



South African
Nursing Council



SANC SPOTLIGHT

TABLE OF CONTENTS

ITEM	PAGE
Foreword by the Chairperson	3 – 4
Message from the Registrar & CEO	5 – 7
What is South African Nursing Council	8
Functions of the Council	8 – 9
Committees of the Council	10 – 13
Members of the 14 th Council – 2008 – 2013	14
Donor funding projects	15
2012 Critical resolutions	15
New nursing qualifications	16 – 22
E – Register	23 – 24
Laws and Practice	25
Professional Conduct Committee Outcomes	26 – 33
Regulations currently in use	34 – 40
New regulations	41 – 44
Outstanding regulations	44
Registry	45
SANC Call Centre	45 - 47
Revenue Collections and Sales	48 - 51
SANC Contact Information	52

GOVERNANCE

FOREWORD BY THE CHAIRPERSON OF THE SOUTH AFRICAN NURSING COUNCIL



Dr JN Makhanya

It is with great pleasure that I introduce to you the first South African Nursing Council newsletter issued under the 14th South African Nursing Council (SANC). This newsletter is coming at the time when the Council is approaching the end of its five-year term of office.

The main objective of this Council, during its term of office, has been to roll out the implementation of the Nursing Act, 2005, which repealed the Nursing Act, 1978 (Act No. 50 of 1978). As such, a five-year strategy was developed with four focus areas, namely Governance; Education and Training; Nursing Practice; and Nursing Research. To ensure that objectives in these focus areas are realised, the Council has developed draft regulations and policies, of which details are outlined in this Newsletter. The Council has participated in and made contributions to various forums nationally and internationally, which included, amongst others, the National Nursing Summit and the International Congress of Midwives (ICM).

There is no doubt that as a statutory body, the South African Nursing Council will continue to play a critical and pivotal role in setting and monitoring nursing education and practice standards and in ensuring that the public is protected. It is for this reason that we have recently aligned the nursing qualifications to the National Qualifications Framework Act (NQF Act, 2008), the Higher Education Qualifications Framework (HEQF) and the Nursing Act, 2005. The development of the new nursing qualifications has taken cognisance of the disease burden of the country, policy imperatives of the National Department of Health, the Higher Education Act, the South African Qualifications Framework Act and the Higher Education Qualifications Framework (HEQF).

The nurse practitioners who will be produced through the envisaged new nursing education programmes will be adequately skilled to enable them to practise competently and to be responsive to the ever-changing health needs of the country in line with their various scopes of practice. To date, four new nursing qualifications have been finalised, namely a Bachelor of Nursing (four years); a Diploma in Nursing (three years); an Advanced Diploma: Midwifery (one year); and a Higher Certificate: Nursing Auxiliary (one year). The Council has in this regard finalised the relevant regulations to effect implementation of these basic qualifications. These qualifications have been shared with the profession and the entire

nursing community during the SANC information sharing provincial road shows and at the subsequent National Nursing Summit. The SANC will continue to engage and collaborate with other role-players, such as the Council on Higher Education (CHE), the South African Qualifications Authority (SAQA), the National Department of Health (NDoH) and nursing education providers to ensure the smooth transition and implementation of the new nursing qualifications.

The Council has also started working on the competencies of Advanced Practice Nurse (APN). The development of competencies of APN is being done in collaboration with professional associations and nurse specialists. The SANC position paper on APN can be accessed on the SANC website (www.sanc.co.za). In order to allow the above processes to be completed and to give nursing education providers enough time to prepare for the transition from the current legacy qualifications to the new NQF compliant nursing qualifications, the Council has resolved in its meeting of June 2012 to extend the date for phasing out of legacy qualifications from 30 June 2013 to 30 June 2015.

In conclusion, I would like to emphasise that the SANC is committed to implement the resolutions of the National Nursing Summit (2011) and the subsequent National Nursing Strategy (2013). We will continuously push the transformation agenda of the Council to ensure that our mandate is executed in an efficient and responsive manner while upholding the highest standards and ethics of the nursing profession. In discharging this mandate we will continue to collaborate with other stakeholders while we also strengthen communication with our nurses and the entire profession.

Dr J N Makhanya
Chairperson: South African Nursing Council
March 2013

MESSAGE BY THE REGISTRAR



Mr Tendani Mabuda

It was a privilege and honour for me to have an opportunity to interact with the nurses of this country during the provincial road shows conducted by the Council over the past two years. The provincial road shows have created an opportunity to engage with practitioners at all levels which include, amongst others, nurses in production, management, education and policymaking, on matters of nursing regulations, nursing education, nursing practice, ethics and values of the profession. These provincial road shows have been an overwhelming and awesome experience for me as the Registrar of the Council and for the nursing community who, for a long time, has been looking forward to a face to face opportunity to engage with administration in matters that affect service delivery and developments in nursing regulation, education and practice.

The road shows have opened a window of constructive engagement with stakeholders, staff and council members which is imperative to enable the administration to come up with a turnaround strategy for service delivery. Some of the interventions emanating from stakeholder consultations and engagement that are aimed at improving service delivery include the strengthening of the SANC Registry Services, thereby creating a single port of entry of all mails received at the Council, and the introduction of a document scanner to reduce the incidence of document loss.

To enhance communication with our stakeholders and to improve access through the Call Centre, the workload of call centre agents is constantly monitored and all posts for call centre agents are filled. A Client Relations Manager has also been appointed, who will ensure that clients' complaints are resolved timeously. A Client Relations Management (CRM) System has been put in place, which enables call centre agents to respond to client enquiries without necessarily transferring the calls to other sections. In the near future, the Client Relations Manager will be conducting client satisfaction surveys.

In the past two years we have had a significant improvement in the learner registration process, in that the backlog in learner registration has been cleared in full, hence we are reiterating our call for all Nursing Education Institutions (NEIs) to comply with the regulations relating to the registration and examinations of learners. This will have a significant impact on how we do business going forward and enhancing our turnaround strategy.

The other area which has been improved is the management of SANC examinations. We have finalised the rationalisation of Examination Centres and we have implemented new examination security measures. In short, a new SANC Examination Management System has been put in place that is subject to a continuous quality management system. In this regard I would again like to thank the staff and NEIs for their cooperation and the manner in which they have handled the teething problems associated with these changes.

To overcome the delays caused by the postal services, examination results are also sent to learners via a text messaging system. This enables the learners who are to register for re-entry into the SANC examination to do so on time, as in the past postal delays have contributed to delays in re-entry into examinations. The examination results are also sent directly to the nursing education institutions where they are collected by learners. It is for this reason that I am appealing to all NEIs to ensure that learners include their cell phone numbers when completing the registration forms. Similarly, all nurses are required to update their personal particulars with the SANC to enable us to communicate with them via text messaging. In the same vein, we are also sending the qualification certificates to the NEI where the learners are enrolled for collection by the individual learners. I would therefore like to thank all the NEIs for embracing these developments. However, the certificates for learners who wrote university examinations are still sent to the individual nurses through registered mail. To improve the turnaround time in respect of the accreditation of clinical facilities for the placement of learners, provincial based accreditation teams have been appointed. These teams consist of experienced nursing educators from all provinces of South Africa who are rigorously selected and comprehensively trained by the Council in the accreditation processes.

The regulations for the new nursing qualifications aligned to the National Qualifications Framework (NQF), the Higher Education Act and the Nursing Act, 2005, have just been promulgated by the National Minister of Health in March 2013, paving the way for phasing out of legacy nursing qualifications by June 2015. The regulations relating to the new scope of practice aligned to these new qualifications will soon be published by the ministry for public comment. The Council has approved the curriculum guidelines of these qualifications, which will be made available to all providers to assist them in the process of developing a curriculum for the new qualifications. Providers can also access these guidelines on the SANC website. It is also important to note that as a result of changes in the NQF Act, 2008, all occupational qualifications are now quality assured by the Quality Council for Trades and Occupations (QCTO). The QCTO is one of the three quality councils provided for in the National Qualifications Act (Act No. 67 of 2008). In this respect the South African Nursing Council has recently been delegated by QCTO to continue to provide Education and Training Quality Assurance functions for all legacy nursing qualifications. Subsequently the SANC has re-registered all legacy nursing qualifications which were previously registered with SAQA on NQF until June 2015. This will pave the way for dual submission of the new nursing programmes for accreditation by both the SANC and the CHE.

