



## **NATIONAL PUBLIC SERVICE WORKERS UNION (NPSWU)**

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MEETING BETWEEN NATIONAL PUBLIC SERVICE WORKERS UNION AND SOUTH AFRICAN NURSING COUNCIL.

DATE : 26 FEBRUARY 2020

TIME : 10H00

VANUE : SANC offices, 602 Pretorius Street, Pretoria(Glaskas Boardroom)

South African Nursing council were represented by CEO and Registrar Ms SA Mchunu, Ms J Muswede a Senior Professional practice and Ms J Nxumalo Senior Education and training manager.

NPSWU represented by Mr Ngoveni R NEC member, Happy NEC member and Chabalala R labour relations officer.

### Agenda

1. Opening and welcome
2. R 171 and R174 intake
3. National wellness program
4. Nursing colleges
5. SANC decentralization
6. Regulation of Community health worker
7. Rural allowance for EN and Ens
8. Positive practice environment
9. Closure

### DISCUSSIONS



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1. CEO and Registrar Ms SA Mchunu welcomed everyone
2. CEO and Registrar Ms SA Mchunu introduced her self and allow her colleagues to introduce themselves and afterward NPSWU delegation introduced themselves as well. Before the meeting proceed she bring to NPSWU attention that some of agenda items are discussed at stakeholders meeting where NPSWU is represented by Mr Khanyeza, she further said that SANC send its monthly news latter and any update to Ms Patience and Mr Khanyeza. And she's worried that such information is not disseminated, however she said we are going to discuss every agenda item.

### 3.R171 and R174 intake

- NPSWU first declared that is not pleased with current intake of students, which at KwaZulu-Natal (KZN) are training only 220 students, less than 50 in Mpumalanga.
- Again NPSWU wanted to know why only two province that are having intake for students on new curriculum R 171 and R174 respectively. NPSWU demanded increase for intake.
- NPSWU also wanted clarity since the new curriculum both R171 and R174 admission criteria requires math, physical science and life science and 25 points. NPSWU wanted to know what will happen to Auxiliary and staff nurses who don't meet this new admissions criteria, would this means they can't further they Nursing career?
- NPSWU also explained that there is lot of ambiguity with the new curriculum, NPSWU wanted SANC to have roadshow to clear the confusion regarding this new curriculum.
- NPSWU wanted to know if Auxiliary and staff nurses who meet admissions criteria will be recognized and credited when they study to become professional Nurses

### SOUTH AFRICAN NURSING COUNCIL RESPONSE

- CEO take the lead and explain the history of nursing and Nursing Council. She explained where and why the change comes from. She explained that after parliament took decision to align all field of study to department of higher education, so to match international standards. Nursing was bound to realign. Since a nurse with certificate who is registered as Auxiliary Nurse with council, was just equivalent to grade 11 according to NQF level . Therefore the change of curriculum was necessary.

As it is a known factor, that matric certificate state weather you qualify for higher certificate, Diploma or degree. Nursing today comply with it as well.

- Those nurses who don't meet admissions criteria but wish to further they studies, there is nothing SANC can do.



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- However NPSWU persuaded, that alternative way has to be provided.
- Then agreement was reached that SANC will do gap analysis and try to find a framework. And if they can come up with alternatives plan, they will make proposals and forward it to Department of higher education and training, since admission criteria is regulated by Department of higher education and training . But as it stand now there is nothing in place for those who don't meet admissions criteria.
- SANC said they will continue to recognized Auxiliary and staff nurses until all the last Auxiliary and staff nurses. However while one have to further they studies (those who's their matric certificate meet admissions criteria), to be professional nurses they will have to study for four years like any other new student, even though in some instances, certain modules can be credited but they will have to undergo four years training. In short bridging Courses is gone.
- SANC said they have accredit all provinces except Eastern Cape and Northern Cape because of late submissions of requirements. Therefore they are not in a position to tell why other provinces are not taking student to study.
- Road show, SANC said there is already program for roadshow and they have given the program to all stakeholders, to NPSWU they send to Mr Khanyeza.

