



Newsletter

The Forum for Professional
Nurse Leaders

Volume 4 Number 3

Spring 2012

Greetings from the FPNL Chairperson's desk...



Annelie Meiring

**Chairperson
Forum for Professional
Nurse Leaders**

With the rain and storms keeping us awake and alert, the year of 2012 is turning its back on us.

What a year full of surprises and with highlights such as the *Window of Opportunity* conference in May. We worked and played and the talent amongst the nurse leaders was showcased again!

When looking back on the achievements in nursing this year, we can all be proud of the Ministerial Task Team and their success. The work they did to give clear direction for nursing in our country is a sure sign of the dedication of nurses and that the great talent and enthusiasm in our profession is still alive and well.

It is time to start with your preparation of activities for the 2013 **International Nurses Day (IND)** – with an inspiring theme for 2013: *Closing the Gap: Millennium Development Goals*. The theme is a continuation of the Closing the Gap

series and we look forward to hear about your research, your suggestions and also your criticism. Please send your input, your plans and your photos to info@fpnl.co.za. It is now your opportunity to share your stories about those courageous nurses that made, and are still making the Millennium Goals a reality.

The end of the year symbolizes the time for South Africans to prepare for a long summer holiday, a time to look forward to and a time to take care of yourself. In preparation for the summer holidays schedule some me-time and reflect on the year 2012 – dream about 2013 and take time to plan to realise your dreams.

Thank you for being a nurse, proud of our profession and dedicated in the passionate care of our patients.

Annelie Meiring

INSIDE THIS ISSUE

[Message from the chair ...1](#)

[Membership renewal..... 1](#)

[New Exco 2](#)

[Education programmes . 2](#)

[SANC fees due 2](#)

[Celebrate leaders..... 3](#)

[Listening skills 4](#)

[MTT finalised 5](#)

[Cancer awareness 5](#)

[Book review 6](#)

[Seasonal wisdom..... 6](#)

FPNL Membership renewable

It is time to renew your FPNL membership. The membership fee for 2013 is R220.

Membership form on website

The FPNL membership form will be available on the FPNL website in future and can be completed and submitted via the website at www.fpnl.co.za. Members are kindly requested to complete a renewal form annually as this information is utilized to keep the FPNL database updated.

EFT and cash payments

When EFT or cash payments are made, please clearly indicate your name or membership number as a reference so that the Treasurer can allocate the funds accordingly.

Remember

The public comments on the draft SANC regulations on Acts and Omissions are due on 9 November.

Have you made your submission?

The new Exco



Annelie Meiring
Chairperson



Suseth Goosen
Vice Chair



Madelein Nel
Treasurer



Sonett van Wyk
Secretary



Sharon Vasuthevan
Sponsors & Special projects



Amanda Lombard



Fasië Smith
Member recruitment & liaison



AB van der Walt



Nelouise Geyer
Publications
& Communication



Merle Coopman
Private sector liaison



Rene van Niekerk
Public sector liaison

As you know the FPNL held its elections recently and it is a pleasure to introduce the team that will take the mandate of the nurse leaders forward for the next 4 years.

Top row from left to right :

Annelie Meiring (Healthshare)
Suseth Goosen (Mediclinic Education)
Madelein Nel (Healthshare)
Sonett van Wyk (Mediclinic Education)
Sharon Vasuthevan (Life Healthcare)
Amanda Lombard (Careworks)

Second row from left to right:

Fasië Smith (Life Healthcare)
AB van der Walt (Charisma Healthcare Solutions)
Nelouise Geyer (Nursing Education Association)
Merle Coopman (Netcare)
Rene van Niekerk (Steve Biko Hospital)

Congratulations to this team and we wish you well in your endeavours to take the FPNL forward in its important role to develop nurse leaders and keep nurse leaders informed of the business of nursing. We look forward to the contribution that you will bring to the Forum and its members.

Nursing programmes

In view of the delay in the publication of the new education regulations and getting the nursing colleges recognised as higher education institutions, we are happy to inform readers that the SA Nursing Council has extended the legacy qualifications until June 2015.