Nursing education institutions and stakeholders will be kept informed of further developments in this regard. Further information and progress regarding the new nursing qualifications are contained in various SANC circulars which are posted on the SANC website

(www.sanc.co.za). Regarding practice matters, five competencies of Advanced Practice Nursing (APN) have been finalised in line with the SANC position statement on Advanced Practice Nursing. For detailed information on competencies and other nursing practice related matters, such as the new code of ethics for nurses, readers are advised to visit the SANC website.

Finally I would like to thank the staff, the Council and in particular the Communication Committee for the significant input and vision of ensuring that this newsletter becomes a reality.

Mr Tendani Mabuda
Registrar: South African Nursing Council
Date: March 2013

WHAT IS THE SOUTH AFRICAN NURSING COUNCIL?

The South African Nursing Council is a statutory body that regulates the nursing profession by monitoring nursing standards, established by Section 2 of the Nursing Act, 1978 (Act No. 50 of 1978) and continues to exist as a juristic person, notwithstanding the repeal of that Act by the Nursing Act, 2005 (Act No. 33 of 2005).

Vision

- Excellence in professionalism and advocacy for healthcare users

Mission

- To serve and protect healthcare users by regulating the nursing and midwifery professions

Core Values

- Advocacy
- Caring
- Quality
- Professionalism
- Innovation
- Relevance

FUNCTIONS OF THE COUNCIL

The Council must—

- a) in all its decisions, take cognisance of national health policies as determined by the Minister and implement such policies in respect of nursing;
- b) where authorised by the Nursing Act, 2005, enter, remove from or restore to the register the name of a person;
- c) conduct examinations, appoint examiners and moderators and grant diplomas and certificates in respect of such examinations;
- d) conduct inspections and investigations of nursing education institutions, nursing education programmes and health establishments in order to ensure compliance with this Act and the rules and standards determined by the Council in terms of this Act;
- e) report to the relevant statutory body any noncompliance established after an inspection and investigation referred to in paragraph (d);
- f) ensure that persons registered in terms of this Act behave towards users of health services in a manner that respects their constitutional rights to human dignity, bodily and psychological integrity and equality, and that disciplinary action is taken against persons who fail to do so;

- g) investigate complaints against persons registered in terms of this Act and take appropriate disciplinary action against such persons in accordance with the provisions of this Act in order to protect the interest of the public;
- h) publish in the Gazette the details of unprofessional conduct and the names and qualifications of persons against whom disciplinary action was taken in terms of this Act within 30 days of the conclusion of such disciplinary action;
- i) ensure that the register of persons registered in terms of this Act is available to the public as prescribed;
- j) investigate and take action against non-accredited nursing education institutions;
- k) withdraw or suspend accreditation of a nursing education institution or nursing education programme if the education or training provided does not comply with the prescribed requirements and inform the relevant licensing authority;
- l) determine the—
 - i) scope of practice of nurses;
 - ii) conditions under which nurses may practise their profession;
 - iii) acts or omissions in respect of which the Council may take steps against any person registered in terms of this Act; and
 - iv) requirements for any nurse to remain competent in the manner prescribed;
- m) determine prescribed licence or registration fees payable under this Act;
- n) monitor the assessment by education and training providers, including the recognition of prior learning, register constituent assessors and moderators and grant diplomas and certificates in accordance with the requirements of this Act and any other law; and
- o) be regarded as an education and training quality assurer in terms of Section 5 of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995) for all nursing qualifications.

(For more detailed information on functions of the Council, please refer to the Nursing Act, 2005 (Act No. 33 of 2005) pg 9–15.)

COMMITTEES OF THE COUNCIL

The standing committees are appointed by the Council in terms of Section 15 of the Nursing Act, 2005 (Act No. 33 of 2005). For more information on committees and their meeting schedules, please log onto www.sanc.co.za

❖ Executive Committee



Chairperson: Dr J N Makhanya

This Committee may, subject to the directives of the Council, exercise all powers other than those referred to in Chapter 3 and may perform all functions of the Council during periods between meetings of the Council, but does not have the power to set aside or amend the decisions of the Council, save in so far as the Council otherwise directs.

❖ Education Committee



Chairperson: Dr S Vasuthevan

This Committee develops and reviews regulations and policies for nursing education and training. It also determines, develops and reviews standards, norms, criteria and quality indicators for nursing education and training.

❖ **Accreditation Committee**



Chairperson: Prof S E Duma

This Committee derives its mandate from Sections 4(1)(e), (k) and (n) and in terms of 4(2) f, h, k, 32(1)(6), 39(c), 42(10)(4), 25(1)(2), 58(g) and 59(1)(a-d) of the Nursing Act, 2005 (Act No. 33 of 2005).

❖ **Law, Practice and Standards Committee**



Chairperson: Prof S P Human

This Committee oversees legislation, quality improvement and scope of practice, and also promotes competence and maintains standards for nursing practice and stakeholder and expert consultation.

❖ **Preliminary Investigation Committee**



Chairperson: Ms E C Erasmus

This Committee derives its mandate from Sections 46, 47, 50 and 52 of the Nursing Act, 2005 (Act No. 33 of 2005).

❖ **Professional Conduct Committee**



Chairperson: Prof B R Bhengu

This Committee derives its mandate from Chapter 3, Sections 46 and 47 of the Nursing Act, 2005 (Act No. 33 of 2005).

❖ **Impairment Committee**



Chairperson: Prof A J Pienaar

This Committee functions in accordance with the provisions of Section 51 of the Nursing Act, 2005 (Act No. 33 of 2005).

❖ **Human Resource Committee**



Chairperson: Ms G Jeftha

This Committee is responsible for ensuring that there is human capital for the optimal functioning of the Council.

❖ **Communication and Liaison Committee**



Chairperson: Prof S P Human

This Committee recommends and facilitates an overall communication strategy and policy for the Council.

