The HEQSF – progress made by SANC concerning the National Qualification Framework

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ANSA Colloquium
26 August 2016
Nursing Qualification Journey

2001 Nursing SGB

2005 Nursing Act

2005 Scope of Practice 1st

2006 Nursing Qualifications old NQF 8 levels

2007 Changes in HEQF

Excitement & Enthusiasm
Feedback on the NQF Registered Qualifications

• Qualifications
  • Unit standards based
  • Excessive credits

• Lack of career progression

• Operating in two bands - HE and FET

• Some unit standards irrelevant

• Limited clinical specialties - 17 areas identified

• Minimal provision for existing categories

• NEIs not positioned to implement qualifications
Journey Continues

- 2009 Qualifications Revised new HEQSF & Gap Analysis against legacy
- 2009 Regulations for Qualifications
- 2010 First date of termination of legacy
- 2011 Competencies for Specialist Qualifications
- 2013 Dual Accreditation

Frustration & Anxiety
Journey Continues

- 2014 Regulations for Nurse Specialist
- 2014 Dual Accreditation
- 2014 Submission of Curricula
- 2015 Termination of Enrolled Legacy Qualifications
- Endorsement letters

Destination!
Historical Changes in Nursing Education

• Registered Nurses
  • Registration of nurses since 1891
  • Degree nursing since 1956
  • Diploma programmes – 3 year, 3.5 years for integrated, 4 year

• Enrolled Nurses
  • Certificate programme since the 1970s

• Nursing Auxiliaries
  • First the nurse aides
  • Formal programme with 6 months training
  • Then the certificate programme

Less disruptive previously! What is different this time round?
## Higher Education Qualification Sub Framework

<table>
<thead>
<tr>
<th>NQF</th>
<th>Qualifications</th>
<th>Credits</th>
<th>Admission Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Doctoral Degree</td>
<td>360 Min 360 credits @ level 10</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>9</td>
<td>Master’s degree</td>
<td>180 Min 120 credits @ level 9</td>
<td>Honours or professional degree</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Post graduate diploma</td>
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<tr>
<td>8</td>
<td>Post Graduate Diploma</td>
<td>120 Min 120 credits at level 8</td>
<td>Bachelor’s degree</td>
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<tr>
<td></td>
<td>Bachelor’s Honours degree (Professional degree)</td>
<td>480 Min 120 credits @ level 8 and 96 @ level 6</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Bachelor’s degree</td>
<td>360 Min 120 credits @ level 7 and 96 @ level 5</td>
<td>National Senior Certificate</td>
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<tr>
<td></td>
<td>Advanced Diploma</td>
<td>120 credits</td>
<td></td>
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<tr>
<td>6</td>
<td>Diploma</td>
<td>360 Min 60 credits @ level 7 and max 120 @ level 5</td>
<td>National Senior Certificate</td>
</tr>
<tr>
<td>5</td>
<td>Higher Certificate</td>
<td>120 credits</td>
<td>National Senior Certificate</td>
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</table>
Nursing Act

• Nursing Title Changes
  • Registered Professional Nurse
  • Registered General Nurse
  • Registered Nursing Auxiliary

• New categories
  • Nurse Specialist
  • Advanced Nurse Specialist

• Development of entry level Scope of Practice & Competency Framework
• New scope of practice and competency framework for nurse specialist and advanced nurse specialist
Other Developments

External
• Registration with DHET
• Accreditation by CHE
• NDOH position on Public Colleges

Internal to SANC
• Instability within the regulatory system
• On line accreditation system at SANC
• Endorsement letters
• Clinical aspects of Curriculum
• Professional Registration examinations
• Curriculum guidelines for specializations

Policy Issues to be addressed?

Target Date 2019
Transitioning from Legacy to New

- ENA
- Enrolled Nurses
- Bridging Trained Registered Nurses
- RN & RM
- RN & Post basic
- RN & Bachelors
Articulation between Qualifications

- Natural articulation on the HEQSF from a pure education standpoint
- Challenges with movement from one nursing category to another
  - Staff nurse to Prof nurse progression
  - Innovative programmes to facilitate access of National Diploma graduates into Bachelors programmes
  - Advanced Diploma in Midwifery will assist
  - Top up programme to bridge the gap towards bachelors
  - Biggest challenge is whether the programme should be a formal qualification or provider driven modules
  - Lateral movement is questioned
Career Progression

• Nursing profession always provided access and good career progression, but it was not always supported educationally.
• Career progression must be supported by sound educational practices
• Foundation programmes will become essential
• Entry level qualifications must have the basics right – e.g. Anatomy & Physiology
Nursing Education Institutions

• Public Colleges have now entered the process – critical component that produces 70% of the nurses of the country
Professional Cycle

PRE-REGISTRATION NURSE

- Professional Assessment
- Registration
- Accreditation
- Qualifications
- Guidelines & Standards SANC & CHE
- SAQA
- Regulations
- SANC - APC
- CPD
- Nursing Categories
- Scope of Practice
- Nursing Act
- SAQA
- Technology
Post Registration Nursing

- Nurse Specialist
- Advanced Specialist Nurse

Identification of new areas:

- Specialization
- Registration
- Competencies
- CPD
- Qualification
- Practice Standards
Industry Drivers for Change

- Escalating cost of healthcare
- Increased regulation
- Burden of disease
- Access to technology
- Informed communities – value for money
- Scarce human resources
- Disillusioned workforce
- Nursing driven healthcare model
- Universal Healthcare Coverage
SANC: Specialisation (actual numbers on SANC Register)

- Neonatal: 4488
- ICU: 6307
- ENS: 994
- OTNS: 5158
- Nephrology: 1461
- Orthopaedic: 64
- Occ Health: 4382
- Psychiatric: 707
SANC: RN output

<table>
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<tr>
<th>Year</th>
<th>SANC</th>
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<tr>
<td>2013</td>
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<td>2014</td>
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<tr>
<td>2015</td>
<td>136854</td>
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<td>2016</td>
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Where to from here?

• Minister of Higher Education has pronounced the 31 December 2019 as the last date for intake of non NQF aligned programmes
• DHET, NDOH and SANC communicating on way forward for Public Colleges
• CHE has approved most of the programmes submitted to date
• SANC received
  • 33 New curricula in submitted to SANC (roughly 10% of registered NEIs)
  • 4 for the B-degree
  • 20 the Staff Nurse course
  • 24 for the Auxiliary course
• SANC accreditation must focus on the professional and clinical components for registration purposes
Development Work

• Professional Registration examinations being developed
• Dates for commencement/implementation of qualifications being confirmed - staggered approach
• Clinical Hours to be confirmed
• Transitional arrangements to be approved
• Articulation Possibilities to be communicated
• Naming of qualification
• Change of name of nursing category
• Stakeholder meetings to be scheduled
• Process for Accreditation reviewed
  • Electronic submissions being explored
  • Increased rigour in the system with a Reviewing committee prior to approval
Collaboration

• SANC using this as an opportunity to correct the inadequacies of the past
• Clinical and professional aspects must be reinforced
• Manual process retards progress
• Increased communication is necessary
• Time for stakeholders to collaborate and reach out
The future is in our hands!