

REGISTRAR AND CHIEF EXECUTIVE OFFICER'S MESSAGE FOR 2025



As we have just stepped into the new year, the South African Nursing Council would like to reflect briefly on some of the 2024 achievements as well as our plans for 2025:

- The SANC is committed to good governance principles, hence we have obtained an unqualified audit opinion with no material findings for the 2023/2024 financial year.
- The approval of the Service Standards Charter has assisted the SANC in improving service delivery to our clients regarding waiting times and turnaround time for registration of nurses and students.
- In the year 2024 the SANC developed a Customer Service Quality Improvement plan towards improved service delivery, and
- Implemented a stakeholder engagement collaboration plan with continuous and improved stakeholder engagement.
- 2024 has been an eventful year as the SANC celebrated 80 years of self-regulation. The SANC would not have achieved this remarkable milestone without invaluable contribution and support of our key stakeholders

In 2025

In compliance with the SANC's mandate to promote and maintain liaison and communication with all stakeholders regarding nursing standards, and in particular standards of nursing education and training and professional conduct and practice, the SANC will continue conducting Registrar's Roadshows in some of the remaining provinces during this year.

The SANC will be focusing on implementing systems and programs that will change and enhance the way in which business is conducted by digitizing its processes as of this year through the implementation of the Member Management System (MMS), and this will impact positively when we are implementing new ways for online service delivery to clients.

The SANC is also looking forward to more engagement with its stakeholders in 2025 for the benefit of our profession and the South African population.

Let us make this year more remarkable together.

Prof NG Mtshali
Registrar and Chief Executive Officer



BEWARE: OF BOGUS NURSING SCHOOLS AND PROGRAMMES

It is that time of the year when many school leavers, seeking opportunities to better their future, are exposed to being lured into paying huge amounts of money and enrolling at institutions purporting to offer nursing education programmes when they are not accredited by the South African Nursing Council (SANC).

A list of institutions that are accredited to offer nursing education programmes are published on the SANC website: www.sanc.co.za. Details of such publications include the name of the accredited institution, a nursing programme the institution is accredited for and the number of students allowed per intake. The list is updated as and when other institutions apply, comply with accreditation requirements and get accredited.

Students, parents and the public are implored NOT to pay money into accounts of institutions claiming to offer nursing programmes before verifying information with the SANC.

Students who are enrolled into programmes that are not accredited by the SANC, even if the institution is accredited for other programmes, will not be registered with the South African Nursing Council and education and training undergone will not be recognised by the SANC.

Be warned of Institutions that recruit students into: “pre-nursing” programme as a pre-requisite for any nursing education programme. There is no such legitimate programme, it is a scam. Please note that legacy (old) nursing programmes have been phased out. The end date of these nursing programmes was on 30 November 2023 when the last examinations were written.

The SANC has introduced the following nursing programmes:

- **Higher Certificate in Nursing**, which is a one-year programme.
- **Diploma in Nursing**, which is a three-year programme.
- **Bachelor of Nursing**, a four-year programme at a university.

Important:

Admission to these programmes depends on grading of your National Senior certificate whether you meet the minimum requirements for admission to a Higher Certificate or Diploma or Bachelor's Degree study as gazetted for admission to higher education.

Please report suspicious institutions and advertisements to the SANC through the SANC Fraud Hotline 0800 377 377.



MEDIA RELEASE

FOR ATTENTION : NEWS EDITOR
SUBJECT : SA NURSING COUNCIL STRONGLY CONDEMNS VIOLENCE AGAINST NURSES
DATE : 13 FEBRUARY 2025

The South African Nursing Council (SANC) is dismayed and outraged about the continuing spate of violence against nurses in the country. The recent (January 2025) violent attack on two nurses from Ga-Chuene Clinic once again highlighted the demise of the moral fibre of our country. These two nurses were forcefully taken from their place of work by the perpetrator, after overpowering Security guards.