❖ **Finance Committee**



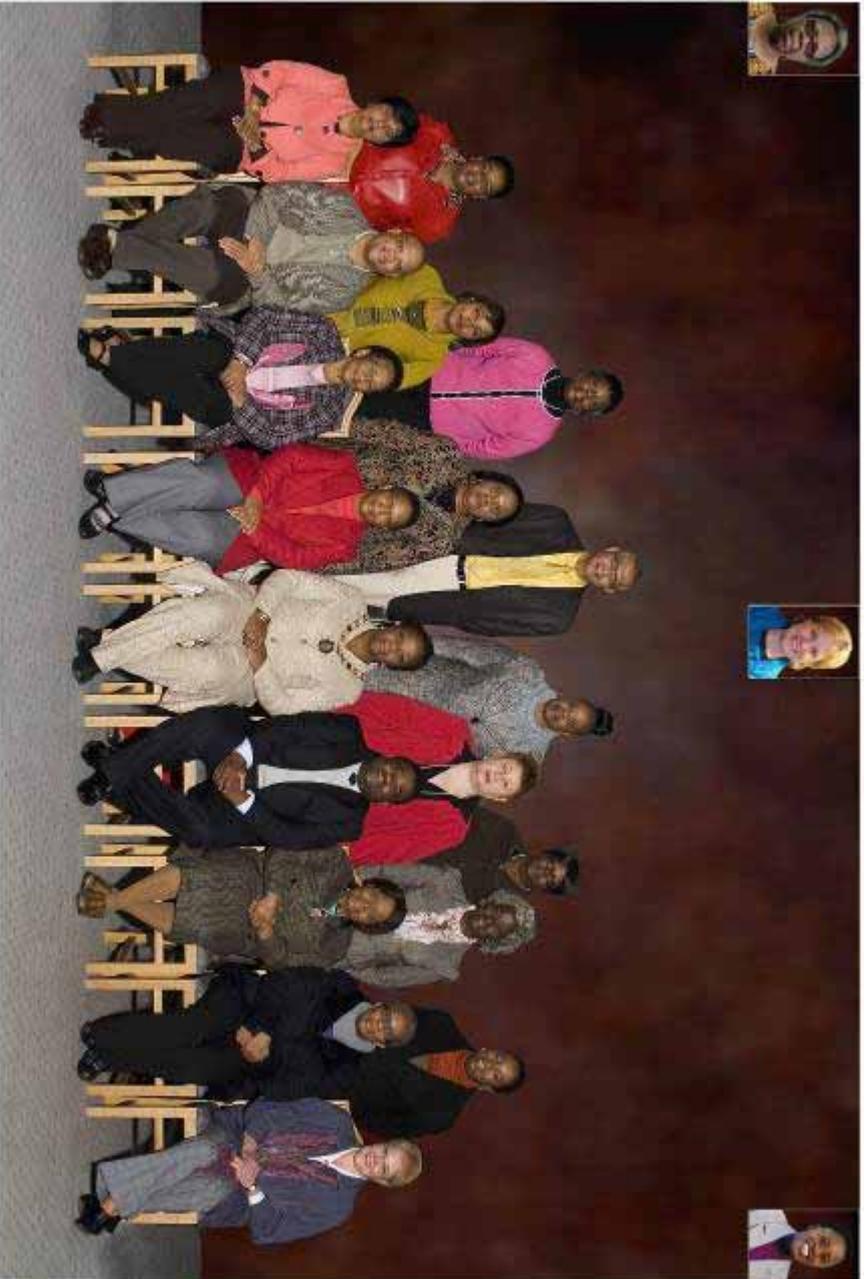
Chairperson: Ms PJ Rammutla

This Committee ensures compliance with financial management.



SOUTH AFRICAN NURSING COUNCIL

14TH COUNCIL - 2008 – 2013



from left to right

- FIRST ROW** = Dr S Tsoahliwera, Dr A J Venter, Ms D N Nyoni, Prof S M Mogodlane (Tertiary Chairperson), Ms J N Mashanya (Chairperson), Mr T Abanda (Registrar), Dr W P Schimbele, Prof B R Bhebe, Prof S P Hluzi, Ms M D Ledwaba, Ms C Jullus, Ms T R Malibane, Ms C M Erasmus, Prof M Davitima-Masheleke, Prof S E Duma.
- SECOND ROW** = Ms S Makwetha, Mr A N Absender, Ms P F Zulu, Ms J N Tshayima.
- THIRD ROW** = Ms E Mokoale, Prof C Nkomo, Ms R Xaba.

Gordon Harris (Photographer) Tel: 0861 467 366

NSNG04171.011

DONOR FUNDING AND PROJECTS COVERED BY THE FUND

The South African Nursing Council received a donation from Atlantic Philanthropies (AP) for a period of four years, starting in July 2009. The much needed financial boost came at an opportune time when the Council had to implement the provisions of the new Nursing Act, 2005.

Some of the projects/activities funded thus far include—

- workshops on governance, risk management, performance management and the delegation of authority;
- provincial road shows to share information on the new nursing qualifications;
- the review of the existing nursing qualifications to be NQF compliant;
- the establishment of the Continuing Professional Development (CPD) system;
- a review of the Basic Scope of Practice;
- the development of the Advanced Scope of Practice;
- the development of the accreditation system; and
- the development of a newsletter and information booklet.

The availability of additional funding has improved our collaboration with stakeholders. We are able to convene meetings and workshops where nursing experts are able to share ideas and come up with documents that will be owned by the profession and not developed by the Council only.

Through the availability of the AP funding, the SANC has established consultative meetings and workshops with nurses in practice, which resulted in strengthening the nursing practice regulatory framework.

CRITICAL COUNCIL RESOLUTIONS TAKEN DURING COUNCIL MEETINGS IN 2012

During the 2012 council meetings the Council resolved that—

- the phasing out period for the legacy qualifications be extended to 30 June 2015 and a circular to this effect was sent to all stakeholders to make them aware of the changes; and
- nursing agencies no longer fall under the jurisdiction of the South African Nursing Council as mandated by the Nursing Act 2005 (Act 33 of 2005). The National Department of Health has taken over jurisdiction of nursing agencies. A circular to this effect was sent to all stakeholders for information.

NEW NURSING QUALIFICATIONS AND RELATED REGULATIONS

From November 2010 to March 2011, the South African Nursing Council has embarked on provincial road shows in all nine provinces of South Africa. The main purpose of these road shows was to share the proposed new nursing qualifications, which are aligned to the Higher Education Qualifications Framework (HEQF), with the nursing community and stakeholders. During the road shows the Nursing Act, 2005, was unpacked and participants were given the opportunity to discuss and get clarity on issues emanating from the enabling legislation. Some of the prevalent challenges, namely noncompliance to regulations pertaining to areas such as examinations, the registration of learners, accreditation of schools/clinical facilities, offering of unaccredited courses/programmes and unprofessional conduct cases related to basic nursing practice and negative nurses' attitudes to patients were highlighted during these road shows. Administration and stakeholders also discussed measures to mitigate these challenges and how to collectively contribute to enhancing the efficiency of the processes of the Council, which will ultimately improve service delivery.

Table 1 and 2 below show the higher education's sub-framework and the alignment of nursing qualifications respectively.

Nursing Qualifications

Table 1: Higher Education Qualifications Sub-framework

BAND	NQF LEVEL	QUALIFICATION TYPE	CREDIT VALUE
HIGHER EDUCATION & TRAINING	10	Doctorate	360
	9	Master's Degree	180
	8	Honours Degree	120
		Bachelors Degree	480
		Postgraduate Diploma	120
	7	Degree	360
Advanced Diploma		120	
6	Diploma	360	
5	Higher Certificate	120	

Table 2: Alignment of Nursing Qualifications

NQF LEVEL	QUALIFICATION TYPE	CREDIT VALUE	REGISTRATION WITH THE SANC
10	PhD Nursing	360	—
9	Master of Nursing	180	—
8	Honours Degree	120	Professional Nurse Sec
	Bachelor of Nursing	480	31(1)(a)
	Postgraduate Diploma	120	—
7	Advanced Diploma: Midwifery	120	Midwife Sec 31(1)(b)
6	Diploma in Nursing	360	Staff Nurse Sec 31(1)(c)
5	Higher Certificate: Nursing	120	Auxiliary Nurse Sec 31(1)(d)

BASIC NURSING QUALIFICATIONS

This is merely an outline of the basic nursing qualifications. The qualification documents contain more detailed information about each qualification.

	HIGHER CERT: NURSING AUXILIARY	DIPLOMA IN NURSING	ADVANCED DIPLOMA: MIDWIFERY	BACHELOR OF NURSING
PURPOSE	<p>To produce a nurse who is equipped with basic knowledge, effective, cognitive and conceptual tools and practical techniques for additional higher education studies in nursing.</p> <p>The knowledge emphasises general principles and their application in the provision of <u>basic</u> nursing care.</p>	<p>To produce a nurse who:</p> <ul style="list-style-type: none"> • is able to function as a clinically focused, service-orientated, independent registered staff nurse. • is equipped with a basis for decision-making about what is within and beyond the defined scope. • understands the referral system. • deals with specified emergencies beyond the scope in case of need. 	<p>To produce a competent, independent and critical-thinking midwife who will provide scientific, safe and comprehensive quality midwifery care to individuals, families and communities.</p>	<p>To produce a professional nurse who is competent to practise comprehensive nursing and midwifery, assumes responsibility and accountability for independent decision-making in such practice.</p>

