

## Message from the Registrar and CEO – Prof. NG Mtshali



With the end of the year upon us, we reflect on the past year with gratitude, poignancy and a sense of accomplishment.

I started my tenure as Registrar and CEO on 1 March 2023, and have literally hit the ground running.

The South African Nursing Council had several activities that featured on its calendar during 2023. Below are but a few of the key activities:

- The unveiling of the SANC Wall of Remembrance in honour of nurses who passed away during the fight against the pandemic – you are forever in our hearts
- International Nurses Day 2023 with many media engagements
- The SANC Nursing Indaba in May 2023, hosted both at the Birchwood Convention Centre as well as online
- The inaugural SANC Nursing Excellence Awards that was hosted at a gala dinner in May 2023, at the Indaba with the Minister of Health, Dr MJ Phaahla as our guest of honour
- The end of tenure of the SANC's 16th Council: 2018 – 2023
- The process of nomination and subsequent appointment of the 17th Council: 2023 – 2028 by the Minister of Health, Dr MJ Phaahla
- The induction of the 17th Council
- The SANC strategy workshop for the 2023 – 2028 Strategy

- SANC Corporate Social Responsibility (CSR) project on Madiba Day, 18 July 2023
- Several interventions on the ICT and Client Services systems to ensure continued service delivery to the SANC clients
- A Memorandum of Understanding (MOU) between the SANC and the Council on Higher Education (CHE), regarding Post Graduate Diplomas in nursing
- On 8 November, the SANC celebrated its 79th birthday – 79 years of self-regulation.

Our sincere appreciation to our stakeholders and the nurses for your continued support with all our activities and for consistent concrete input that assists us with our campaign [#buildingabetterSANC](#)

Nurses of South Africa, we commend you for making a difference in the lives of patients each day, despite all the challenges you are facing.

My sincere thanks also go to the SANC Management Team and Staff for committing to our objectives and walking the extra mile for the profession of nursing.

We wish you all a well-deserved time of rest, and a safe and peaceful festive and holiday season with your loved ones. May the year 2024 exceed the best of what we have experienced in 2023.

# The 17<sup>th</sup> SANC Council: 2023 – 2028

The term of office of the SANC's 16th Council appointed from 2018-2023 came to an end on 22 August 2023. In terms of Section 4(3) of the Nursing Act, 2005 (Act No. 33 of 2005), the Council members appointed by the Minister hold office for a period not exceeding five years calculated from the date of his or her appointment. Section 5(5) further indicates that the Minister may reappoint a member whose term of office has expired for one further period not exceeding five years.

The SANC is proud to announce and welcome the members of its 17th Council in terms of Section 5(1) of the Nursing Act, 2005 (Act No. 33 of 2005), appointed with effect from 23 August 2023 to 22 August 2028 and as gazetted in the Government Gazette No. 4074, on Friday, 17 November 2023.

1.	Prof Portia Janine Jordan	14.	Dr Matlou Cecilia Molepo
2.	Ms Trudy Abigail Kaseke	15.	Dr Sindisiwe Zamandosi Mthembu
3.	Dr Elizabeth Kaye-Petersen	16.	Ms Sinenhlanhla Thuleleni Mthembu
4.	Ms Florence Lerato Kgatla	17.	Ms Mavis Mboniseni Mutepe
5.	Ms Patience Zamandabezitha Khumalo	18.	Prof Deliwe Rene Phetlhu
6.	Ms Lillian Carrol Brenda Nthabiseng Lioma	19.	Mr Lehlohonolo Lucky Rabotapi
7.	Ms Jacqueline Ann Maimin	20.	Ms Masebina Cecilia Ramokotjo
8.	Ms Mmadiepetsane Mary Makgotlho	21.	Mr Russell Rensburg
9.	Ms Refilwe Emah Malatji	22.	Mr Sifiso Shandu
10.	Dr Mirriam Matandela	23.	Mr Mbulelo Tshofela
11.	Mr Bhekithemba Mgwenya	24.	Ms Nontuthezelu Glynda Zulu-Siwela
12.	Mr Sifiso Vincent Mkhathshwa	25.	Dr Sibusiso Memory Zuma
13.	Mr Tebogo Raguel Moeketsi		

The SANC welcomed the Council members to its office on Thursday, 21 September 2023 for the first day of Induction. On this day, the Council members also voted for a Council Chairperson. Based on the outcome of the voting process, the names of at least two members of Council were then submitted to the Minister of Health who is responsible for appointing the SANC Council Chairperson as per the Nursing Act, 2005 (Act No. 33 of 2005).