SANC Chairperson Dr MC Molepo says: *"It is appalling that nurses are threatened and improperly assaulted whilst performing professional duties, by serving their communities. The protection of nurses should be at the forefront of health managers in our country where the shortage of nurses is a major concern. What the perpetrators in this country do not seem to understand is that nursing is not only a critical skill, but a scarce critical skill, and that often these nurses in villages are the communities' only answer to healthcare. This was another eye-opener about the crime levels in this country that is out of hand and seemingly ignored at the cost of those who least deserve it. As the SANC we are saying: Hands off of our nurses!"*

The Chief Nursing Officer, Dr Jabu Makhanya and I travelled to Ga-Chuene in support of these nurses, and a month after this incident the pure evil and horror of this attack still lingers in ones mind. These nurses are in our prayers and the SANC and National Department of Health are supporting them where possible."

The SANC applauds the efforts of the police to learn that the perpetrator in the Ga-Chuene case has been apprehended and call for the full force of the law.

The SANC also continues to acknowledge the dedication of nurses who continues to serve the South African population with diligence ensuring access to health care

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South African Nursing Council

Regulating nursing, advocating for the public

2025 SANC REGISTRAR'S ROADSHOWS IN KIMBERLEY AND BLOEMFONTEIN

The South African Nursing Council is continuing in 2025 with the Registrar's roadshows in provinces. The roadshows form part of the SANC's stakeholder engagement strategy with the aim to share information and discuss pertinent issues regarding the regulation of the nursing profession, including the new nursing qualifications, accreditation and registration, professional practice, financial matters e.g. payment of APCs, etc.

The SANC conducted the Registrar's roadshows in Kimberley on 12 February 2025 and in Bloemfontein on 14 February 2025. Both events had 426 delegates in attendance.



The topics that were covered during the Roadshow included:

- Registrar and CEO's address focusing on the Council five-year strategic plan
- Provider Affairs: Accreditation Matters
- Learner Affairs: Assessment and Registration Matters
- Professional Practice Matters
- Finance: Revenue Collection and Sales, Annual Practising Certificates (APCs), Restorations, Distinguishing devices, Courier services.

There were also several Question-and-Answer (Q&A) sessions as well as Q&A books as an additional channel for those questions that could not be attended to during the sessions.

In addition, the SANC offered limited services to the attendees during tea and lunch times. These consisted of updating personal/contact details, buying of distinguishing devices, payment of restoration and community service conversion fees.

The SANC would like to commend the attendees for their participation during the sessions. Your constructive contributions are always appreciated and will assist the SANC in making strategic decisions that will advance the nursing profession.



UPDATE ON THE SANC'S PHASED-IN APPROACH TO CONTINUING PROFESSIONAL DEVELOPMENT(CPD) IMPLEMENTATION - Progress status of three sampled Hospitals in Gauteng Province



As resolved by the SANC's Council, a phased-in approach to CPD implementation is underway in purposefully sampled hospitals in provinces as well as in private hospital groups. The sample in the first year of implementation is Operational Managers (OPMs) of identified hospitals, who are participating in CPD activities to accrue 15 CPD points across the five themes of delivery in accordance with the CPD Framework.

Gauteng province has made making remarkable strides in coordinating CPD implementation in the three sampled hospitals namely Helen Joseph Tertiary Hospital, Mamelodi Regional Hospital, and Bertha Gxowa District Hospital. This initiative, rooted in evidence-based practice and capacity building, aims to strengthen leadership while fostering a culture of continuous improvement in healthcare delivery. The status in the three hospitals is indicated hereunder:

Helen Joseph Tertiary Hospital, with its 31 OPMs, has set an impressive benchmark by completing 100% of its CPD training plan by October 2024. The training topics, meticulously aligned with institutional priorities, included Best Care Bundles (IPC), Management of Drug-Resistant TB, Operational Managers' Job Descriptions, and Supervision as an OPM Role.

Mamelodi Regional Hospital, home to 22 OPMs, is progressing steadily, having achieved 80% completion by mid-December 2024. Bertha Gxowa District Hospital, with 18 OPMs, has reached 67% completion, with only two activities remaining. Topics for these institutions were identified across five themes of delivery, reflecting both personal training needs and the broader organisational objectives of enhancing patient safety and fostering a positive practice environment.

To ensure a robust and supportive implementation, onsite and virtual support visits are conducted regularly by the Provincial Office. These visits create valuable opportunities for reflective practice, problem-solving, and fostering innovation in addressing implementation challenges. Additionally, they serve as a developmental platform, equipping OPMs with the leadership and adaptive skills required to navigate complex healthcare environments. Preliminary survey feedback has revealed that OPMs are finding these CPD sessions transformative, with many reporting significant learning gains that translate into practical improvements in their daily operations.