	HIGHER CERT: NURSING AUXILIARY	DIPLOMA IN NURSING	ADVANCED DIPLOMA: MIDWIFERY	BACHELOR OF NURSING
MINIMUM ENTRY REQUIREMENTS	<p>Grade 12 or a National Senior Certificate with the correct selection of subjects</p> <p>OR</p> <p>a recognised equivalent qualification</p> <p>OR</p> <p>the successful completion of a health-related qualification at Level 4</p> <p>OR</p> <p>learners older than 23 years, subject to the conditions of the institution.</p>	<p>Grade 12 or a National Senior Certificate</p> <p>OR</p> <p>a recognised equivalent qualification</p> <p>OR</p> <p>enrolled as a nursing assistant or auxiliary nurse.</p>	<p>An appropriate diploma or equivalent qualification/ Bachelor's Degree in Nursing</p> <p>OR</p> <p>a staff nurse</p> <p>AND/OR</p> <p>a professional nurse (general).</p>	<p>Grade 12 or a National Senior Certificate that grants admission to a Bachelor's Degree at university level</p> <p>OR</p> <p>an equivalent qualification</p> <p>WITH</p> <p>the appropriate subject combinations and levels of achievement, as defined in the relevant policy.</p>
LEARNING ASSUMED TO BE IN PLACE	<ul style="list-style-type: none"> • Communication L4 • Maths Literacy L4 • Life Sciences L4 • Computer Literacy L3 	<ul style="list-style-type: none"> • Communication L4 • Maths Literacy L4 • Life Sciences L4 • Computer Literacy L3 	<ul style="list-style-type: none"> • Applied knowledge of Bio-natural and Social Sciences • Communication • Computer Skills 	<ul style="list-style-type: none"> • Communication L4 • Maths or Maths Literacy L4 • Life Sciences L4 • Computer Literacy L3

	HIGHER CERT: NURSING AUXILIARY	DIPLOMA IN NURSING	ADVANCED DIPLOMA: MIDWIFERY	BACHELOR OF NURSING
QUALIFICATION RULES	<ul style="list-style-type: none"> All the learning is at Level 5 AND compulsory (min 120 credits) Theory hours Practical hours Supervised hours Mentored hours 	<ul style="list-style-type: none"> All the learning is compulsory (min 360 credits) Level 5: 120 (max credits) Level 7: 60 (min credits) 	<ul style="list-style-type: none"> All the learning is compulsory (min 120 credits) AND is at Level 7 Theory hours Practical hours Supervised Mentored 	<ul style="list-style-type: none"> Exit Level: 8 Min total credits: 480 Level 5: 96 (max credits) Level 7: 120 (min credits) Level 8: 96 (min credits)
PROGRESSION	<p>Completion meets the admission requirements for:</p> <ul style="list-style-type: none"> a Diploma in Nursing Bachelor of Nursing <p>AND</p> <ul style="list-style-type: none"> an appropriate Advanced Certificate in other health fields. 	<ul style="list-style-type: none"> Advanced Diploma: Midwifery 	<ul style="list-style-type: none"> Postgraduate Diploma at Level 8 Bachelor of Nursing at Level 8 <p>OR</p> <ul style="list-style-type: none"> a Master's Degree in the health and social sciences, as determined by the provider. 	<ul style="list-style-type: none"> Master's Degree in Nursing at NQF Level 9 <p>OR</p> <ul style="list-style-type: none"> Master's Degree in the health and social sciences, as determined by the provider <p>OR</p> <ul style="list-style-type: none"> a professional Degree or Postgraduate Diploma <p>OR</p> <ul style="list-style-type: none"> an Honours Degree.

Assessment of Learning

- Nursing and midwifery components: Registered assessors and moderators.
- Assessment should take place within the context of:
 - quality assurance policies, procedures and processes; and
 - a guided and supported learning environment.

- Integrated assessment; use both formative and summative assessments.
- Assessment activities must include performance in real life situations.

Formative Assessment

The assessment strategies will include, amongst others:

- written assignments;
- tests;
- projects;
- demonstrations; and
- clinical assessments.

Summative Assessment

Amongst others, these assessments may take the form of:

- oral;
- written; and
- practical examinations.

NB: In a Diploma in Nursing and a Bachelor of Nursing, there should be evidence of involvement in a research project.

Progress on the Implementation of New Nursing Qualifications

- The necessary regulations to effect the implementation of these qualifications were published for public comment in December 2011, which regulations shall be gazetted by the Minister of Health in due course.
- The SANC is working with nursing experts and professional associations in developing and finalising the competencies of the Advance Practice Nurse (APN). The SANC's position statement on the Advance Practice Nurse can be accessed on www.sanc.co.za for reference.
- The development of the processes and systems to ensure the smooth implementation of the new nursing qualifications, which include new nursing education standards; curriculum guidelines; scope of practice of the envisaged new nursing cadres; and an online accreditation system, is already at an advanced stage.
- Noting that the new nursing qualifications are all in the Higher Education sub-framework, there have been ongoing discussions between the SANC and the Council on Higher Education (CHE), which culminated in the SANC issuing Circular No. 6 of 2012 on dual submission. The rationale for this is that whilst there is agreement that all qualifications in the Higher Education sub-framework (including new nursing qualifications) are to be quality assured by the Higher Education Quality Committee (HEQC), such qualifications must meet the criteria for professional registration as laid

down by the SANC. For this reason, both the SANC and the CHE are working together to ensure a smooth accreditation process as per their respective mandates contained in the Nursing Act, 2005 (Act No. 33 of 2005).

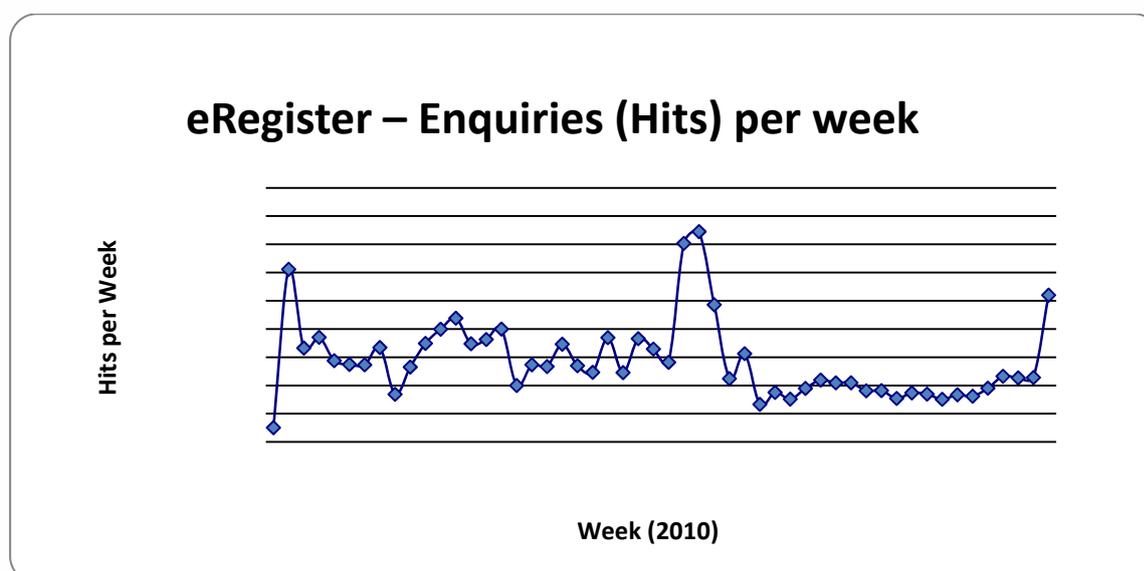
- In terms of the SANC Circular No. 7 of 2011, the date of offering legacy nursing qualifications was extended to June 2013. In view of the issues mentioned above and the submissions from various stakeholders in respect to the period required by NEIs in preparation of offering the new nursing qualifications, the South African Nursing Council has resolved to further extend the date of offering the legacy nursing qualifications to June 2015. Subsequently, the SANC has also requested the South African Qualifications Authority (SAQA) to reregister the legacy nursing qualifications for a further period of three years. This period is also consistent with the notice that SAQA has reregistered occupational-related qualifications that are currently on the NQF for a further period of three years with a two-year teach out period.

eRegister – the South African Nursing Council Electronic Register of Nurses and Midwives

The **eRegister** system has been well received by the nursing profession and particularly by those responsible for administering nurses in the workplace. The system allows an Internet user to quickly verify the registration status of a nursing practitioner. It can also be used by nurses wishing to confirm that their own capacities have been correctly registered and reflected.