Subsequently, under the leadership of the newly appointed Chairperson, the Council was led through a nomination process for the position of Vice-Chairperson.

It is our pleasure to congratulate **Dr Matlou Molepo** as the Chairperson of the 17th SANC Council and **Prof Deliwe Phetlhu** as the Vice-Chairperson.

We wish the Council every success during its tenure.



**Left:** Chairperson of the 17th SANC Council: Dr Matlou Molepo  
**Right:** Chief Nursing and Midwifery Officer,  
National Department of Health: Dr NJ Makhanya



# 17th Council 2023 - 2028



**Dr Matlou Molepo**  
Chairperson of the Council



**Prof Deliwe Phetlhu**  
Vice-Chairperson  
of the Council



**Prof Portia Jordan**  
Education Committee  
Chairperson



**Ms Trudy Kaseke**  
Laws, Practice and  
Standards Committee  
Chairperson



**Ms Patience Khumalo**  
Professional Conduct  
Committee Chairperson



**Ms Lillian Lioma**  
Communication and  
Marketing Committee  
Chairperson



**Mr Bhekithemba Mgwenya**  
Human Resources and  
Remuneration Committee  
Chairperson



**Ms Mavis Mutepe**  
Impairment Committee  
Chairperson



**Mr Lehlohonolo Rabotapi**  
ICT Governance Committee  
Chairperson



**Mr Russell Rensburg**  
Audit And Risk Committee  
Chairperson



**Mr Sifiso Shandu**  
Finance Committee  
Chairperson



**Dr Sibusiso Zuma**  
Preliminary Investigation  
Committee Chairperson



**Dr Elizabeth  
Kaye-Petersen**



**Ms Lerato Kgatla**



**Ms Jacqueline Maimin**



**Ms Mmadiepetsane  
Makgotlho**



**Ms Refilwe Malatji**



**Dr Mirriam Matandela**



**Mr Sifiso Mkhathswa**



**Mr Tebogo Moeketsi**



**Dr Sindisiwe Mthembu**



**Ms Sinenhlanhla Mthembu**



**Ms Masebina Ramokotjo**



**Mr Mbulelo Tshofela**



**Ms Nontuthezelo  
Zulu-Siwela**

# SANC Circular 14/2023

Circular 14/2023

22 November 2023

TO: NATIONAL DEPARTMENT OF HEALTH  
PROVINCIAL DEPARTMENTS OF HEALTH  
NURSING EDUCATION INSTITUTIONS (NEIS)  
ALL STAKEHOLDERS

## SOUTH AFRICAN NURSING COUNCIL – YEAR-END CLOSURE

The offices of the South African Nursing Council will be closed for the year-end from **Friday, 22 December 2023 at 12:00 pm midday, and re-open on Wednesday, 03 January 2024 at 08:00 am**. Kindly note that on 22 December 2023, for operational reasons the gates will be closed at 11:00 am already.

Annual fees must be paid into the Council's bank account **on or before 31 December 2023** to avoid restoration fees - note that banks take up to three (3) days to clear payments and thus all bank electronic transfers need to be made by **22 December 2023** to ensure it reaches the SANC by **31 December 2023**.

### The SANC banking details are:

Name of bank : First National Bank  
Account number : 514 211 86 193  
Branch code : 253145  
Reference : Person's own SANC Reference Number followed by ANLFEEs

Whilst waiting for the Annual Practising Certificate to be distributed by the SANC, the employer can verify the registration status of the practitioner through the SANC website by logging into the SANC eRegister at <https://www.sanc.co.za/eRegister.htm>. To do this, they will require the practitioner's SANC reference number or Identity Number (ID No).

We wish you all the best over the holiday season, please stay safe and we look forward to working with you in 2024.

Kind regards



PROF. NG MTSHALI  
REGISTRAR AND CEO  
SOUTH AFRICAN NURSING COUNCIL

DATE: 23/11/2023



# The SANC – 79 years of self-regulation: 1944 – 2023

The nursing profession in South Africa obtained self-regulation on 08 November 1944; the Council held its first meeting and legally enforceable registration was accomplished.

