

# NATIONAL DEPARTMENT OF HEALTH



**GOVERNMENT CHIEF NURSING & MIDWIFERY  
OFFICER**

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**MAKING SENSE OF THE NURSING  
STRATEGY**

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**PRESENTATION TO THE THIRD NURSES  
CONFERENCE: DENOSA 24 FEBRUARY 2016**



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# THE CONTEXT : NATIONAL IMPERATIVES



## □ THE MANDATE

- Minister a custodian for health sector.
- Health sector a major employer for nurses
- South Africa has a quadruple burden of disease compared to other countries
- Has adopted Re- engineered of PHC as an approach to service delivery
- South Africa's nurse-based healthcare system requires nurses to have the competence and expertise to manage the country's burden of disease and meet South Africa's healthcare needs.



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# CENTRALITY OF NURSES IN HEALTH SECTOR RESPONSE TO THE BURDEN OF DISEASE



- In 2004 only 400 000 patients were on ARV
- 250 nurses trained in Nurse Initiated Management of ART
- Only 490 (10%) of facilities
- In 2009, a total of 23 000 nurses were trained on NIMART



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SOURCE:DOH (2015).

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# RESULTS OF NIMART



- For the first time in recent history HIV and AIDS are showing signs of retreat.
- Number of facilities increased from 490 to 3 500
- Number of patients increased from 400 000 in 2004 to 923 000 in 2010, and to 1,9 million by the end of 2012 and to 3,1 million people today
- By the end of 2016, the number of people on treatment is projected to 4,6 million
- KZN experience affirming the role of nurses