The SANC CPD rollout, which commenced in July 2024, underscores the importance of structured professional development as a cornerstone of healthcare excellence. By equipping Operational Managers with targeted, evidence-informed skills, this initiative is not only advancing individual professional growth but also driving systemic improvements in healthcare outcomes and operational efficiency. The progress demonstrated by these hospitals reflects a collective commitment to lifelong learning for nurses, ensuring that they remain relevant and are safe practitioners, thereby cultivating resilient, innovative, and dignity-centred healthcare systems.



INTERNATIONAL NURSES DAY 2025

International Nurses Day is celebrated on 12 May annually in honour of the nursing profession and to raise awareness about the main challenges nurses around the world are facing. The year 2025 is 205 years after the birth of Florence Nightingale – International Nurses Day is hosted on her birthday in her honour.

The theme for 2025 is caring for nurses strengthens economies. It marks the continuation of the overarching multi-year theme of “Our Nurses, Our Future”, which aims to raise the profile of nursing and show how important the profession is for health systems.

During the launch of the 2025 theme, the ICN President, Dr Pamela Cipriano said this theme provides an opportunity to bring actionable solutions to the forefront—solutions that can be implemented immediately to support nurses in their daily work and improve their long-term health.

Dr Cipriano said by prioritising the wellbeing of nurses, we are ensuring that they can continue to provide the high-quality care that is critical to the health of our communities.

Dr Cipriano highlighted that nurses face numerous challenges: physical, mental, emotional and ethical, and it is imperative that we address these challenges in a way that promotes their overall health.

On 12 May 2025 the ICN will publish its Annual Report that will focus on tangible, evidence-based solutions to enhance nurses' health and wellbeing, recognizing their crucial role in optimizing both health systems and economies. It will address key concerns such as mental health, physical wellness and workplace safety, offering actionable strategies to support nurses in these critical areas.

For more information on IND 2025 visit
<https://www.icn.ch/news/icn-puts-wellbeing-nurses-centre-international-nurses-day-2025>

CONGRATULATIONS TO OUR SANC COUNCILLORS

Our heartfelt congratulations to the following Council members on being recognized on their service excellence:



Mr Sifiso Mkhathshwa:
African Health Excellence Award
2024 for Best Employee
Wellness in Africa.



Prof. Portia Jordan:
Inducted as a Fellow into
the prestigious American
Academy of Nursing.



Ms Patience Khumalo-Ntamane:
South African Heroes Award
for Excellence in Public Service



STAFF SERVICE EXCELLENCE AND LONG SERVICE AWARDS CELEBRATION 2025

The SANC hosted its annual Staff Service Excellence Awards on 06 December 2024. The Staff Service Excellence Awards celebrates long service as well as the outstanding contributions of staff members in line with the SANC Total Rewards Policy.

The purpose of the awards is to enable the organization to attract, engage, motivate and retain the level and mix of skills required to achieve organizational goals.

In terms of the Total Rewards Policy, employees are required to nominate employees and teams (Sections) eligible for these rewards by submitting their names to the Human Resources (HR) Department.

The nominees were individuals and teams who portrayed these SANC values throughout the year:

Caring, Advocacy, Professionalism, Excellence, Collaboration and Accountability.

We would like to congratulate the following individuals and teams who won the awards:

- The Long Service Awards were awarded to **25** of those employees who have been with the SANC for five, ten, fifteen and twenty years respectively.
- The SANC also appreciates those employees (**Ms N Rafu, Ms B Ntshuntsha, Ms G Boom, Mr I Burds, Ms S Maluleke, Ms F Roos, Ms M More and Ms T Nel**) who have served the SANC in excess of 30 years' service – what a milestone!
- And last but not least, the SANC would like to express its appreciation to **Ms Sekiwe Macingwane, Ms Nthabiseng Seleke, Ms Nombulelo Rafu and Ms Nonhlanhla Ndlovu** who will be retiring at the end of this financial year. We wish them well on their new journey and future endeavours. We are all incredibly grateful for the mark they have left on fulfilling the mandate of the SANC.