In 2023, **79 years later**, the SANC is still serving the nursing profession, committed to its **Mission:**

***We serve and protect health care users by regulating the nursing and midwifery professions.***



# SANC and CHE signs Memorandum of Understanding

## Purposes of Memorandum

The Parties agreed that the purposes of the Memorandum of Agreement are to:

- Provide a framework for cooperation and collaboration in the pursuit of their respective mandates pertaining to qualifications, quality assurance and promotion in higher education;
- Promote a coherent, coordinated and effective quality assurance system for Higher Education Institution (HEI) programmes leading to nursing qualifications allowing for registration in terms of the Nursing Act and designation in line with the Policy for the Recognition of Professional Bodies; and
- Clarify the roles and responsibilities of each Party, the manner and the principles in terms of which the Parties should collaborate and co-operate with each other, and co-ordinate the performance of their functions for improved validity, efficiency and effectiveness.

## Roles and responsibilities of the CHE

- In terms of the Higher Education (HE) Act the CHE is responsible for the quality assurance of higher education in the country. This mandate includes promotion of quality assurance, accreditation of higher education programmes and auditing or reviewing the quality assurance mechanisms of the higher education institutions.
- The NQF requires the CHE to, among other functions, develop and implement the Higher Education Qualifications Sub-Framework (HEQSF); develop higher education qualification standards; develop and implement relevant quality assurance policies and procedures; and develop and maintain a database of learners' achievements that will feed into the National Learners Records Database (NLRD) maintained by SAQA.
- The HE Act, read together with the NQF Act, stipulates that all new programmes and qualifications submitted to the CHE/HEQC for accreditation have to be compliant with the Higher Education Qualifications Sub-Framework (HEQSF).
- In terms of this mandate, the CHE is responsible for the accreditation of all programmes leading to whole HEQSF-aligned qualifications at NQF levels 5-10.
- The CHE/HEQC recommends to SAQA programmes and/or qualifications for registration on the National Qualifications Framework.
- The CHE/HEQC also undertakes reviews to confirm accreditation of programmes and/or qualifications in selected fields or subject areas.
- The CHE/HEQC furthermore develops qualification standards that provide both compliance benchmarks and developmental indicators for qualification types as awarded in particular fields of study or disciplines. They serve an important function as part of the national review process in that they provide national benchmarks against which the programmes offered by institutions are evaluated.



**Left: SANC Registrar and CEO: Prof NG Mtshali**  
**Right: CHE CEO: Dr Whitfield Green**

## The roles and responsibilities of the SANC

- The Nursing Act grants the SANC various powers to exercise oversight over the education and training programmes that are designed to produce graduates who, after some requirements such 'board examinations', become eligible to register as licensed to practise in the relevant professional fields.
- The Nursing Act provides the SANC with oversight over nursing professional education and training programmes and includes some or all of the following:
  - ✓ Setting, maintaining, and controlling professional education standards – these are not the same as the qualification standards whose development is the prerogative of the CHE.
  - ✓ Reviewing relevant learning programmes developed by higher education institutions, approving /accrediting and/or endorsing them for a specified period, for example for five years.
  - ✓ Reviewing previously approved/accredited and/or endorsed programmes after the expiry of the period with a view towards approving/accrediting and/or endorsing them for another specified period, for example for five years.
  - ✓ Conducting quality assurance based on developed and agreed upon Codes of Practice or criteria, which might include site visit requirements.
  - ✓ Recommending to higher education institutions the minimum professional outcomes, practical or work-integrated learning requirements, and core competence requirements to be developed in relevant learning programmes.
  - ✓ Setting standards and/or criteria for registration of candidates as practitioners, and assessing and/or examining candidates for the purpose of registration to practice.
  - ✓ Developing codes of conduct for professional practitioners.
  - ✓ The accreditation of Nursing Education Institutions and programmes.





# APC's payable on or before 31 December – avoid restoration fees!!

## 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](http://www.sanc.co.za)



[www.facebook.com/sancorg](https://www.facebook.com/sancorg)

\*Note: Terms and conditions apply.