In a recent development, the South African Nursing Council has upgraded the status of the **eRegister** by removing some of the limitations on its use. More specifically, the **eRegister** can now be used by an employer to verify the registration status of an employee or prospective employee. This will prove particularly useful while the employee is waiting to receive his/her original registration documents from the Nursing Council.

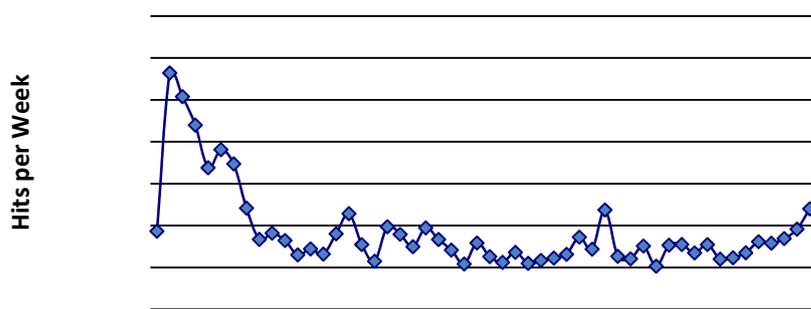
Since the **eRegister** started in May 2008, there have been over 1.5 million record enquiries processed on the system – approximately 6.5 enquiries per registered practitioner. Obviously, usage is seasonal as can be seen in the graph for 2010 shown below.



circumstances). The updating is done in a very controlled manner, and the results of updating are carefully monitored to ensure that the information is not tampered with.

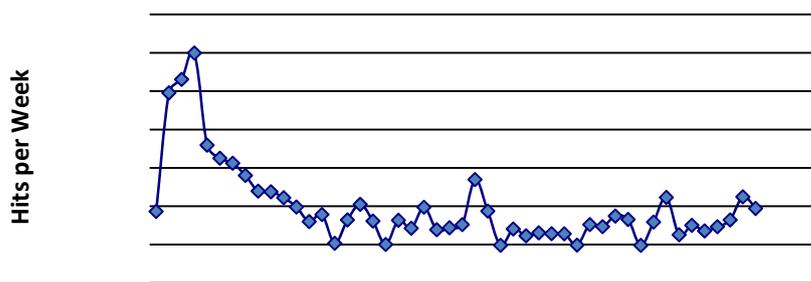
Administrators are encouraged to use the system to monitor the on-going registration status of practitioners employed by an organisation – once the practitioner’s identity has been established. This checking was extensively used at the start of each year as can be seen in the following two graphs for 2011 and 2012.

eRegister – Enquiries (Hits) per week



Week (2011)

eRegister – Enquiries (Hits) per week



Week (2012)

For further details and instructions on using the **eRegister**, please see the relevant link on the Council’s website – www.sanc.co.za.

LAWS AND PRACTICE

1. Establishment of the Professional Practice Department

The South African Nursing Council identified a need in late 2007 to establish a Professional Practice Department. This Department would address and strengthen practice-related provisions of the Nursing Act, 2005 (Act No. 33 of 2005).

Practice matters include but are not limited to the—

- regulation of the scope of practice of practitioners;
- development and maintenance of standards for nursing practice;
- regulation and licensing of the practice of private nurse practitioners;
- conducting of inspections in health facilities for quality control purposes; and
- development and maintenance of the Continuing Professional Development System (CPD).

This Department has since been established by the Council in 2010 and processes to implement some of the abovementioned provisions are underway.

2. Scope of Practice for Practitioners

The scope of practice for the categories professional nurse, midwife, staff nurse and auxiliary nurse that was developed and consulted on with the profession in 2005, is being reviewed in order to ensure synergy with the nursing qualification outcomes, which have been reviewed to ensure compliance with the Higher Education Qualifications Framework. This process will inform the review and finalisation of the draft scope of practice regulations.

3. Competencies for the Advanced Practice Nurse Category

The South African Nursing Council and the nursing profession identified a need for the scope of practice or competencies for the post-basic/postgraduate nurse (Advanced Practice Nurse). From early 2010, the Council conducted a series of consultative workshops to develop the said competencies. Participants were drawn from the provinces, labour, nursing education institutions, professional associations and societies.

Achievements include—

- a generic competency framework for the Advanced Practice Nurse; and
- sets of draft competencies for the various electives of the postgraduate diploma.

This undertaking will continue until all competencies have been finalised.

OUTCOMES OF THE PROFESSIONAL CONDUCT COMMITTEE (PCC) AND NAMES OF REMOVED PRACTITIONERS

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
1.09/10/P	Kegomoditswe Lizzie Dithage	14710297	Enrolled Nursing Auxiliary	Poor Basic Nursing Care	Suspension from the Register for a period of 6 (six) months from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 12 (twelve) months on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2013
2.286/10/P	Ivan Schoeman	12514527	Enrolled Nursing Auxiliary	Assault	Suspension from the Register for a period of 3 (three) years from practising or performing acts specially pertaining to his profession, but the execution of the penalty was further suspended for a period of 3 (three) years on condition that he is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2015
3.249/08/B	Morongoe Lea Tlali	13659263	Registered General Nurse and Midwife	Assault	Suspension from the Register for a period of 6 (six) months from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
	Dieketseng Julia Tsosane	14009849	Registered General Nurse (Psychiatric & Community) and Midwife	Assault	Suspension from the Register for a period of 3 (three) months from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 1 (one) year on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2013
4.236/08/P	Fikile Nelson Caleni	13336763	Registered General Nurse (Psychiatric & Community) and Accoucher	Poor Basic Nursing Care	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to his profession, but the execution of the penalty was further suspended for a period of 3 (three) years on condition that he is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2015
	Michelle Finnies	13242912	Enrolled Nurse	Poor Basic Nursing Care	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
	Magdeline Thai	10725265	Registered Nurse and Midwife	Poor Basic Nursing Care	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014
5.287/08/P	Sophie Suzette Magdeline Olivier	11944006	Enrolled Nurse	Theft	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014
6.129/08/B	Richard John Vermeulen	12202768	Enrolled Nursing Auxiliary	Poor Basic Nursing Care	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to his profession, but the execution of the penalty was further suspended for a period of 3 (three) years on condition that he is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2015

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
7.155/06/B	Claudia Lethetia Alfreds	13475603	Enrolled Nursing Auxiliary	Poor Basic Nursing Care	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014
8.226/10/P	Mitchell Mathew Roman	14055305	Registered General Nurse	Poor Basic Nursing Care	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to his profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that he is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014
9.128/09/P	Veronica Sintia Andrews	13255971	Registered General Nurse and Midwife	Medication	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 3 (three) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2015

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
10.191/09/B	Aletta Kruger	12778627	Registered General Nurse and Midwife	Maternity	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 1 (one) year on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2013
	Isabel Strauss	13476841	Enrolled Nursing Auxiliary	Maternity	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2014
11.91/06/B	Funeka Virginia Klaas	13398771	Registered General Nurse (Psychiatric & Community) and Midwife	Medication	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 5 (five) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	29/03/2012–28/03/2017

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
12.266/08/B	Morongoenyane Lucia Motsau	11073608	Registered General Nurse (Psychiatric) and Midwife	Medication	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 2 (two) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act for an offence or transgression during the period of suspension.	28/06/2012–27/06/2014
313.48/10/B	Koba Kelly	12347340	Enrolled Nursing Auxiliary	Poor Basic Nursing Care	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 1 (one) year on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act, for an offence or transgression during the period of suspension.	28/06/2012–27/06/2013
14.176/08/B	Palesa Elizabeth Nkopane	13948856	Registered General Nurse (Community Psychiatry, Midwifery, Post-basic Midwifery and Neonatal Nursing Science)	Midwifery	Suspension from the Register for a period of 2 (two) years from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 3 (three) years on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act, for an offence or transgression during the period of suspension.	28/06/2012–27/06/2015

