

**To : The Registrar and Chief Executive Officer - SANC - Ms. SA Mchunu**

**From : Democratic Nursing Organisation of South Africa (DENOSA)**

**Date : 22 February 2017**

**Subject: Memorandum of demands.**

We are here today presenting this memorandum because we are tired of engaging an unresponsive, ignorant, absent and arrogant Nursing Council. DENOSA and NEHAWU is gathered here today because the Bill of Rights as enshrined in our Constitution, Chapter 2, Section 17, states that, ***“everyone has the right, peacefully and unarmed, to assemble, to demonstrate, to picket and to present petitions.”***

We are gathered here today not because we don't have anything to do or are uncaring to our patients but because the situation is deteriorating everyday whereby nothing will be left for us to render quality patient care. Our patients are our priority and therefore our efforts, our sweat, and selfless pleas should not fall on deaf ears. When a gate to a facility does not work, the nurse is to blame, when there is no food in the hospital, the nurses is to blame, when there are no medicines, the nurse is to blame, when the facility is dirty, the nurse is to blame, when wrong decisions are taken by top management, the nurses is to blame. Despite all that which rests on top of their shoulders, nurses find themselves fugitives in their own profession, being chased by both the department and SANC for all the wrong reasons. Nurses are the biggest group of health professionals, who are next to the patient and often the only available health worker to the citizenry, with a greater responsibility to improve the health of the population as well as to contribute towards achievement of the global development goals. However, they are often ignored or excluded in important policy decisions concerning their profession. It is in this respect that nurses chose to march to highlight their plight which seems to be ignored and undermined by the powers that be. These blames must stop now and everyone play his/her role.

We note that the South African Nursing Council was created by an act of parliament administering the Nursing Act, 2005 (Act No. 33 of 2005) and its related regulations which allows for the review of the scopes of practice for different categories and related education and training programmes with the sole aim of ensuring quality nursing care services to the public. SANC is predominantly funded through nurses subscriptions which has become too exorbitant to date, costing R250, R360, R590 respectively to a

massive +- R120million per annum collectively. There are currently challenges faced by the profession in that SANC has been without a permanent Registrar and CEO since the departure/resignation of the former and this matter is already affecting the regulatory body in terms of coordination of activities pertaining to marshalling of the nursing profession. There are several issues realised about SANC during the nursing summit and incorporated into the nursing strategy. There is a concern about the Council's governance, notably its sub-optimal leadership and stewardship, which has impacted on its professional governance role. The type and quality of the data on the SANC database was found to be inadequate to assist with HRH planning. Council inefficiencies impacting negatively on the finalisation of regulations on nursing education and training and the scopes of practice, the accreditation of new nursing education institutions/practice settings and programmes, and the re-accreditation of existing nursing education institutions and programmes. There are delays in conducting regular quality assurance inspections in nursing education and training and in the registration of all categories of nurses. There are no regulations to govern the nursing agency sector and healthcare workers. The regulation of nursing agencies now resort under the National Health Act, 2003 and therefore no regulation exists at this stage while no regulation exists to govern healthcare workers. The South African Nursing Council (SANC) should finalise an accreditation framework for NEIs, their programmes and clinical training facilities according to SANC criteria and those of the Council for Higher Education (CHE). **Strategic Plan for Nurse Education, Training and Practice 2012/13 – 2016/17** states that Professionalism and ethics that emphasise caring should be compulsory modules at all levels of nursing and midwifery training in order to address the image of nurses and nursing. A Continuing Professional Development (CPD) system for all nurses and midwives, linked to licensing and professional progression, must be introduced urgently and should include professionalism and ethics as a compulsory component. The SANC must prioritise the revision and finalisation of a national framework for education and training of nurse educators and managers and the standards for their CPD. The existing outputs of NEIs do not match the health and service demands for nurses and midwives. There is a shortage of nurses and midwives across all healthcare services, in particular specialised services, with declining production over the last few years. Meeting the demand for more, differently skilled nurses is the responsibility and challenge of NEIs and nursing educators who are essential for revitalising the

profession with SANC in support. SANC is not for collection of subscriptions but to provide support to nurses in the most convenient time and space. It is in this light that we demand decentralization of SANC services and an electronic payment that will ease out pressures of queuing in the last minutes causing fatalities as experienced in December of 2016. All obligations by SANC must be met as a matter of urgency.

#### **OUR DEMANDS ARE THEREFORE AS FOLLOWS:**

- **Decentralization of SANC (opening of provincial offices urgently). The long queues and the unnecessary travelling encountered by Nurses are unprofessional and an unhealthy exercise.**
- **We demand that there should not be interference by the department into the affairs of SANC once structures are appointed.**
- **Opening of the registration period for payment of annual fees throughout the year, and not only from July to December of each year**
- **Transparency on how the fees are increased and utilized by SANC. We demand an itemised billing and or statement.**
- **Allow nurses who work for government (who form majority nursing workforce in SA) to choose months that SANC can deduct annual fees from Persal, so that nurses don't have to come to Pretoria.**
- **The punitive nature of SANC as seen in most case outcomes (STRUCK OFF THE ROLL/ PROLONGED SUSPENSION) is contrary to corrective discipline and is not complementing the current NURSE shortages in SA and is neither typical of a peer review body. We further demand the establishment of the investigating officers so as to avoid charging nurses prior to proper investigation.**
- **We therefore demand our peer review body SANC back. The Minister as the overall accounting officer should appoint 90+% of Nurses in the Council.**
- **Financial accountability should be with the Health Ombudsman and demand audit of all finances as received and used in the last five years. We also demand annual report of the utilisation of all funds received by SANC.**
- **Some fees paid to SANC e.g. restoration fee, fee for requesting academic records seems not to be a well and fairly calculated price. We demand to be taken through a process of information including accounting towards all amounts paid to SANC.**

- Further that exception should be made on merit upon removal of any person from the register due to non-payment of registration fees.
- Review all R212 qualifications to match the current trends and needs in the society and nursing education e.g. Forensic Nursing.
- The parking space afforded to ourselves in an appalling condition is not near aesthetic to the human eye. We demand a revamping of this parking space.
- The need for SANC to make the Nursing Act relevant and take out irrelevant nursing categories such as 'Ancillary midwife' category, which is non-existent in SA.
- The urgent need to have provision for appeals procedures framework that the Appeals Committee must operate within.
- To relook at Section 56 of the Nursing Act and address the restriction on private nurses who, despite have done dispensing courses, can still not prescribe or dispense.

**We further demand response from your office within seven working days, failure to which we will have no option but to exercise our Constitutional right.**

Handed over by:

President: Simon Hlungwani.

OBO

DENOSA.

Signature: \_\_\_\_\_ Witness: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Received by:

Acting Registrar and CEO, Ms. S. A. Mchunu.

OBO

South African Nursing Council.

Signature: \_\_\_\_\_ Witness: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_