

A sunset scene with a bright sun low on the horizon, casting a warm orange glow over a landscape with silhouetted trees and hills.

Nursing qualifications framework & CPD for the nursing profession

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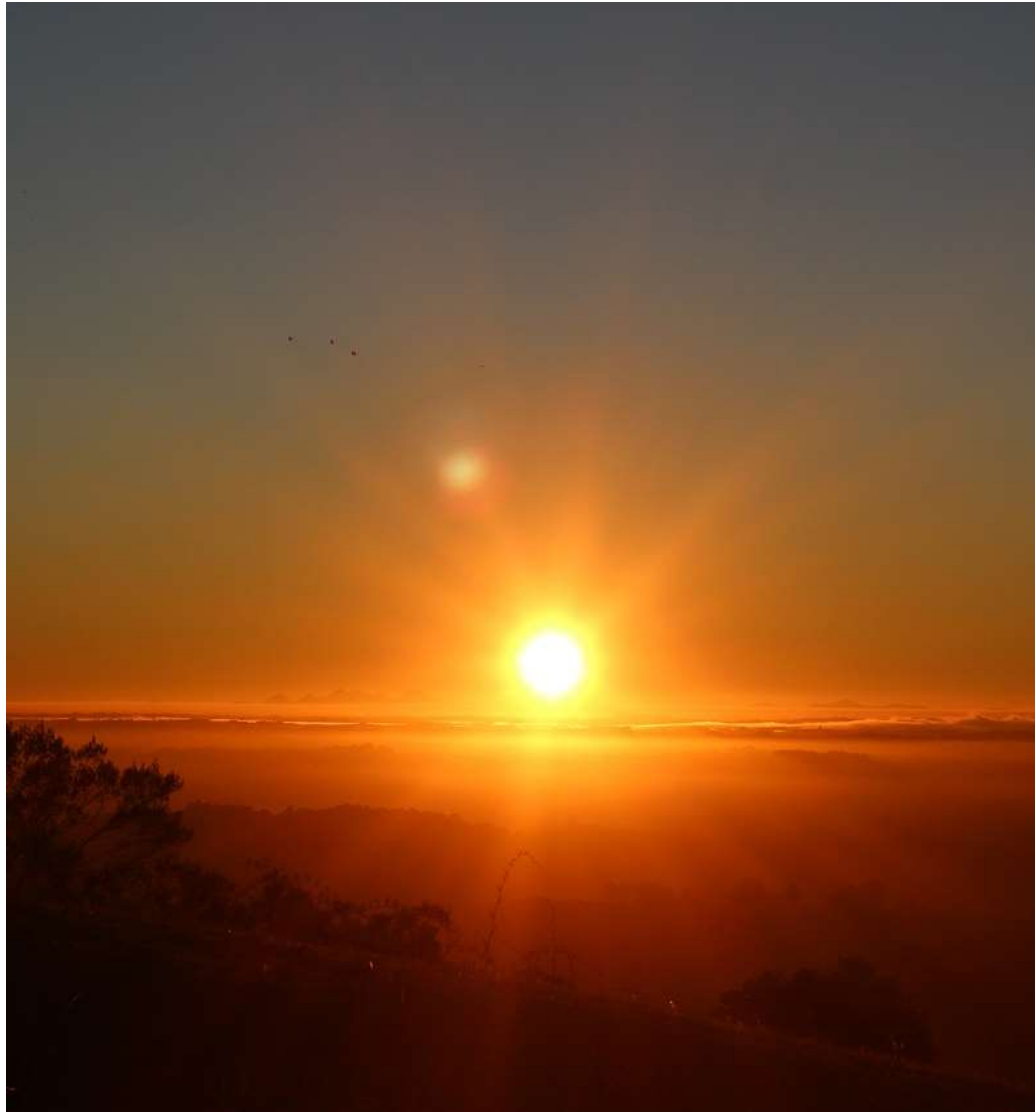
Overview

- Nursing qualifications
- Scope of practice
- CPD

Nursing education transformation

- In addition to the impact of the pandemic on the nursing profession, this period was further impacted upon by the transformation in education broadly in the country
- This obviously included the education and training of nurses