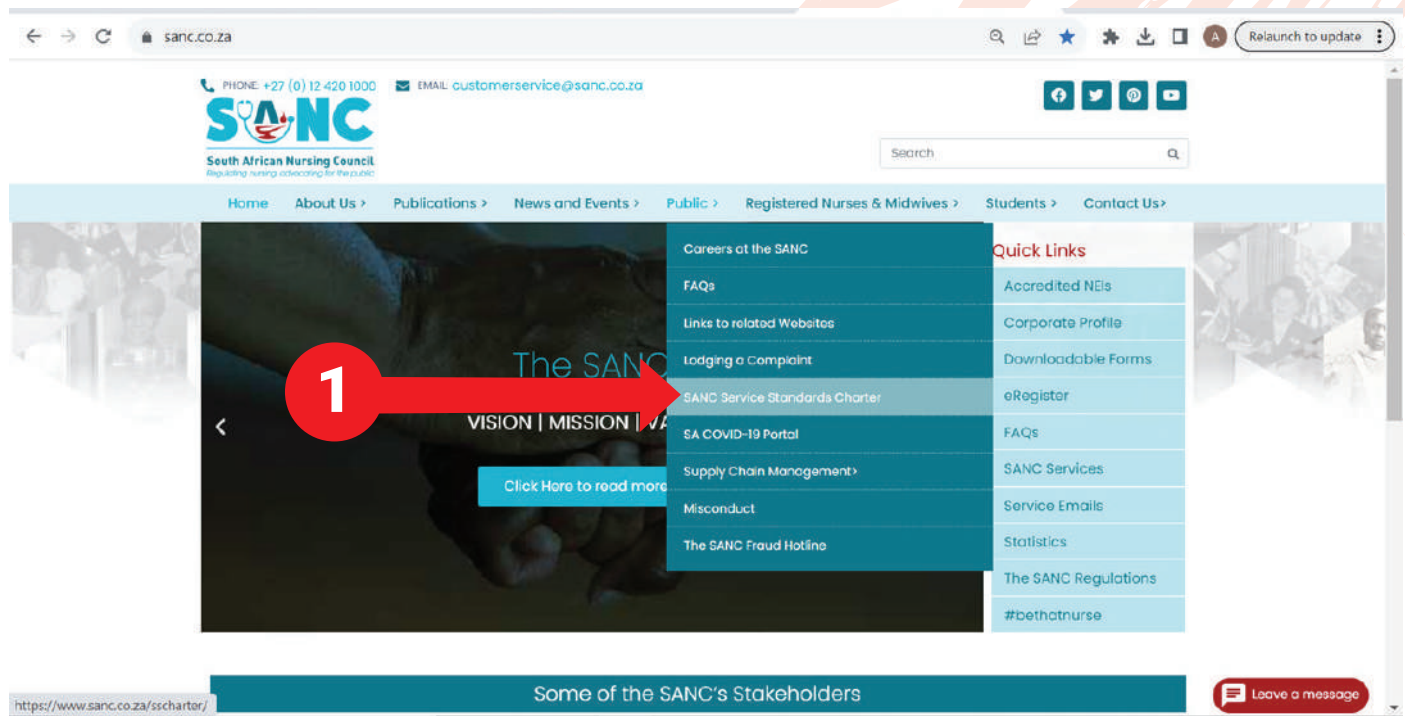


South African Nursing Council  
Regulating nursing, advocating for the public

# Where on the SANC website do you find...

## 1. The SANC Service Standards Charter

Go to: [www.sanc.co.za](http://www.sanc.co.za) click on **PUBLIC**, and then on **SANC SERVICE STANDARDS CHARTER**