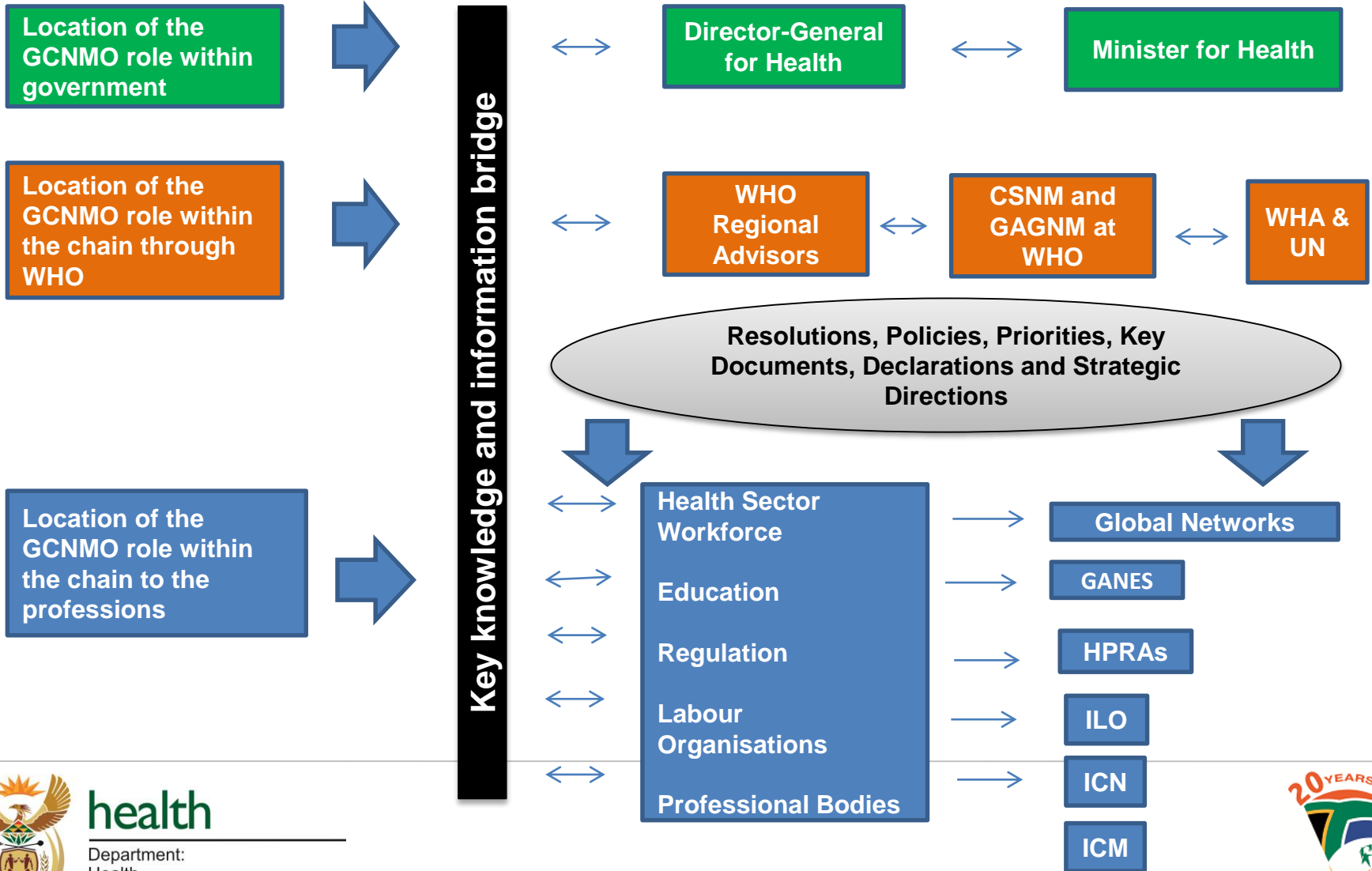


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# Role of Government Chief Nursing and Midwifery Officers



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# Responsibilities of the GCNMO



- Provides expert advice on nursing and midwifery to Government and helps to develop, implement and evaluate Government health policies, leading on nursing and midwifery policies and strategies in support of the Government's objectives.



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# STRATEGIC THRUSTS



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# BACK GROUND CONT'



## ❑ RESOURCES IN NURSING

- ❑ It is recommended that an office of the Chief Nursing Officer (CNO) be established and a permanent appointment be made as a matter of urgency reporting directly to the DG tasked to develop a national policy for nursing education and training.
- ❑ By 2015, there should be dedicated nursing structures at national, provincial and local government levels to provide leadership and stewardship for nursing education and practice
- ❑ including the appointment of a dedicated person within the national CNO portfolio to provide leadership and stewardship for nursing education.
- ❑ Provincial structures to report directly to the CNO through provincial chief directors for nursing