Two parallel processes – scope & education



Finalising of
the revised
scope of
practice



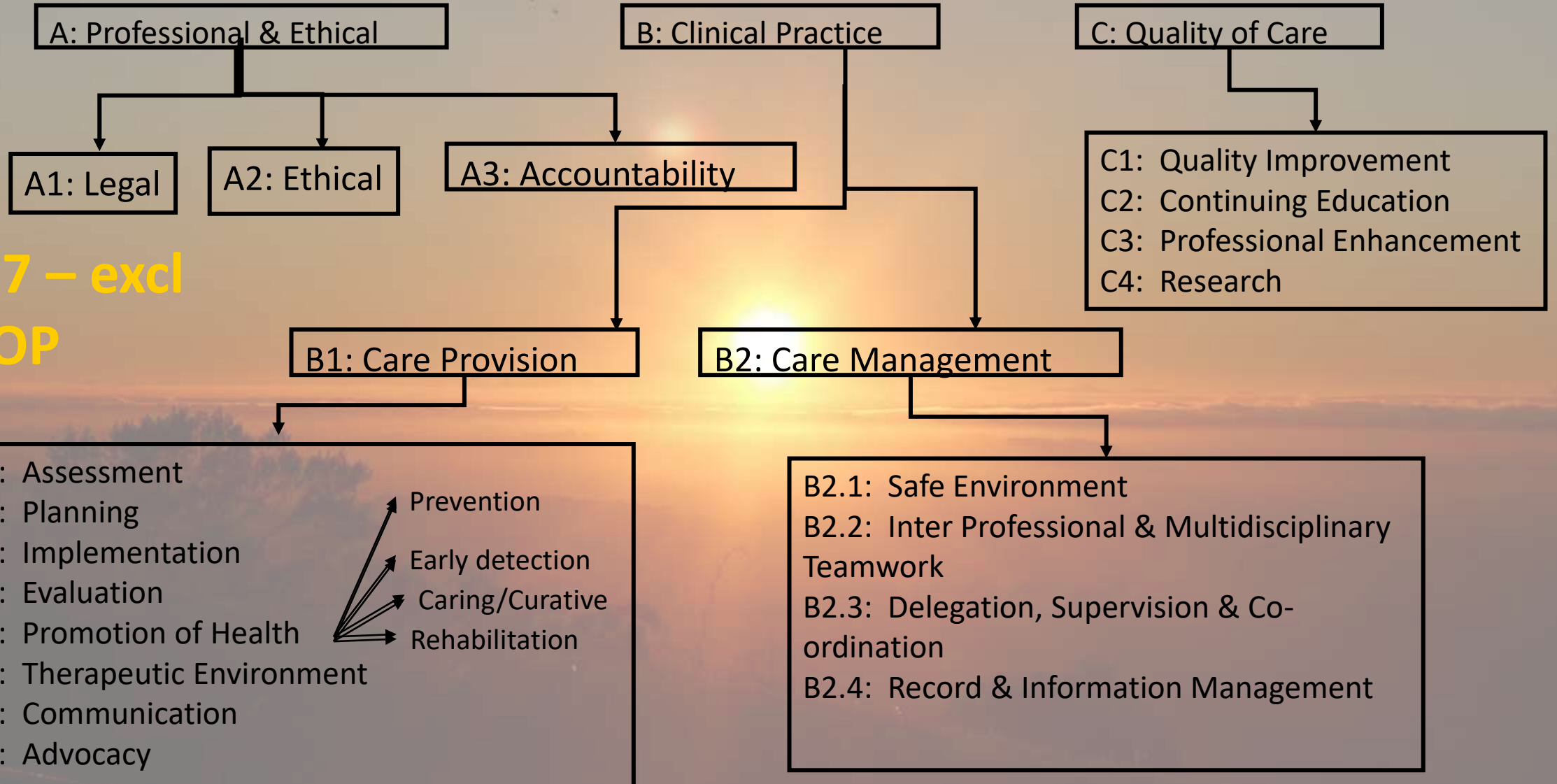
Transitioning
of nursing
education

SCOPE OF PRACTICE

- Since 2000 due to changing healthcare needs
- Three nursing categories
- Few attempts to publish for comment
- Scope finally published June 2020
- Should have happened prior to new programmes being developed



The revised scope of practice





QUALIFICATIONS FRAMEWORK





Legislative changes

- NQF Act, 2008 – three QC's
- Nursing Act, 2005
- HEQSF
- All education programmes to included in three QC's offered at HEIs
- Minister of Higher Education (July 2016) declared last date for intake of students on legacy programmes as December 2019



Changes that followed


- Public colleges previously produced 73 – 80% of professional nurses
- Public colleges do not meet the criteria to be declared HEIs
 - HE is a national competence
 - Colleges are managed by provincial departments of health
 - Facilities (libraries and IT)
 - Educator qualifications
- Ministerial Education Notice (Oct 2019) transitional arrangement designating colleges to offer certificates, diplomas and B Degrees



New nursing programmes

- Nursing programme regulations published in 2013
- PGDip regulations only published in 2020
- 3 years no new specialists produced
- While not included in regulations, SANC requires in the PGDip guideline that only nurses who have midwifery may enter a specialist programme further increasing the gap
- Several universities have started offering – check SANC website for updated information
<https://www.sanc.co.za/education-institutions>

