloadable-documents/>

ACCREDITED NURSING SCHOOLS

On the SANC website homepage, under **Quick Links**, click on: **Accredited NEIs**.



Alternatively, use this direct link: <https://www.sanc.co.za/education-institutions/>

Impairment: Unfitness to Practise Nursing and Midwifery

UNFITNESS TO PRACTISE NURSING AND MIDWIFERY

**A Guide for Practitioners,
Employers, Nursing Service
Managers and Heads of Nursing
Education Institutions (NEIs)**



A Guide for Practitioners, Employers, Nursing Service Managers and Heads of Nursing Education Institutions (NEIs)

INTRODUCTION

The South African Nursing Council (SANC) is a statutory body established by an Act of Parliament, the Nursing Act, 1978 (Act No. 50 of 1978) and continues to function under the Nursing Act, 2005 (Act No. 33 of 2005) in regulating the Nursing and Midwifery professions. The primary reason for the SANC's existence is to protect the public. This is achieved by ensuring that there are regulations, rules and standards that determine the education, practice, and conduct of Nurses and midwives, to ensure well trained, competent and safe practitioners.

The holistic health of a practitioner is important for the welfare of the health care user and the Nursing profession. For this reason, the Council is mandated to receive, consider, and decide on allegations of unfitness to practise Nursing with reasonable skill and safety made against a Nurse or midwife; or in a case of a learner, to continue with Nursing education programme.

PURPOSE OF THE INFORMATION GUIDE

The purpose of this guide is to provide information on:

- conditions that can be reported to the Council for consideration and/or inquiry
- details that Council requires from the person who lodges the complaint or notification, when reporting alleged unfitness to practise;
- the process the Impairment Committee follows in managing reported incidents or allegations of unfitness to practise; and
- decisions that may be taken to resolve or facilitate resolution of the allegation.

The full guide can be seen at www.sanc.co.za, click on Registered Nurses and Midwives and then on Impairment Booklet, or on the link below for a direct link:

<https://www.sanc.co.za/wp-content/uploads/2023/07/FINAL-UN-FIT-TO-PRACTICE-NURSING-AND-MIDWIFERY-Information-booklet.pdf>

Further enquiries can be directed to the following officials:

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The new SANC PABX (Call Centre system)

The new SANC PABX system has been introduced from 01 August 2023. The new system has cutting-edge technology to deliver superior communication services to the SANC clients. It offers advanced features like intelligent call routing, real-time monitoring, and comprehensive reporting, all of which are invaluable for businesses striving to deliver exceptional customer service.

The system is designed to streamline operations, enhance customer interactions, and drive business success. It allows for hunt lists to be created across the entire SANC network, to find available agents/staff to answer an incoming call.

The system also allows for up to five self-service options when you phone the main SANC telephone number, and provides analytical reporting on calls not answered, time it takes to answer a call, etc. which are key in supporting and tracking the service standards as encapsulated within the SANC's Service Standards Charter: <https://www.sanc.co.za/sscharter/>



#buildingabetterSANC



5 Ways to Improve Motivation in Nursing

(an international perspective)

From: <https://experience.care/blog/5-ways-to-improve-motivation-in-nursing/>

by Elijah Oling Wanga

Motivation is the degree of willingness of an individual to exert themselves and consistently apply effort towards achieving a goal. According to HRH, motivation is important because it has been closely linked to job satisfaction. When Nurses report higher levels of job satisfaction, they are less likely to quit, and for Nursing homes, a high Nursing retention rate means less money is spent in recruiting, hiring, and training new Nurses.

In addition to job satisfaction, Nurses also want to be respected. Brian Colleran, owner and founder of Foundations Health Solutions, has witnessed this first hand. "When you treat people with genuine respect, not just lip service, they tend to stay," he said. Colleran, along with colleague Bob Speelman, Vice-President of Business Development and Culture at Foundations Health Solutions, recently joined Peter Murphy Lewis on the LTC Heroes podcast to discuss Changing Company Culture in Long-Term Care. In the interview, Colleran and Speelman make clear that, as the US faces a Nursing home staffing crisis, motivation in Nursing is something all skilled Nursing facilities (SNFs) should consider. This is because the loss of any worker, especially Nurses, can seriously impact the quality of care of residents in long term care facilities.

Nurses Bored at Work: Effects and Remedies

As if the staffing crisis wasn't enough, there is another problem that long term care facilities currently face: Nurses bored at work. According to Projections Inc, companies need to realize that employee satisfaction is simply not enough. If employees do not feel engaged enough in their work, they will not perform well and will be tempted to leave. If they are, however, engaged and feel that leadership in the company or organization recognizes and appreciates their efforts, this leads to reduced employee turnover. Colleran understands the importance of employee engagement, which is why he and Speelman have been working on an app that fosters employee engagement. "We're getting ready to launch a workflow app, and we want to try this app because it's an employee engagement app," Colleran said.

Although this article focuses on Nursing in Nursing homes specifically, the five ways of motivation discussed in the article are applicable to Nursing as a whole - read the article here: <https://experience.care/blog/5-ways-to-improve-motivation-in-nursing/>

Free Online Training



Positive Psychiatry and Mental Health

From: <https://www.coursera.org>

Explore the aspects of good mental health and gain insights on various mental disorders while learning about evidence-based strategies to enhance one's mental well-being from Australian experts in psychiatry, psychology, and mental health research.

For more information please visit:

https://www.coursera.org/learn/positive-psychiatry?irclick-id=TpwxC2UlxPRWhxQeRIaxGNUkFzAMVwJWJRU80&irgwc=1&utm_medium=partners&utm_source=impact&utm_campaign=165976&utm_content=b2c

Module 1 - Positive mental health and Psychiatry

Module 1 • 3 hours to complete

Module 2 - Body and Mind

Module 2 • 4 hours to complete

Module 3 - Love and Work

Module 3 • 3 hours to complete

Module 4 - Mental Illness

Module 4 • 5 hours to complete

Module 5 - Paths to Recovery

Module 5 • 2 hours to complete