The dual submission dates of new nursing programmes to the SA Nursing Council (SANC) and the Council on Higher Education (CHE) has therefore been extended to November 2013.

For more detail find the relevant circulars on the website of SANC at www.sanc.co.za or contact Dr S Mkhize, Senior Manager: Nursing Education and Training, at smkhize@sanc.co.za.



SANC fees due

The annual SANC certification fees are payable and must be paid by **31 December 2012** for the calendar year 2013.

Failure to pay by 31 December 2012 will result in your name being removed from the register or roll. In the event that a name has been removed from the register or roll, restoration fees will have to be paid to restore your name to the register or roll. It can cost up to R1490 to get your name restored to the register or roll.

The more serious implication of the removal of names from the register, is that it will be illegal to practice as a nurse during that period and the employer will be entitled not to pay an employee who neglects to pay annual certification fees.

The fee schedule is available on the website of the Nursing Council at www.sanc.co.za

Celebrating our nurse leaders and their contributions

The FPNL has a longstanding belief that as a profession we have to celebrate our leaders. A few highlights will be shared in future newsletters. Please share the stories of your local heroes with us so that we celebrate the contribution nurses are making not only to health and nursing care, but life and communities in general.

The profession pays tribute to a professional giant



Professor Leana R Uys

Professor Leana Uys (D Soc Sc, ASSAf) took the decision to retire from her position as the Chief Executive Officer of FUNDISA, the Forum of University Nursing Deans of South Africa. Professor Uys is also Professor of Nursing at the University of KwaZulu-Natal in Durban, South Africa. Before taking up the position as the CEO of FUNDISA she has been the Deputy Vice-Chancellor and Head of the College of Health Sciences, University of KwaZulu-Natal for six years.

She has published 27 books or chapters in books and serves on a number of editorial boards. As an educator, she led her school into innovative nursing education programs, such as a Community and Problem-based Bachelor's degree and a Case-based Bridging qualification. She has also been active as a nurse researcher, and is currently the only nurse in South Africa with a B-rating as a researcher from the National Research Foundation. She has led many national and international research teams, leading to over 100 peer reviewed journal articles.

Professor Uys has received many honours, such as the Mary Tolle Wright Founders Award for Excellence in Leadership: Sigma Theta Tau International, in 2007, Baltimore, Maryland, USA; the "Women Super Achievers Award" at the Asia's Best Business School Award ceremony in Singapore for academic management and leadership in July 2010, and the STTI Nell J. Watts Lifetime Achievement in Nursing Award: Sigma Theta Tau International in 2011 at the conference in Dallas, Texas USA.

Professor Uys also was the Patron of the Nursing Education Association (NEA). "We are saying farewell to a professional giant. How can we ever summarise what you have done for the nursing profession in South Africa – in every aspect your contribution is visible – research, education, leadership, practice. We stand in awe and you will always be close to our hearts!"

New Vice-rector appointed

Professor Mashudu Davhana-Maselesele was appointed in October 2012 as the first female vice-rector in the position of Vice-rector: Teaching and Learning at North West University's (NWU) Mafikeng Campus.

She started working at the university in 2007 and was promoted to the position of Dean of the Faculty of Agriculture, Science and Technology the following year.

She started her nursing career with a Diploma in General Nursing at the Venda Nursing College which she obtained in 1984, and achieved her doctorate in 2003 at the then Rand Afrikaans University (now University of Johannesburg).

In September she was inducted into the South African Nurse Researcher Hall of Fame for excellence in research in nursing. She has been an active member in the provincial and national organisational structures of DENOSA and currently is the editor of Curationis.



Professor Mashudu Davhana-Maselesele

Well done Prof Mashudu!

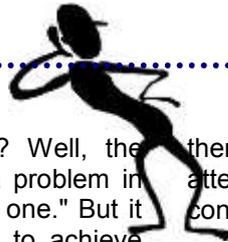
Focus on leadership - are we listening?