Case No.	Name	SANC Ref. No.	Nurse Category	Type of Case	Sentence	Effective Date to Expiry Date
15.188/07/P	Tahlehelo Emelia Dyalivane	12727582	Enrolled Nurse	Poor Basic Nursing Care	Suspension from the Register for a period of 1 (one) year from practising or performing acts specially pertaining to her profession, but the execution of the penalty was further suspended for a period of 1 (one) year on condition that she is not found guilty of improper or disgraceful conduct under the Nursing Act, for an offence or transgression during the period of suspension.	28/06/2012– 27/06/2013

STATISTICAL REPORT

Table 1: Type of Case per Province

TYPE OF CASE	EC	FS	GP	KZN	LP	MP	NC	NW	WC	TOTAL
Maternity-related	-	1	-	-	-	-	-	-	1	2
Poor Nursing Care	-	2	-	-	-	-	1	-	4	7
Medication-related	-	1	1	-	-	-	-	-	1	3
Fraud/Forgery/Theft	-	-	-	-	-	-	-	-	1	1
Assault	-	1	-	-	-	-	1	-	-	2
TOTAL	-	5	1	-	-	-	2	-	7	15

Table 2: Type of Case per Nurse Category

TYPE OF CASE	RN & M	EN	ENA	TOTAL
Maternity-related	2	-	1	3
Poor Nursing Care	3	2	4	9
Medication-related	3	-	-	3
Fraud/Theft	-	1	-	1
Assault	2	-	1	3
TOTAL	10	3	6	19

Table 3: Sentence per Nurse Category

TYPE OF SENTENCE	RN & M	EN	ENA	TOTAL
Effective suspension	-	-	-	-
Suspension further suspended	10	3	6	19
TOTAL	10	3	6	19

REGULATIONS CURRENTLY IN SERVICE

	Community Service	Regulation No. and Date	Last Revised	Current Status
S1	Regulations relating to the performance of community service	No. R.765 24 August 2007	Never	Still in use
	Constitutional	Regulation No. and Date	Last Revised	Current Status
S2	Regulations relating to the constitution of committees	No. R.619 31 March 1994	Never	Still in use
S3	Regulations relating to the nomination and appointment of members of the Council	No. R.20 16 January 2008	Never	Still in use
	Distinguishing Devices and Uniforms	Regulation No. and Date	Last Revised	Current Status
S4	Regulations regarding the distinguishing devices and uniforms for Enrolled Nurses and Midwives and Enrolled Pupil Nurses	No. R.1740 29 September 1972	15 February 1985	Still applicable Need to be amended in view of new qualifications/categories
S5	Regulations regarding the distinguishing devices and uniforms for Enrolled Nursing Auxiliaries and Enrolled Pupil Nursing Auxiliaries	No. R.1747 29 September 1972	15 February 1985	Still applicable
S6	Regulations regarding the distinguishing devices and uniforms for Registered Nurses and Midwives and Registered Student Nurses and Midwives	No. R.1201 31 July 1970	15 February 1985	Still applicable. May have to be reviewed

	Education and Training	Regulation No. and Date	Last Revised	Current Status
S7	Regulations relating to the minimum requirements for a bridging course for Enrolled Nurses leading to registration as a General Nurse or a Psychiatric Nurse	No. R.683 14 April 1989	17 January 1997	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015
S8	Regulations relating to the course in Clinical Nursing Science leading to registration of an additional qualification	No. R.212 19 February 1993	17 January 1997	Still applicable. New regulations need to be developed in line with the new category of nurse specialist (APN) – Section 31(2)
S9	Regulations for the Diploma in Clinical Nursing Science, Health Assessment, Treatment and Care	No. R.48 22 January 1982	17 January 1997	Still in use. New regulations need to be developed in line with the new category of nurse specialist (APN) – Section 31(2) Regulation for the registration of additional qualification – Section 34 Competencies of Advance Practice Nurse
S10	Regulations for colleges	No. R.3901 12 December 1969	Never	New regulation on Accreditation of Nursing Education Institutions – promulgated on 8 th March 2013
S11	Regulations for the Diploma in Community Nursing Science	No. R.276 15 February 1980	17 January 1997	New regulations need to be developed in line with the new category of nurse specialist (APN) – Section 31(2)

	Education and Training (continued)	Regulation No. and Date	Last Revised	Current Status
S12	Regulations relating to the course leading to enrolment as a Nurse	No. R.2175 19 November 1993	17 January 1997	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015
S13	Regulations relating to the course leading to enrolment as a Nursing Auxiliary	No. 2176 19 November 1993	17 January 1997	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015
S14	Regulations relating to the approval of and the minimum requirements for the education and training of a Nurse (General, Psychiatric and Community) and Midwife leading to registration	No. R.425 22 February 1985	22 April 1988	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015
S15	Regulations relating to examinations of the South African Nursing Council	No. R.7 8 January 1993	17 November 2006	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015
S16	Regulations for the course for the Diploma in Midwifery for registration as a Midwife	No. R.254 14 February 1975	17 January 1997	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015 New draft regulations have been developed sent to NDoH for public comment

S17	Regulations for the course for the Diploma in Nursing Administration	No. R.1501 8 July 1983	15 November 1985	New regulations need to be developed in line with the new category of nurse specialist Practical qualification – own regulation
	Education and Training (continued)	Regulation No. and Date	Last Revised	Current Status
S18	Regulations concerning the minimum requirements for registration of the additional qualification in Nursing Education	No. R.118 23 January 1987	Never	New regulations need to be developed in line with the new category of nurse specialist Competencies of APN
S19	Regulations for the course for the Diploma in Psychiatric Nursing for registration as a Psychiatric Nurse	No. R.880 2 May 1975	17 January 1997	This regulation will cease to exist with the implementation of new nursing qualifications in June 2015 New draft regulations must still be developed
S20	Regulations for the Diploma in Unit Management for Registered Nurses	No. R.203 6 February 1987	Never	Not offered any more
	Financial	Regulation No. and Date	Last Revised	Current Status
S21	Regulations regarding fees to be paid to the South African Nursing Council	No. R.921 15 September 2000	Never	New regulations on fees and fines promulgated on 8 th March 2013
S22	Regulations for the payment of allowances to members of the Council	No. R.277 15 February 1980	23 August 1985	New regulations need to be developed in alignment with the Nursing Act, 2005

	Nursing Agencies	Regulation No. and Date	Last Revised	Current Status
S23	Regulations regarding the conditions under which the business of a nursing agency may be carried on	No. R.32 10 January 1964	23 August 1985	These regulations are no longer applicable in terms of the Nursing Act, 2005
	Professional Conduct	Regulation No. and Date	Last Revised	Current Status
S24	Rules setting out the acts or omissions in respect of which the Council may take disciplinary steps	No. R.387 15 February 1985	26 October 1990	New draft regulation repealing this regulation has been submitted to the NDoH for public comments and promulgation respectively.
S25	Regulations regarding the conduct of Enrolled Nurses which shall constitute improper or disgraceful conduct	No. R.1649 14 September 1973	10 March 1978	Covered by new regulation on scope of practice and acts and omissions regulation to the NDoH to be published by the NDoH for public comments and promulgation respectively.
S26	Regulations regarding the conduct of Enrolled Nursing Auxiliaries which shall constitute improper or disgraceful conduct	No. R.1648 14 September 1973	10 March 1978	Covered by new regulation on scope of practice and acts and omissions regulation - to be published by NDoH for public comment and promulgation respectively
S27	Regulations for the investigation of alleged misconduct and the conduct of inquiries	No. R.373 13 March 1970	19 July 2002	Draft review by joint PCC and PIC comments incorporated to be resubmitted for promulgation

	Registers and Rolls	Regulation No. and Date	Last Revised	Current Status
S28	Regulations relating to the particulars to be furnished to the Council for keeping the Register for Nursing Practitioners, the manner of effecting alterations to the Register and certificates that may be issued by the Council	No. R. 195 19 February 2008		Amendment to these regulations promulgated on 8 th March 2013