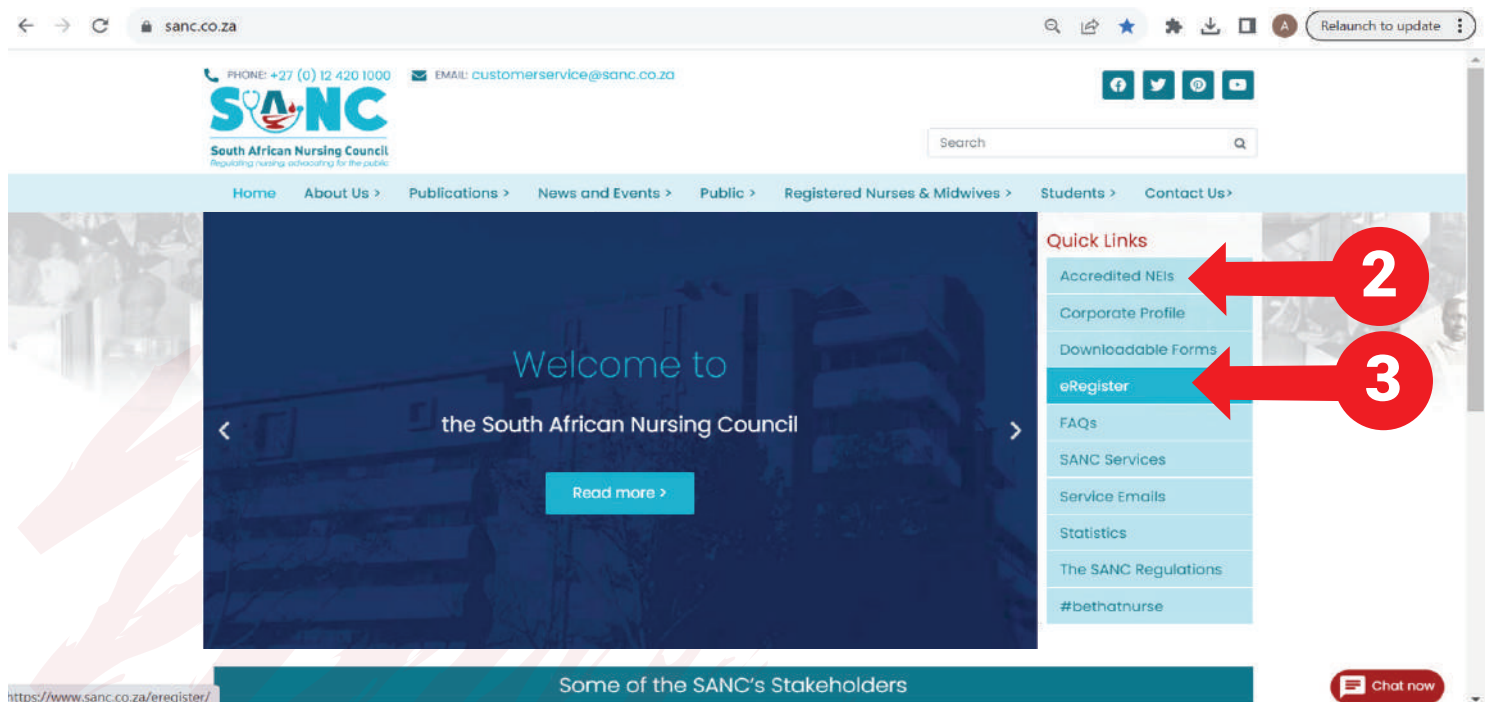


## 2. The SANC Accredited Institutions

Go to: [www.sanc.co.za](http://www.sanc.co.za) under **QUICK LINKS**, click on **Accredited NEIs**