One fine day, a bus driver went to the bus garage, started his bus, and drove off along the route. No problems for the first few stops - a few people got on, a few got off, and things went generally well. At the next stop, however, a big hulk of a guy got on. Six feet eight, built like a wrestler, arms hanging down to the ground. He glared at the driver and said, "Big John doesn't pay!" and sat down at the back. Did I mention that the driver was five feet three, thin, and basically meek? Well, he was. Naturally, he didn't argue with Big John, but he wasn't happy about it. The next day the same thing happened - Big John got on again, made a show of refusing to pay, and sat down. And the next day, and the next.

This grated on the bus driver, who started losing sleep over the way Big John was taking advantage of him. Finally he could stand it no longer. He signed up for body building courses, karate, judo, and all that good stuff.

By the end of the summer, he had become quite strong; what's more, he felt really good about himself. So on the next Monday, when Big John once again got on the bus and said, "Big John doesn't pay!". The driver stood up, glared back at the passenger, and screamed, "And why not?". With a surprised look on his face, Big John replied, "Big John has a bus pass."

(Anonymous)



What is the moral of the story here? Well, the management lesson is "Be sure there is a problem in the first place before working hard to solve one." But it also applies to all nurse leaders because to achieve leadership excellence we have to focus and stay in contact with the professionals or other people who regard us as leaders.

Therefore an active process. It requires us to pay attention and make a conscious effort to process the content we have heard.

Connecting is essential

In order to do this, John Maxwell says, we have to connect with people. "Connecting is the ability to identify with people at all levels and relate to them in a way that increases your influence with them". Connecting with people:

- ◆ increases the influence of leaders in every situation;
- ◆ Is about others and not about the self-centeredness of a leader.
- ◆ Goes beyond words because one's actions speak so loudly, that others cannot hear one's words!
- ◆ Requires high energy and innovation.
- ◆ Is a skill that can be learned.

This last point is particularly important considering that it is so easy to say "I can't" or "It is not my style" or something similar.

Some practices highlighted by Maxwell to connect with people are:

- ◆ finding common ground which is not possible to do if the only person you're focused on is yourself!
- ◆ Doing the difficult thing of keeping it simple.
- ◆ Creating an experience that everyone enjoys.
- ◆ Inspire people.
- ◆ Live what you communicate.

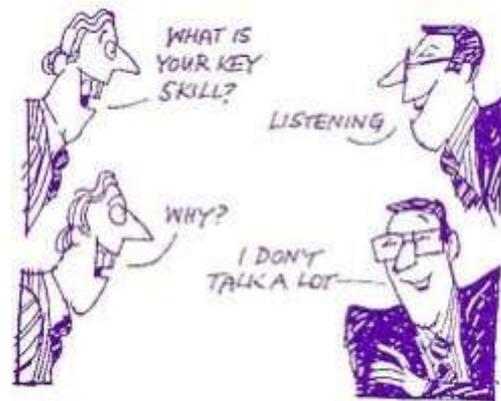
Engagement is essential

To stay in contact and to truly engage with other people, leaders have to stay focused and developing good listening skills lie at the foundation of good communication and engagement. Are you a good listener?

Hear = Listen?

Consider this question - is hearing and listening the same thing? Those of us who are not hearing disabled, can all hear what is going on around us. But it does not necessarily mean that we have listened to what is happening.

Listening is a skill that must be developed and is



Good listening practice

Good listening practices include the following elements:

- Face the speaker, and
- Make and maintain eye contact during the conversation.
- Stay focused - do not try to check e-mails or fiddle with your mobile phone during the conversation.
- Try to stop your mind from wandering away from the conversation. Concentrate on what the person is saying to you.
- Keep an open mind by allowing the speaker to finish speaking before deciding how to respond. Do not assume that you know what this person is going to say or what they are thinking.
- Engage with the speaker - indicate that you are following the conversation and understand by nodding your head or saying 'hmm'; ask questions for clarity once the speaker has finished; repeat what you have heard to make sure that you got the message correctly.

Asses your listening skills

How did you fare with these guidelines provided? If you are not sure, find an instrument on the internet measuring listening skills - it is a very interesting exercise.