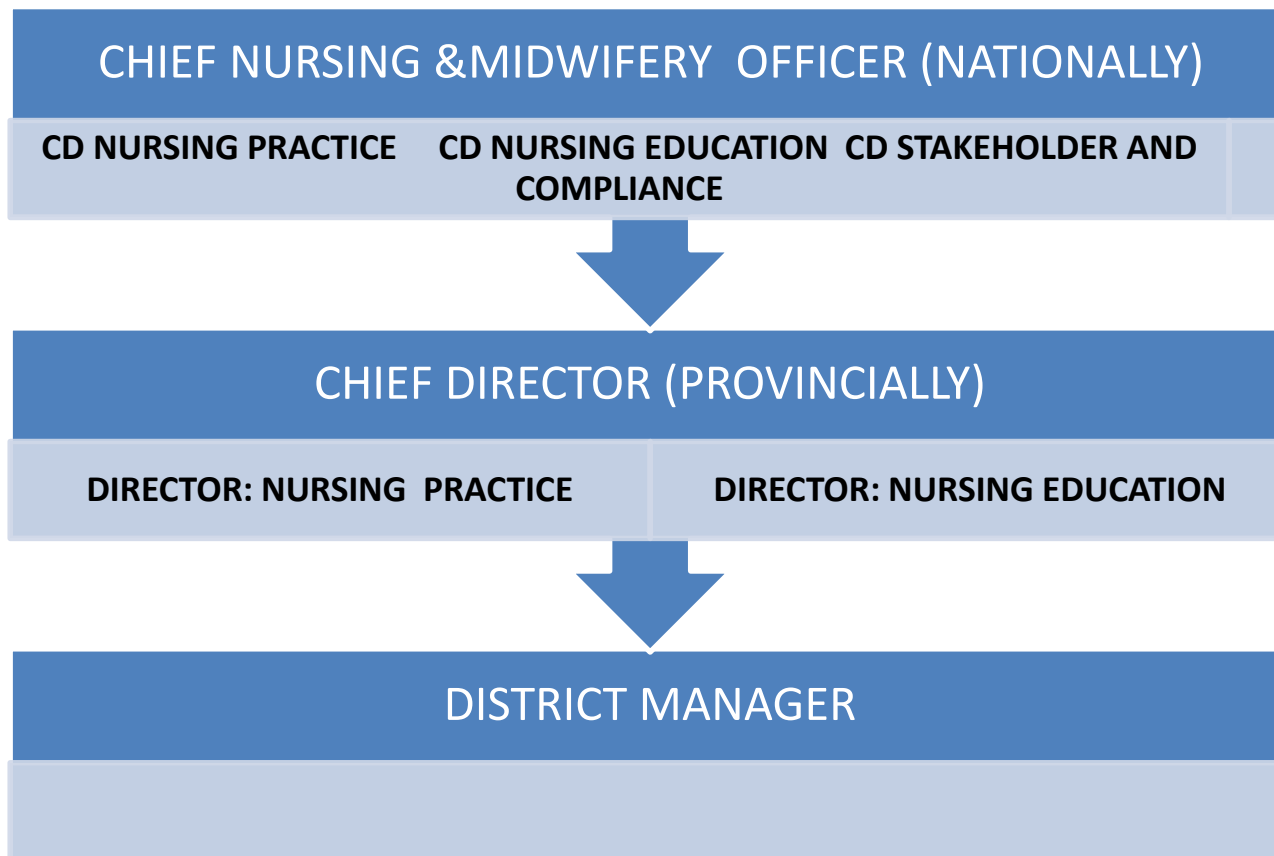
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# NURSING POTFOLIO : STRATEGY



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# Recommendations on nursing education.



## □ Develop a national nursing education policy

○ Nursing Education and Training be regarded as a national competency accounting directly to the Director General of Health which will address provincial inequalities, decrease fragmentation improve clinical training, enhance social accountability, improve quality, through setting of national norms and standards for nursing education.

# KEY PRINCIPLES



- The primary aim of nursing education and training is to provide adequate numbers of competent, service oriented and career focussed nurses to meet the health needs of the country.
- Nursing education and training must be harmonised with the service needs of the health service to ensure qualifications are commensurate with scopes of practice.



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# Key elements of leapfrogging



- Technology
- Business processes
- Behaviours
- Speed
- Sustainability
- Scale/coverage



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# APPROACH TO IMPLEMENTATION



The main purpose of the Strategy is to:

## DEVELOP

Development of the National nursing Education Policy.

Develop Nursing programmes for the new nursing qualifications in line with the new Qualifications Framework & new scopes of practice

## RECONSTRUCT

Reconstruction of the Nursing Education system by supporting the three colleges to implement the new College based NQF aligned Education programmes & thus model a new system of educating & training nurses.