## 3. The SANC eRegister

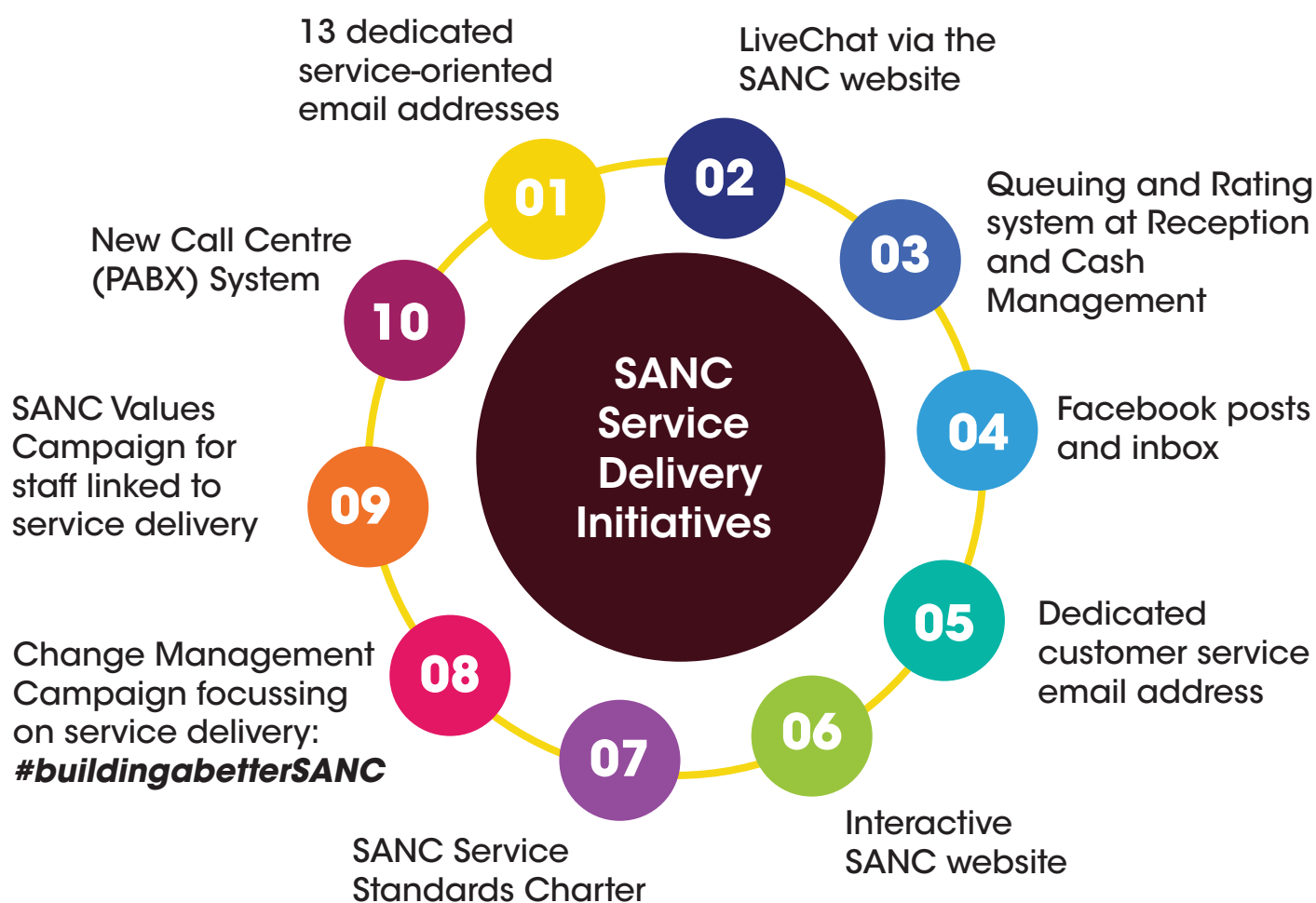
Go to: [www.sanc.co.za](http://www.sanc.co.za) under **QUICK LINKS**, click on **eREGISTER**





# SANC SERVICE DELIVERY TOOLS

Under the banner of its campaign **#buildingabetterSANC** the SANC is consistently working on improving its channels and systems to ensure improved service delivery to its clients. Below are some of the interventions that are already in place:



[www.sanc.co.za](http://www.sanc.co.za)

# Motivational Article:

## How to Keep Working When You're Just Not Feeling It

From: *Four strategies for motivating yourself.* By Ayelet Fishbach;  
From the Magazine (November–December 2018);

<https://hbr.org/2018/11/how-to-keep-working-when-youre-just-not-feeling-it>



Motivating yourself is hard. In fact, I often compare it to one of the exploits of the fictional German hero Baron Munchausen: Trying to sustain your drive through a task, a project, or even a career can sometimes feel like pulling yourself out of a swamp by your own hair. We seem to have a natural aversion to persistent effort that no amount of caffeine or inspirational posters can fix. But effective self-motivation is one of the main things that distinguishes high-achieving professionals from everyone else. So how can you keep pushing onward, even when you don't feel like it?

To a certain extent, motivation is personal. What gets you going might not do anything for me. And some individuals do seem to have more stick-to-itiveness than others. However, after 20 years of research into human motivation, my team and I have identified several strategies that seem to work for most people—whether they're trying to lose weight, save for retirement, or implement a long, difficult initiative at work. If you've ever failed to reach an attainable goal because of procrastination or lack of commitment—and who of us hasn't?—I encourage you to read on. These four sets of tactics can help propel you forward.

### Design Goals, Not Chores

Ample research has documented the importance of goal setting. Studies have shown, for example, that when salespeople have targets, they close more deals, and that when individuals make daily exercise commitments, they're more likely to increase their fitness levels. Abstract ambitions—such as “doing your best”—are usually much less effective than something concrete, such as bringing in 10 new customers a month or walking 10,000 steps a day. As a first general rule, then, any objectives you set for yourself or agree to should be specific.