#### **4. NATIONAL WELLNESS PROGRAM**

- NPSWU alluded that Nurses deals with trauma everyday both Emotionally and physically, therefore this could lead to them acting irrational and reckless. So SANC should protect nurses by ensuring of wellness program
- SANC should not be seen as a punitive body, it has to come up with protective measures.
- There should be a culture of support for workplace, health and safety and wellness being of staff.
- NPSWU asked, Do Nurses feel cared for?
- Is there a process in place for monitoring staff and safety?
- NPSWU further says that SANC should have report line for any form of abuse

#### **SANC RESPONSE**

- It is the responsibility of department of health to deal with they employees well-being



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- However SANC DO Conduct inspections and make recommendations and where non compliance is found, they take it up with department of health.
- SANC said they established Impairment Communities to deal with nurses who are ill or not well.

NPSWU make follow-up to say, SANC should make it known to organized labour where non compliance is found, so that organized labour can enforce compliance.

SANC in response said they will look at it and check if it is allowed and if there won't be legal implications.

### **5. NURSING COLLEGES**

- NPSWU Argues that NHI requires technology and the fact that we are entering the 4<sup>th</sup> industrial revolution, therefore Nursing colleges and nursing schools should offer learning electronically and it should be SANC standard that any school that want to offer nursing should have electronic learning, Wi-Fi and other related technology otherwise nurses can't cope with NHI and the 4<sup>th</sup> industrial revolution.

### **SANC RESPONSE**

- SANC said there are aware of need for ICT, online and E learning and other related.
- There are working on it in collaboration with Department of higher education and training
- And computer literacy to be a compulsory subject in nursing.
- But nothing is finalized yet

### **6. SANC DECENTRALIZATION**

- NPSWU indicated that SANC has to be decentralized to each province, since it does not make sense for a nurse to drive as far as KwaZulu-Natal to Pretoria and spend a lot of money just



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to buy a distinguishing device that worth less than R 100. In short one spend more money for transport to buy something less.

- NPSWU indicated that SANC services should not be difficult to access

### **SANC RESPONSE**

- Indicated that there are aware of this proposal, but problem is money, since they self fund through money they collect for renewal of annual practices certificate.
- Meaning if they were to have office in every province, that will need money for staffing and other related services, and that can only mean higher increase fee for annual practices certificate (APC) for Nurses.
- However they are constructing Membership Management systems (MMS), which will allow Nurses to access services online from changing of personal information, buying of distinguishing device and other related services.

## **7. REGULATION OF COMMUNITY HEALTH WORKERS**

NPSWU Argues that

- Community health care workers (Homebase care) are dealing with patients, and as a result they come across confidential information and if not regulated they can easily and recklessly share this information. Therefore on this bases SANC should regulate Community Health workers.

### **SANC RESPONSE**

- SANC responded by saying as it stand, they deal with Nurses and community health workers are under SETA, therefore SETA and department of health can advice on that.





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### **8. RURAL ALLOWANCE FOR EN AND ENS**

- NPSWU show concerns on a chosen words used by Council in differentiating the ranks, why do they call other Professionals, are they having nurses who registered with SANC who are not professional?

#### **SANC RESPONSE**

- The current curriculum will correct our concerns because there won't be staff nurses rank. And all categories now are properly structured.

### **9. POSITIVE PRACTICE ENVIRONMENT**

- NPSWU wanted SANC to standardize Nurse-patient ratio, because as it stand now, there is no such and the employer could easily dismiss organized labour while they argue about shortage of staff. Because without measuring stick, arguments of short staffing becomes baseless.
- Nurses perform non-nursing duties, like cleaning, transporting the patient with wheelchair. That causes nurses to be ineffective and cause burnout.

#### **SANC RESPONSE**

- While they understand NPSWU arguments, but it is not within they jurisdiction to determine Nurse-patient ratio but for the employer.
- SANC is aware of nurses performing non-nursing duties and they have taken up with department of health.



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### 10. CLOSURE

- Closing remarks was given by both parties.

Yours

Ngoveni Rixaka