HOW TO MOTIVATE NURSES TO IMPROVE THEIR PERFORMANCE

From: <https://www.nursingworld.org/content-hub/resources/nursing-leadership/motivating-nurses/>
September, 14 2023

Nurse managers spend a significant amount of their time recruiting and hiring nurses. The ongoing nursing shortage is a reality of the industry that makes hiring and, in turn, job performance crucial. But if new hires leave or do not meet expectations, the resulting cost and effort to replace staff or to improve performance can impact the quality of patient care and the performance of other team members.

These challenges are common among nurse managers. A recent survey found that nurses are increasingly dissatisfied with the quality of care they're able to provide. Many indicated they're likely to leave the profession, giving nurse managers more reason to seek tips and strategies to motivate nurses.

Most nurses choose their profession because they're passionate about caring for others. Show your nurses you care about them and your organization. Connect their passion to the organization's goals to nurture a sense of belonging, which may lead to greater job satisfaction and better performance.

Motivated nurses will likely improve their performance, have increased job satisfaction, and help improve patient outcomes. But how do you foster an environment where your staff feels motivated?

EFFECTIVE STRATEGIES FOR MOTIVATING NURSES

There are many ways to support and encourage your staff:

SHARE THE BIG PICTURE.

Does your work environment make nurses feel like part of a community? Communicate the organization's mission clearly and consistently and let your executive team know how you, your unit, and your nurses fit into this picture. Sharing overall company goals can help nurses feel like their work is part of something bigger and encourage them to set personal goals.

INVOLVE NURSES IN DECISION-MAKING.

Solicit your nurses' input on decisions directly impacting their work, patient care, or the unit's processes. Encourage team members to participate in committees on staffing, workplace violence prevention, and patient safety. And provide autonomy to make clinical decisions within their scope of practice so they feel trusted, empowered, and motivated to perform their job well.

FOCUS ON HOW YOU COMMUNICATE.

Establish a supportive and approachable presence and implement regular meetings to grow interpersonal relationships. You'll encourage a culture of recognition by offering frequent, actionable feedback. Clear expectations regarding care, productivity, and professional conduct are also essential. Then provide ongoing feedback, highlighting areas of improvement and success rather than waiting for a yearly performance review. That advice will help your team set challenging yet achievable goals and expectations that align with their personal and organizational objectives.

RECOGNIZE AND REWARD HARD WORK.

Offer competitive wages and benefits and reward exceptional performances with incentives or bonuses. Ensure wages align with industry standards through periodic salary reviews but implement other practical tactics to provide ongoing motivation. Recognizing and appreciating your staff's achievements with thank-you notes and peer recognition can help reinforce your appreciation.

CREATE A POSITIVE WORK ENVIRONMENT.

Does your workplace culture encourage meaningful conversation and relationship building? A positive work environment requires ongoing nurturing by celebrating desired behaviors and not tolerating negative behaviors like bullying or incivility. You may have invested time in developing your organization's culture, but your nursing staff may perceive things differently. Don't wait for a valued member's exit interview to find out there's room for improvement. Seek input regarding the work environment and challenges. By encouraging feedback, you demonstrate that their opinions matter, which can help increase engagement and motivation.

PROMOTE MENTAL AND PHYSICAL WELLNESS.

Provide your team with the well-being resources needed to perform their job effectively by offering wellness programs, stress management classes, and counseling services. Educate them on the importance of self-care practices. Focusing on their patients could prove challenging if your nurses are overwhelmed by mental or physical stressors.

Encourage nurses to address safety concerns. Create a culture that prioritizes staff and patient safety and makes nurses feel comfortable reporting safety issues without fear of retaliation. Ensure that their confidentiality is protected and promptly address matters to demonstrate the organization's commitment to safety.

FOSTER A WORK-LIFE BALANCE.

Encourage nurses to develop positive coping methods and practice self-care to prevent burnout and compassion fatigue. Emphasize that the organization recognizes the importance of remaining motivated and satisfied. Ensure appropriate staffing and if possible, minimize overtime and offer flexible scheduling options. This ensures staff safety and helps maintain a positive work-life balance.

OFFER DEVELOPMENT OPPORTUNITIES.

Provide professional development opportunities for those looking to advance their careers. Give them access to mentoring and coaching programs, training sessions, workshops, conferences, and continuing education. Supporting these investments shows you value your team's growth.