	Registers and Rolls (continued)	Regulation No. and Date	Last Revised	Current Status
S29	Regulations regarding registers for students	No. R.3735 14 November 1969	17 November 2006	Amendments to this regulation need to be done in alignment with the new qualifications. Draft will be published for public comment - work in progress
S30	Regulations regarding rolls for pupils	No. R.3736 14 November 1969	17 November 2006	Still in use Draft student regulation developed – work in progress
S31	Regulations regarding rolls for Pupil Nursing Auxiliaries	No. R.1833 20 October 1972	17 November 2006	Still in use. Amendments to this regulation need to be done in alignment with the new qualifications and alignment to the Nursing Act , 2005 – Draft student registration regulations developed - work in progress
	Scope of Practice	Regulation No. and Date	Last Revised	Current Status

S32	Regulations relating to the conditions under which Registered Midwives and Enrolled Midwives may carry on their profession	No. R.2488 26 October 1990	Never	Still in use Covered by new regulations of scope of practice
S33	Regulations concerning the control of the practice of Enrolled Midwives	No. R.2489 26 October 1990	Never	Still in use

	Scope of Practice (continued)	Regulation No. and Date	Last Revised	Current Status
S34	Regulations relating to the keeping, supply, administering or prescribing of medicine by Registered Nurses	No. R.2418 2 November 1984	Never	Still in use. Will in future be replaced by Section 56 regulations
S35	Regulations relating to the scope of practice of persons who are registered or enrolled under the Nursing Act, 1978	No. R.2598 30 November 1984	15 February 1991	Still in use. Regulation has been repealed; draft regulations have been submitted to the NDoH (2013) for public comment

NEW REGULATIONS

	Draft Regulation	Draft Complete	Back from DoH	DoH Changes Incorporated	Approved by Council	Published for Comment	Public Comments Incorporated	Current Status
D1	Draft: Regulations regarding fees and fines payable to the Council	Yes	Yes	Yes	Yes	R.1049 of 14 Dec 2011	Yes	Regulations promulgated on 8 th March 2013
D2	Draft: Regulations for the course leading to registration as Professional Nurse	Yes	Yes	Yes	Yes	R.1046 of 14 Dec 2011	Yes	Regulations promulgated on 8th March 2013
D3	Draft: Regulations for the course leading to registration as Staff Nurse	Yes	Yes	Yes	Yes	R.1047 of 14 Dec 2011	Yes	Regulations promulgated on 8th March 2013
D4	Draft: Regulations for the course leading to registration as Auxiliary Nurse	Yes	Yes	Yes	Yes	R.1048 of 14 Dec 2011	Yes	Regulations promulgated on 8th March 2013
D5	Draft: Regulations relating to the accreditation of institutions as Nursing Education Institutions	Yes	Yes	Yes	Yes	R.1045 of 14 Dec 2011	Yes	Regulations promulgated on 8th March 2013

	Draft Regulation	Draft Complete	Back from DoH	DoH Changes Incorporated	Approved by Council	Published for Comment	Public Comments Incorporated	Current Status
D6	Draft: Regulations relating to conducting inquiries into alleged unprofessional conduct of persons registered with the South African Nursing Council under the Nursing Act, Act No. 33 of 2005	Yes	Yes	Yes	Yes	R.1051 of 14 Dec 2011	Yes	The draft was reviewed by joint meeting of PCC and PIC inputs incorporated to be tabled back to Laws / Council.
D7	Draft: Regulations relating to conducting inquiries into alleged unfitness to practise due to disability or impairment of persons registered with the South African Nursing Council under the Nursing Act, Act No. 33 of 2005	Yes	Yes	Yes	Yes	R.619 of 5 Aug 2011	Yes	Regulations promulgated, in use

	Draft Regulation	Draft Complete	Back from DoH	DoH Changes Incorporated	Approved by Council	Published for Comment	Public Comments Incorporated	Current Status
D8	Draft: Regulations relating to the keeping, supply, administering or prescribing of medicine by Registered Nurses	Yes	Yes	Yes	Yes	R.1044 of 14 Dec 2011	Yes	Draft regulations have been reviewed in view of public comments. Require possible amendments of Section 56 of the Nursing Act, 2005. Submission for amendments of Section 56 submitted to NDoH.
D10	Draft: Regulations regarding the Scope of Practice of Nurses and Midwives	Yes	No	Not yet published	Presented to Council – October 2012	Still to be published by the NDoH	No	Draft regulation submitted to NDoH for publication for public comments.
D11	Draft: Regulations regarding an appeal against decisions of the Council	Yes	No	No	Yes	Still to be published by NDoH	No	Draft regulations submitted to NDoH for publication for public comment

	Draft Regulation	Draft Complete	Back from DoH	DoH Changes Incorporated	Approved by Council	Published for Comment	Public Comments Incorporated	Current Status
D12	Requirements and conditions for issuing a registration / licence certificate for Private Practice	Yes	No	No	No	Still to be published by NDoH	No	Draft submitted to NDoH for public comment
	Other documents / regulations etc	DRAFT					COMMENTS	
	Regulations for examinations / assessments, moderations / professional registration examinations (Council exam) etc						Current SANC examinations will be phased out in view of the alignment of new nursing qualifications to Higher Education Qualifications Framework, NQF Act and Nursing Act, 2005.	
	<u>Rules</u> CPD – 59 (1)a						Process for drafting the CPD framework has commenced. Consultations with stakeholders done. CPD working team established – Work plan approved by Council	
	<u>Code</u> of Ethics and Conduct for members of the nursing profession	Final Draft					Code of Ethics approved by Council	

REGISTRY AND DOCUMENT SCANNING

The Registry is established to control formal channels of communication and to enable the SANC to perform its functions and the public to have timely access to accurate and reliable information.

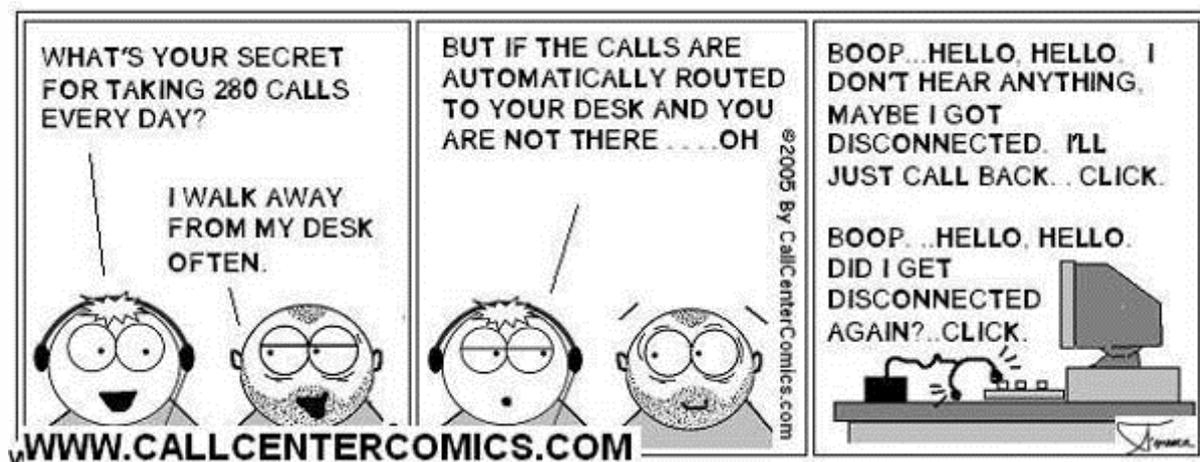
Purpose

The primary purpose of the Registry is to centralise all incoming documents and to implement an electronic document management system to facilitate and expedite the distribution and flow of documents whilst also addressing delays in processing nursing qualifications. The idea is to assure the most effective workflow.

The advantages of implementing an electronic document management system are as follows:

- Service delivery is efficient and effective.
- The integrity of the records is protected.
- Document handling is managed in a secured and safe environment.
- Problems of lost and misplaced information are minimised.
- Registry staff members were trained for efficiency in electronic documentation.