Goals should also, whenever possible, trigger intrinsic, rather than extrinsic, motivation. An activity is intrinsically motivated when it's seen as its own end; it's extrinsically motivated when it's seen as serving a separate, ulterior purpose—earning you a reward or allowing you to avoid punishment. My research shows that intrinsic motives predict achievement and success better than extrinsic ones do.

Take New Year's resolutions. We found that people who made resolutions at the start of January that were more pleasant to pursue—say, taking on a yoga class or phone-free Saturdays—were more likely to still be following through on them in March than people who chose more-important but less enjoyable goals. This is despite the obvious fact that aspirations for the New Year are usually tough to achieve; if they weren't, they wouldn't require a resolution!

Of course, if the external reward is great enough, we'll keep at even the most unpleasant tasks. Undergoing chemotherapy is an extreme example. In a work context, many people stay in their jobs for the money, feeling like “wage slaves.” But in such situations they usually do the minimum required to meet the goal. Extrinsic motivation alone is unlikely to help us truly excel. The trick is to focus on the elements of the work that you do find enjoyable.

In an ideal world we would all seek out work roles and environments that we enjoy and thus keep our engagement high. Unfortunately, people often fail to do this. For example, my research shows that when asked whether positive relationships with colleagues and managers are critical in their current position, most people say yes. But they don't remember that office morale was key to success in past jobs, nor do they predict it will be important for them in the future. So simply remembering to consider intrinsic motivation when choosing jobs and taking on projects can go a long way toward helping sustain success.

In cases where that's impractical—we don't all find jobs and get assignments we love—the trick is to focus on the elements of the work that you do find enjoyable. Think expansively about how accomplishing the task might be satisfying—by, for example, giving you a chance to showcase your skills in front of your company's leaders, build important internal relationships, or create value for customers. Finally, try to offset drudgery with activities that you find rewarding—for instance, listen to music while tackling that big backlog of email in your in-box, or do boring chores with friends, family, or your favorite colleagues.

### Find Effective Rewards

Some tasks or even stretches of a career are entirely onerous—in which case it can be helpful to create external motivators for yourself over the short-to-medium term, especially if they complement incentives offered by your organization. You might promise yourself a vacation for finishing a project or buy yourself a gift for losing weight. But be careful to avoid perverse incentives. One mistake is to reward yourself for the quantity of completed tasks or for speed when you actually care about the quality of performance. An accountant who treats herself for finishing her auditing projects quickly might leave herself open to mistakes, while a salesperson focused on maximizing sales rather than repeat business should probably expect some unhappy customers.



Another common trap is to choose incentives that undermine the goal you've reached. If a dieter's prize for losing weight is to eat pizza and cake, he's likely to undo some of his hard work and reestablish bad habits. If the reward for excelling at work one week is to allow yourself to slack off the next, you could diminish the positive impression you've made. Research on what psychologists call balancing shows that goal achievement sometimes licenses people to give in to temptation—which sets them back.

In addition, some external incentives are more effective than others. For instance, in experiments researchers have discovered that most people work harder (investing more effort, time, and money) to qualify for an uncertain reward (such as a 50% chance of getting either \$150 or \$50) than they do for a certain reward (a 100% chance of getting \$100), perhaps because the former is more challenging and exciting. Uncertain rewards are harder to set up at work, but not impossible. You might “gamify” a task by keeping two envelopes at your desk—one containing a treat of greater value—and picking only one, at random, after the job is done.

Finally, loss aversion—people's preference for avoiding losses rather than acquiring equivalent gains—can also be used to design a strong external motivator. In a 2016 study scientists from the University of Pennsylvania asked people to walk 7,000 steps a day for six months. Some participants were paid \$1.40 for each day they achieved their goal, while others lost \$1.40 if they failed to. The second group hit their daily target 50% more often. Online services such as StickK.com allow users to choose a goal, like “I want to quit smoking,” and then commit to a loss if they don't achieve it: They have to donate money to an organization or a political party that they despise, for example.

### Sustain Progress

When people are working toward a goal, they typically have a burst of motivation early and then slump in the middle, where they are most likely to stall out. For instance, in one study observant Jews were more likely to light a menorah on the first and last nights of Hanukkah than on the other six nights, even though the religious tradition is to light candles for eight successive days. In another experiment, participants who were working on a paper-shape-cutting task cut more corners in the middle of the project than they did on their initial and final shapes.