NEW nursing qualifications framework



| Qualification | Credits | NQF level | Duration | SANC Category |
|-----------------------|---------|-----------|----------|---|
| Higher Certificate | 120 | 5 | 1 year | Registered Auxiliary Nurse |
| Diploma | 360 | 6 | 3 years | Registered Staff Nurse |
| Advanced Diploma | 120 | 7 | 1 year | Registered Midwife |
| Professional Degree | 480 | 8 | 4 years | Registered Professional Nurse & Midwife |
| Post Graduate Diploma | 120 | 8 | 1 year | Clinical Nurse Specialist |
| Masters Degree | 180 | 9 | 1 year | Advanced clinical specialist |
| PhD | | 10 | 3 years | |

- Registered General Nurse

- Not a category yet

How does this affect my status?

| Current register | Transition to new registers |
|---|--|
| RN (general, psychiatric, community) | Professional nurse |
| RN (general & psychiatry) | |
| RN (general & midwife) | |
| RN (general) | Professional nurse (general nursing) |
| RN (psychiatry) | Professional nurse (psychiatric nursing) |
| RN – mental/mental defectives/sick children/fever | No new entries |
| Midwife | Midwife |
| Enrolled nursing | Enrolled nurse |
| Enrolled nursing auxiliary | Auxiliary nurse |

- R 195 of 2008, as amended in 2013

| Programme | SAQA NQF level | CHE correspondence |
|----------------|----------------|--|
| R 2176 | 3 | May apply to level 6 programme based on institutional criteria & RPL (up to 50% for 3 years) |
| R 2175 | 4 | EN with NS for diploma year 1 EN for diploma year 2 |
| R 689 | 6 | |
| 1 year Diploma | 6 | |
| R 425 Diploma | 6 | granted 240 credits max toward degree |
| | 6 | can enrol for PGDip |
| R 425 Degree | 7 | Use designed Adv Dip or 3-year degree for which 50% credits can be awarded |
| Specialisation | 7 | |

CHE & SANC communicate
 – interim measure R425 &
 Bridging with midwifery
 can enrol for PGDip
 March 2023

A sunset scene with a bright sun low on the horizon, casting a warm orange glow across the sky and landscape. The sun is positioned slightly to the right of the center. The horizon line is visible, with some dark silhouettes of trees or structures in the foreground.