## REVITALIZE

Programmes responsive to country's PHC re-engineering strategy

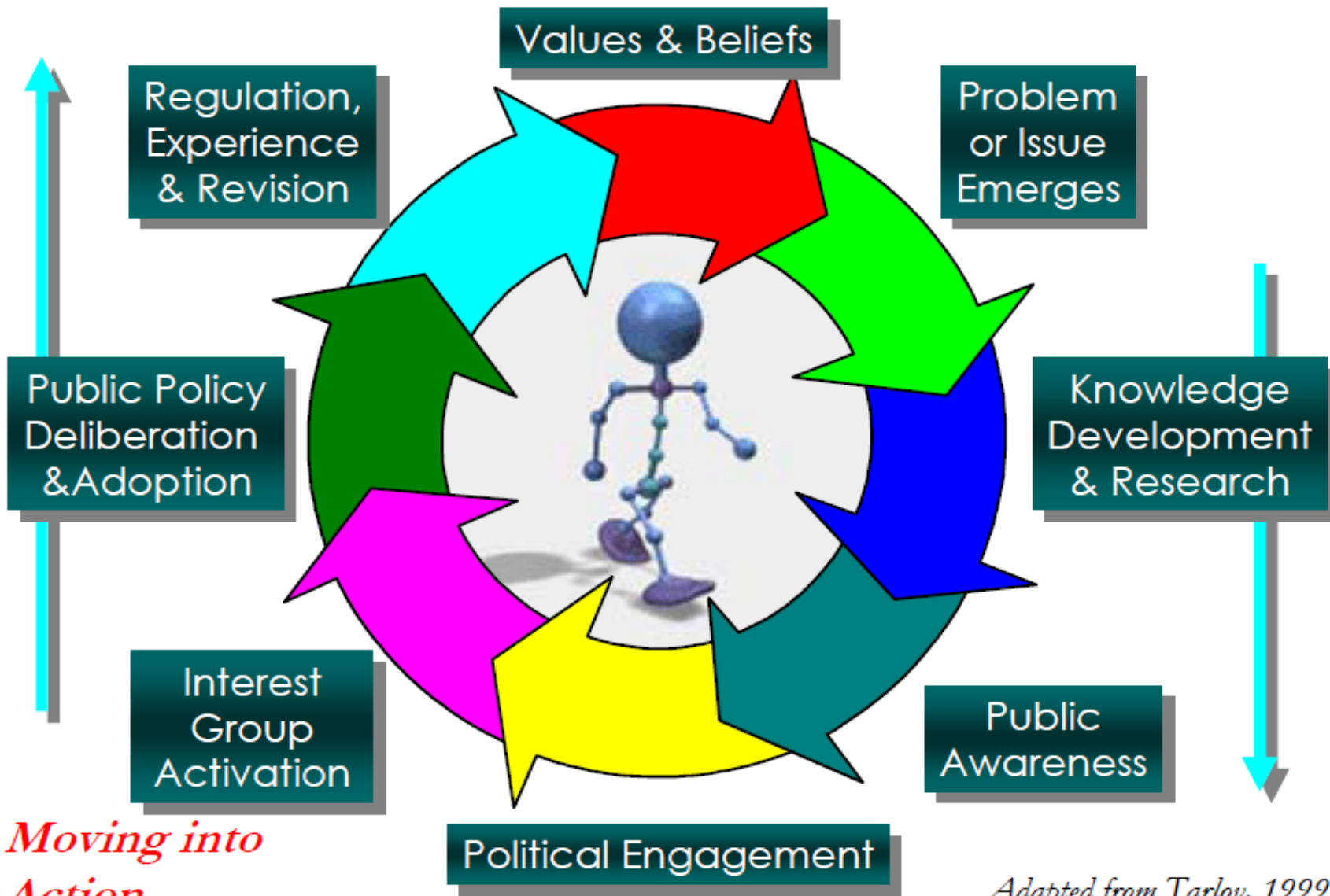
Strengthening the Clinical Training Platform

The resources and Infrastructure of the three Colleges will be strengthened. Colleges will be introduced to innovative ; competency based approaches to teaching & learning



# The Policy Cycle: Theory

## 1. *Getting to the Policy Agenda*



## 2. *Moving into Action*

# What does the policy seeks to achieve cont'



The purpose of this policy is to ensure that all providers of nursing education nursing operates under the requirements of higher education and is fully incorporated into the post -school system in terms of articulation, governance, provisioning information systems and skills planning



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# What does the policy seeks to engender in nursing education



- Patient centred care
- Safe nursing practices
- Evidence based nursing practice
- Student centred teaching and learning
- Professionalism
- Service orientation and career focus