SANC CALL CENTRE QUALITY ASSURANCE



Quality Assurance is the main pillar of any business. The SANC Call Centre introduces a Quality Assurance Programme that will enhance the service delivery within the call centre. All incoming calls will be recorded and evaluated to improve service delivery.

Benefits of Quality Assurance within the Call Centre

The benefits of quality assurance in the Call Centre are as follows:

- An improved customer experience
- Maximum customer interaction
- Processes that frustrate and alienate customers are identified
- Improved organisation trends
- Improved consistency and quality of customer interaction.

Skills-based Call Routing (SBR)

This is another approach for improving our services and will be implemented as follows:

- Clients will be able to select the appropriate queue when contacting the SANC Call Centre.
- Skills-based call routing is a call assignment strategy that will assign incoming calls to the most suitable agent instead of simply choosing the next available agent. It is an enhancement to the Automatic Call Distributor (ACD) systems found in most call centres.
- In the past, agents answering calls were generally able to be assigned to only one queue taking one type of call. This meant that agents who could deal with a range of call types had to be manually reassigned to different queues at different times of the day to make the best use of their skills, or face being exposed to a wide variety of calls for which they were not trained.
- With skills-based routing, the skills needed for a particular call will be assessed by the dialled telephone number and the calling number or the caller's identity, as well as choices made in any associated IVR system. Given this assessment, a skills-based routing system then attempts to match the call to a suitably trained agent—the thinking being that an agent with matching skills will be able to provide a better service than one who does not.
- As a consequence, the large queues that were characteristic of the ACD-driven call centre will disappear. Instead, callers will have their own waiting areas that they may share with only one or two others. Instead of being served in the order of their arrival, calls are served as agents with appropriate skills become available.

Key Benefits of SBR

Skills-based Call Routing—

- improves customer service;
- shortens the call-handling time;
- makes training shorter and easier; and
- increases agent utilisation, productivity, and, hence, revenue.

REVENUE COLLECTION AND SALES

1. Closing Date for the Payment Of Annual Fees

Annual Fees for 2014

The annual fees for the calendar year 2014 can be paid from 25 July 2013.

PLEASE NOTE THAT THE ANNUAL FEES MUST HAVE BEEN PAID
BEFORE 31 DECEMBER 2013.

WARNING

If you paid your annual fee after 31 December 2013 (even 1 day late), your name will have been removed from the Register and you will have to pay the full restoration fee to have your name restored.

The Council allows a discount on the annual fees (depending on the age of a practitioner on that date) to practitioners who were 60 years of age or older on 1 January 2014. This is intended to assist practitioners who may have retired to keep their names on the Register should they so wish. Having their names on the Register will enable such practitioners to work on a part-time basis or to assist with local or national needs or programmes in a temporary capacity if called upon to do so. Please note that the Council has decided to grant discount based on the ages indicated, rather than a retirement status, since there is no standard retirement age in South Africa.

2. ANNUAL FEES FOR 2014

2.1 Normal Annual Fees

The fees for the annual fee year 2014 for the different categories of practitioners are given in the following table.

Category	Annual Fee for 2014
Registered Nurses and Midwives	R515.00
Enrolled Nurses and Midwives	R325.00
Enrolled Nursing Auxiliaries	R220.00

2.2 Reductions in Annual Fees for Age 60 and Over

The Council has resolved to introduce reduced fees for nurses 60 years of age and over as per the table below:

2.2.1 60 to 64 Years of Age on 1 January 2014 (25% reduction)

Category	Annual Fee for 2014
Registered Nurses and Midwives	R386.25
Enrolled Nurses and Midwives	R243.75
Enrolled Nursing Auxiliaries	R165.00

2.2.2 Over 64 years of Age on 1 January 2014 (50% reduction)

Category	Annual Fee for 2014
Registered Nurses and Midwives	R257.50
Enrolled Nurses and Midwives	R162.50
Enrolled Nursing Auxiliaries	R110.00

Notes:

1. The annual fees for 2014 must be paid by 31 December 2013.
2. Please pay as soon as possible to avoid the last minute rush.
3. The amounts in the tables above all include 14% VAT.

3. RESTORATION FEES FOR 2014

The restoration fees for the different categories applicable from 1 January 2014 are shown in the following table.

Category	Normal Restoration Fee	Reduced Restoration Fee
Registered Nurses and Midwives	R1545.00	R110,00
Enrolled Nurses and Midwives	R975.00	R110,00
Enrolled Nursing Auxiliaries	R660.00	R110,00

Notes:

1. The increased fees apply to restorations that are EFFECTIVE from a date after 31 December 2013 - no matter when the fee is paid. In other words, if you meet all the requirements for restoration after 31 December 2013 OR if you request restoration with effect from a date after 31 December 2013.
2. The reduced restoration fee will only apply if your name was removed from the register at your own request - this must be confirmed with the Council before paying the reduced amount.

3. Methods of Payment

3.1 Cash

Please note that cash is no longer accepted on our premises for the payment of fees.

3.2 Debit and Credit Cards

Debit and credit card facilities are now offered on our premises for the payment of fees, purchasing of distinguishing devices and printed material.

3.3 Direct Deposits

Nurse Practitioners are requested to pay the exact amount for annual fees, for example R515.00 when making payments through the bank. As our computer is configured to recognise the exact annual fee amounts, the timeframe to process and post Annual Practising Certificates is drastically reduced.

The Council reference number of the person for whom or the organisation for which payment is made, must be supplied.

3.4 Electronic Funds Transfer (EFT)

EFT payments relating to annual fees had to reflect in the bank account of the South African Nursing Council by or on 31 December 2013.

3.5 Bank Guaranteed Cheques

Owing to the increasing number of dishonoured or fraudulent cheques, all cheques payable to the Council at the counter or through the post must be bank guaranteed and any cheque that is not guaranteed will be returned to the sender.

4. Sending of SMSes to Clients

The South African Nursing Council is in the process of fully embracing the use of SMSes as a means of communicating with nurse practitioners. As a result, nurse practitioners are urged to update their personal details, **including cell phone numbers**, by completing a **CHANGE OF DETAILS FORM** which can be obtained either by calling the Call Centre at 012 420 1000 or by completing the form when personally visiting the South African Nursing Council.

5. Ordering of Distinguishing Devices

Nurse practitioners are requested to take the following factors into account when ordering distinguishing devices:

- Immediately after payment, the order form and proof of payment must be faxed together.
- Deposits slips and EFT transactions must include the SANC reference number in order to easily identify the nurse practitioner.
- The latest form indicating a postage charge of R40.00 must be used.
- Follow the instructions indicated on the order form.
- Distinguishing devices are only available from the South African Nursing Council.

WARNING!

Recently several nurses gave their fees to a third party who paid the fees at the Council counter using a fraudulent cheque – and pocketed the money. Clients who entrust their fees to another party to pay on their behalf are warned to only use someone who is completely trustworthy. As an alternative, the Council encourages clients to pay their fees into the Council's bank account. This is the safest method of payment for those who live far from the Council's offices. The Council's banking details are as follows:

Name of bank:	FNB (First National Bank)
Branch code:	253145 (Corporate Core Banking – Pretoria)
Name of account holder:	South African Nursing Council
Account number:	51421186193
Deposit reference:	(enter your own eight digit Council ref. no.)

SANC Contact Information

CLIENT QUERIES

TELEPHONE (CALL CENTRE)

National: 012 420 1000

International: +27 12 420 1000

Telephone lines are generally open from Monday to Friday between 08:30 and 16:30 (06:30GMT to 14:30GMT).

FAX

National: 012 343 5400

International: +27 12 343 5400

Fax lines are open 24-hours per day, 7 days per week.

SANC Operating Hours

PAYMENT OFFICE

From 08:00 until 16:00 and if the queue is very long, doors will close at 15:00 in order to assist all the clients that are inside the payment office.

ALL OTHER OFFICES

From 08:00 until 16:30.

Client Services Complaints

Kindly direct your email to registrar@sanc.co.za.