Reference:

John C Maxwell. 2010. *Everyone communicates, few connect.*

Ministerial Task Team completes its work

The Ministerial Task Team on Nursing Education and Training (MTT) was appointed following the national Nursing Summit in 2011 to develop the Summit compact into a revised Nursing Strategy to address the challenges experienced by the nursing profession. The MTT had finalised its work with provincial road shows where the strategy was presented to the profession with a last opportunity to provide comments and input on the strategy. The Minister of Health aims to launch the strategy at the end of November 2012.

South Africa's healthcare system, which is predominantly nurse-based, requires nurses to have the competence and expertise to manage the country's burden of disease and to meet South Africa's healthcare needs. Recognising the depth of the challenges facing nursing, the Department of Health convened the National Nursing Summit, which was held from 5 to 7 April 2011 at the Sandton Convention Centre in Johannesburg. The aim of the Summit was to: *reconstruct and revitalise the Nursing Profession for a Long and Healthy Life for All South Africans.*

The recommendations

The problems were highlighted and recommendations made under seven themes.

(i) Nursing Education & Training

- ⇒ A national nursing education policy for nursing education in higher education with NEIs declared HEIs.
- ⇒ A dedicated for clinical education and training model for nurses and midwives.
- ⇒ Student status and a funding model for students in nursing programmes.

(ii) Resources in nursing

- ⇒ Dedicated nursing structures at national, provincial and local government levels, including the appointment of a dedicated person within the national CNO portfolio to provide leadership and stewardship for nursing education.
- ⇒ A national framework on nurse educator and nurse manager development with dedicated resources should be in place.
- ⇒ Increase specialist nurse training.
- ⇒ Direct entry midwifery programmes not

recommended.

(iii) Professional Ethos

- ⇒ A comprehensive programme to restore ethics and respect in nursing should be in place and being implemented by stakeholders.

(iv) Governance, Leadership, Legislation and Policy

- ⇒ Ensure the effectiveness of SANC in the execution of its mandate on an ongoing basis.
- ⇒ By 2014, there should be regulations to govern the nursing agencies
- ⇒ By 2017, there should be a mechanism to regulate community health workers.

(v) Positive Practice Environments (PPE)

- ⇒ Structured roll out and monitoring plan on PPE, developed in conjunction with the proposed Office of Standards Compliance.
- ⇒ A framework to recognise post graduate qualifications in nursing and midwifery.
- ⇒ CPD system for nurses and midwives developed and ready for implementation.

(vi) Compensation, benefits & conditions of service

- ⇒ Proposals on the provision of nurses and midwives with white contemporary uniforms.

(vii) Human resources for health

- ⇒ A model which provides information on the future supply of nurses for the public and private sectors, for hospitals, PHC and NGOs (including the new staff nurse category).
- ⇒ Develop strategies to increase the return of nurses who have left the profession.

October is Cancer awareness month

As leaders we know that no-one is going to look after our health if we do not do it ourselves. One of pillars of maintaining your energy and pizzazz for your leadership responsibilities, are to live healthy - therefore eat healthy, exercise and to do regular check ups for your health. So ladies, when last did you go for a mammogram? Be the example and do the right thing!

Symptoms of Breast Cancer

The most common sign of breast cancer is a new lump or mass. A lump that is painless, hard and has uneven edges is more likely to be cancer. But some cancers are tender, soft and rounded. Have anything unusual checked by a doctor.

Other signs of breast cancer include the following:

- Swelling of all or part of the breast.
- Skin irritation or dimpling.
- Breast pain.

- Nipple pain or the nipple turning inward.
- Redness, scaliness or thickening of the nipple or breast skin.
- A nipple discharge other than breast milk.
- A lump in the underarm area.

Other contributing factors

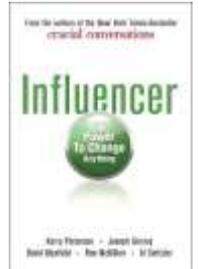
- ◆ alcohol use
- ◆ overweight or obesity
- ◆ lack of exercise - studies show that exercise reduces breast cancer risk. Health experts suggest that women should exercise for at least 30 minutes every day.
- ◆ high-fat diets
- ◆ tobacco smoke

(retrieved from http://www.westerncape.gov.za/eng/pubs/public_information/B/230037)

Book Review - supplied by the Human Edge

INFLUENCER. THE POWER TO CHANGE ANYTHING.