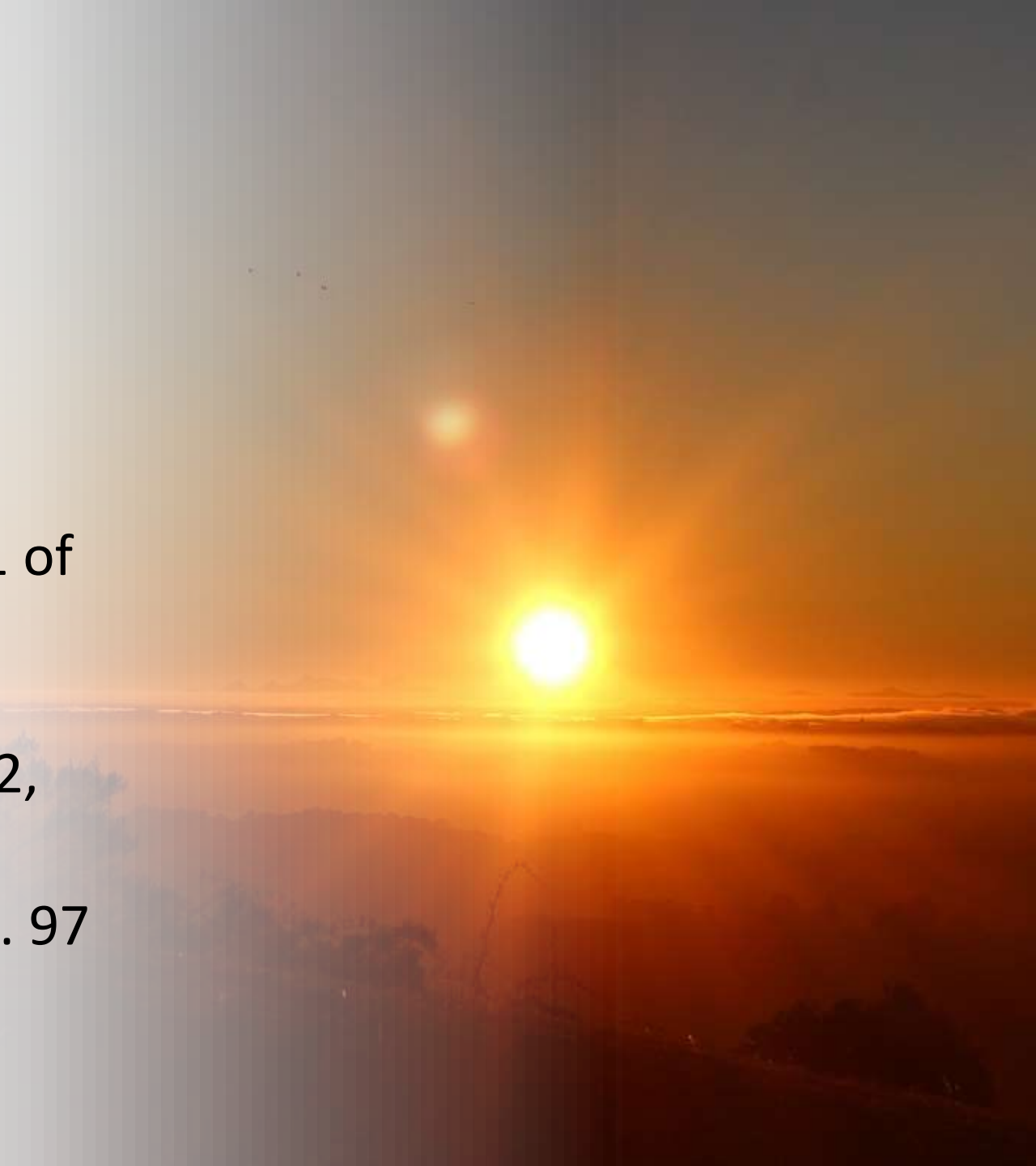
CONTINUOUS PROFESSIONAL DEVELOPMENT

National & in nursing



Compelling legislation

- Nursing Act, 2005 section 39 & 59
- National Health Act, 2003 (Act No. 61 of 2003) Section 52(b)
- Constitution of the Republic of South Africa (Act No. 108 of 1996) Chapter 2, Section 29 (1)
- Skills Development Act. 1998 (Act No. 97 of 1998)



A sunset over a landscape with silhouetted trees and hills. The sun is low on the horizon, casting a warm orange glow across the sky and the foreground. The background shows rolling hills and a line of trees in silhouette.

Purpose

A purposeful statutory process whereby practitioners registered with the SANC, through personal commitment, engage in a range of learning activities to maintain and improve their knowledge, skills, attitudes and professional integrity

January

Deregister (non-payment)
CPD Points accrual continue
Update CPD system

February

CPD Points accrual continue
Update CPD system

March

CPD Points accrual continue
Update CPD system

April

CPD Points accrual continue
Update CPD system

December

APC payments deadline
CPD Points accrual continue
Update CPD system

November

APC payments continue
CPD Points accrual continue
Update CPD system

October

APC payments continue
CPD Points accrual continue
Update CPD system

September

APC payments continue
CPD Points accrual continue
Update CPD system

August

APC payments continue
CPD Points accrual continue
Update CPD system

May

CPD Points accrual continue
Update CPD system

June

CPD Points accrual continue
Update CPD system

July

APC payments commence
New CPD period commence
Update CPD system
Deregister (non-compliance
of required CPD points)



Validity of APC:

January – December

CPD Points Accrual:

July – June

Deregistration Intervals:

Non-payment (January)
CPD non-compliance (July)

CPD Points Requirements:

Pro-rata for period of service
during CPD period

CPD Points submission:

Electronically on Rams system

Portfolio of Evidence

Requirements

CONTINUING PROFESSIONAL DEVELOPMENT GRID

NURSING CATEGORY

THEMES FOR DELIVERY AND REQUIRED CPD POINTS

| | Ethical and Legal | Area of Practice | Leadership & Management | Training | Research | Total CPD Points |
|-----------------------|----------------------|---------------------|-------------------------------|----------|----------|---------------------|
| | EL | AoP | LM | T | R | |
| Professional Nurse | 4 | 6 | 3 | 1 | 1 | 15 |
| Midwife | 4 | 6 | 3 | 1 | 1 | 15 |
| General Nurse | 4 | 6 | 3 | 1 | 1 | 15 |
| Enrolled Nurse | 3 | 9 | 1 | 2 | Nil | 15 |
| Auxilliary Nurse | 3 | 10 | 1 | 1 | Nil | 15 |

CPD Points accrued

| Activity | Points |
|--------------------------|---------------|
| Attendance / observation | 1 |
| Actioning | 2 |
| Development | 3 |

Where are we now?

- Roll out of the CPD process
- 5 provinces completed
(Gauteng, KZN, WC,
Mpumalanga, Eastern Cape)
- 2023 – Northwest, Limpopo,
Free State, Northern Cape)
- Target group: midwives and
partogram



A photograph of a sunset over a body of water. The sun is a bright yellow circle on the horizon, with a lens flare above it. The sky is a gradient of orange and yellow, and the water below is dark with some ripples. The text "Thank you for your time and attention!" is overlaid in white, sans-serif font in the lower half of the image.

Thank you for your time and
attention!