Fortunately, research has uncovered several ways to fight this pattern. I refer to the first as “short middles.” If you break your goal into smaller subgoals—say, weekly instead of quarterly sales targets—there's less time to succumb to that pesky slump.

Giving advice may be an even more effective way to overcome motivational deficits.

A second strategy is to change the way you think about the progress you've achieved. When we've already made headway, the goal seems within reach, and we tend to increase our effort. For example, consumers in loyalty programs tend to spend more when they're closer to earning a reward. You can take advantage of that tendency by thinking of your starting point as being further back in the past; maybe the project began not the first time you took action but the time it was first proposed.

Another mental trick involves focusing on what you've already done up to the midpoint of a task and then turning your attention to what you have left to do. My research has found that this shift in perspective can increase motivation. For example, in a frequent-buyer promotion, emphasizing finished steps (“you've completed two of 10 purchases”) increased customers' purchases at the beginning, and emphasizing missing steps (“you are two purchases away from a free reward”) spurred consumption as buyers neared the goal.

This tactic can work for rote tasks (such as sending out 40 thank-you notes) as well as for more-qualitative goals (becoming an expert pianist). The person writing the notes can gain motivation from reminding herself how many she's sent until she passes 20; then she should count down how many she has left to do. In the same way, a novice pianist should focus on all the scales and skills she has acquired in her early stages of development; then, as she improves, focus on the remaining technical challenges (arpeggios, trills and tremolos, and so on) she needs to master.

### Harness the Influence of Others

Humans are social creatures. We constantly look around to see what others are doing, and their actions influence our own. Even sitting next to a high-performing employee can increase your output. But when it comes to motivation, this dynamic is more complex. When we witness a colleague speeding through a task that leaves us frustrated, we respond in one of two ways: Either we're inspired and try to copy that behavior, or we lose motivation on the assumption that we could leave the task to our peer. This is not entirely irrational: Humans have thrived as a species through individual specialization and by making the most of their comparative advantages.

The problem is that, especially at work, we can't always delegate. But we can still use social influence to our advantage. One rule is to never passively watch ambitious, efficient, successful coworkers; there's too much risk that it will be demotivating. Instead, talk to these peers about what they're trying to accomplish with their hard work and why they would recommend doing it. My research shows that when a friend endorses a product, people are more likely to buy it, but they aren't likely to if they simply learn that the friend bought the product. Listening to what your role models say about their goals can help you find extra inspiration and raise your own sights.

Interestingly, giving advice rather than asking for it may be an even more effective way to overcome motivational deficits, because it boosts confidence and thereby spurs action. In a recent study I found that people struggling to achieve a goal like finding a job assumed that they needed tips from experts to succeed. In fact, they were better served by offering their wisdom to other job seekers, because when they did so, they laid out concrete plans they could follow themselves, which have been shown to increase drive and achievement.

A final way to harness positive social influence is to recognize that the people who will best motivate you to accomplish certain tasks are not necessarily those who do the tasks well. Instead, they're folks who share a big-picture goal with you: close friends and family or mentors. Thinking of those people and our desire to succeed on their behalf can help provide the powerful intrinsic incentives we need to reach our goals. A woman may find drudgery at work rewarding if she feels she is providing an example for her daughter; a man may find it easier to stick to his fitness routine if it helps him feel more vibrant when he is with his friends.

# Free Online Training: Caring for People with Psychosis and Schizophrenia

<https://www.alison.com>

## Nursing Studies - The Nurse as Team Leader and Teacher

Gain a better understanding of a nurse's role as a team leader and teacher with this free online nursing course.

This free online Nursing Studies course focuses on the nurse as a team leader and teacher. The essential role of a nurse as a caregiver is well recognized, but the modern nurse can also be a team leader. With this course, you will gain an overview of the main roles nurses hold as team leaders. You will study team nursing, different leadership styles, and their impact on team performance and productivity levels.

### In this free Course, you will learn how to:

- Identify factors which define Team Nursing
- Identify the responsibilities of a Team Leader
- Define the different types of Leadership styles
- Examine what factors affect productivity levels
- Identify the steps in the teaching learning process
- Define what factors can affect learning
- Identify principles for effective teacher-learning
- Identify the three main types of learning.

### The course can be accessed here:

<https://alison.com/course/nursing-studies-the-nurse-as-team-leader-and-teacher-revised>