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## CRITICAL MILESTONES

	CRITICAL MILESTONES	
DATE	FOCUS	PARTICIPANTS
<b>SEPTEMBER 2014</b>	Policy development workshop	Wider Stakeholder Summit
<b>OCTOBER 2014</b>	Consolidation of recommendations from stakeholder consultation	Technical Working Group
<b>NOVEMBER 2014</b>	Identification of thematic areas for the policy	Technical Working Group
<b>FEBRUARY 2015</b>	Review of thematic areas	Core Team
<b>MARCH 2015</b>	Collation of thematic areas	Core Team
<b>APRIL 2015</b>	Analysis of thematic areas	Core Team
<b>MAY 2015</b>	Verification of thematic areas by key stakeholders	CPAS & SANEN ; NDOH
<b>JUNE 2015</b>	Development of briefs for the various sub thematic areas	Core Team
<b>JUNE 2015</b>	A Workshop on policy development frameworks	TWG
<b>JULY 2015</b>	Establish working group for the thematic areas	<b>Core Team</b>
	Development of composite thematic documents	<b>TWG</b>
<b>AUGUST 2015</b>	<b>Population of the framework</b>	<b>CORE TEAM</b>
<b>OCTOBER 2015</b>	Subject to a think tank for content completeness and correctness	<b>SANC</b> <b>CPAS</b>

# The necessary next steps



Presentation to JHSEC

Presentation to NHC TECH for consideration

Develop a communication strategy to the sector

Support implementation of transitional arrangements (programmes, HR, students, infrastructure, certification, re-orientation of nurse educators, SANC phase-in phase-out plan)

# Preparation of colleges for new qualifications in selected provinces



## □ AIMS OF NEPI

- Identify, evaluate, and disseminate innovative **models and practices that are generalizable** for national scale-up of nursing and midwifery education.
- **Build local and regional partnerships** to provide technical and capacity building support for nursing and midwifery policy and regulatory development, curricula reform, faculty education, continuing professional development, retention, and leadership.

# THE THREE NEPI SITES



**Prince Mshiyeni** campus in KwaZulu-Natal province;

- Has the highest rate of HIV prevalence at 16.9.
- KZN is one of the three provinces with a Provincial plan for Nursing Education
- The qualifications of academic staff at Prince Mshiyeni suggest their readiness to offer new nursing qualifications.

**Mpumalanga College of Nursing** in Mpumalanga;

- Has the second highest rates of HIV prevalence 14,2
- Mpumalanga is mostly rural.
- There is only one university in the province.

**Northern campus** in Free State Province;

- Has the third highest HIV prevalence at 14.0
- The Northern Campus serves the rural, low resourced

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# Nursing Education Institutions



## Selection Criteria

Prince Mshiyeni  
Campus of KZN CN

Northern Campus of  
FSSON

Mpumalanga College of  
Nursing

Support to  
implement New  
Professional Nurse  
Qualification

Support to  
implement New  
Staff Nurse  
Qualification

Support to  
implement New  
Specialist Nurse  
Qualification

### Focal areas

1. Institutional programme submission to HEQC
2. Academic staff development
3. Pre-service curriculum development & implementation
4. Clinical education strengthened through the preceptor programme

### Outcomes:

- Improved institutional and academic capacity
- Improved quality of nursing education
- Appropriately educated & trained competent nurses/ midwives are produced

### Impact

Improved health outcomes for populations in low resourced settings and across the life span



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# Necessary next steps



- LESSONS GENERATED WILL INFORM PREPARATION OF ALL PUBLIC SECTOR COLLEGES TO OFFER THE NEW NURSING QUALIFICATION ALIGNED TO NATIONAL QUALITY ASSURANCE STANDARDS THE NEW SCOPES OF PRACTICE AND RESPONSIVE TO THE BoD



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# OPPORTUNITIES AND DIRECTIONS



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# WHERE TO FROM HERE



SUSTAINABLE  
DEVELOPMENT  
GOALS

## NURSES LEADING THE WAY TO UNIVERSAL HEALTH COVERAGE

- Clarify unifying elements
- Formation of strategic partnerships
- Together claim a space for nursing contribution through advancing nursing capabilities
- positioning of nursing agenda locally regionally and globally



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**COMING TOGETHER IS A BEGINNING;  
KEEPING TOGETHER IS PROGRESS;  
WORKING TOGETHER IS SUCCESS.**

**HENRY FORD**



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# Thank You



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