By Kerry Patterson, Joseph Grenny, David Maxfield, & Ron McMillan (McGraww Hill)



You can become an influencer, create positive change, and play a major role in solving major dilemmas as well as small, irritating problems. Behavior is stubborn, but not set in stone. Now, you can learn some methods to help people change – including yourself. That might sound optimistic, even idealistic, but look at Mimi Silbert: She creates real change through San Francisco's Delancey Street Foundation, which helps repeat offenders and homeless felons. It doesn't just give them a meal and hope that they somehow will get better. It guides them to new, productive behaviour through work and acceptance. Silbert, like other successful influencers, gets this done by "focusing on just a few vital behaviours."

How can this be done?

So, the first step in becoming an influencer is learning to identify "*high-leverage behaviours*" that will have the maximum overall impact. To find these pivotal behaviours, put aside what you think you know and "study the best." See what actually works.

Next, search for "*positive deviance*." Examine personal situations, organizations or communities that ought to be similar to yours, but that lack the problems you have and want to fix. Analyse what they are doing differently. Look for "*recovery behaviours*," the actions people take to create change and to avoid backsliding into old habits. This requires examining at least two sample groups (ideally more). For example, say that six groups of employees took the same training program, but only one group consistently implemented the new skills. How is that group different? Focus on behaviours; leave theories till later. If members of the successful group joke around more, note that. If they work for a supervisor who is less open to being challenged than other supervisors, note that. List the behavioural differences that might have helped one group do better. Then test those behaviours. Try these techniques in low-risk test situations where you can get feedback quickly. Check for outside research that confirms or disproves your observations. Eventually you'll derive a brief list of crucial behaviours. Focus on changing those.

Focus on behaviour

"Enormous influence comes from focusing on just a few vital behaviours. Even the most pervasive problems will often yield to changes in a handful of high-leverage behaviours." "Massive

problems require a community of influencers working in concert." "We can become powerful influencers."

As you develop your list of "influencer" tools, you may find that people often approach change with "incomplete or inaccurate" mental models. You don't have to disprove their ideas or correct all their false beliefs; instead, simply focus on behaviour. The answers to just two questions determine if people will succeed in changing how they behave.

First, "Is it worth it?" If the effort isn't worth the likely gain, people won't change, no matter how many reasons they have.

Second, "Can you do it?" If a person doesn't believe change is possible, it won't matter how much someone nags; change won't happen. Nagging – reminding people via straightforward, intrusive, words – is the most common method people use to try to produce change, but it doesn't work. Instead, use words and stories to "create profound vicarious experiences." Paint pictures. Create characters to model new behaviours. Good, dramatic stories that illustrate principles and motivate people are essential to underscore important points. Tell the whole story. Don't just scare people. The TV program Scared Straight made at-risk teens want to avoid jail, but it didn't provide hope or options. Tell stories describing the experience of change.

Strategies to become an influencer

Influencers don't depend on just one technique. They combine six general strategies:

1. "Personal motivation" – Addressing individual desires and values.
2. "Personal ability" – Teaching crucial information and the new skills needed to act on it.
3. "Social motivation" – Using peer pressure.
4. "Social ability" – Helping people unite for support, rather than struggling alone.
5. "Structural motivation" – Building reward systems; getting people to be accountable.
6. "Structural ability" – Changing the environment in which an action occurs.

Conclusion

A good read and valuable advice to become a change agent wherever you find yourself.



A thought for the season.....

What we vividly imagine, ardently desire, enthusiastically act upon
Must inevitable come to pass.

- Colin P Sisson -

Newsletter Production Team

Annelie Meiring (Chairperson)
Suseth Goosen (Vice Chairperson)
Madelein Nel (Treasurer)
Sonett van Wyk (Secretary)
Nelouise Geyer (Exco member)

Address: PO Box 779
Irene, 0062
Tel: +27 825 581 649 0r +27 833 655 277
Fax: +27 86 618 3605 E-mail: info@fpnl.co.za
Website: <http://www.fpnl.co.za>



The Forum for Professional
Nurse Leaders