CONTINUING PROFESSIONAL DEVELOPMENT FOR NURSES PROJECT PLAN

CPD Stakeholder’s Meeting/Birchwood Hotel

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PRESENTATION OUTLINE

1. Introduction
2. Participation/Collaboration with other Organisations
3. Project Objectives and Time Lines
4. Key Activities
5. Conclusion
INTRODUCTION

- Provision in the Nursing Act, 2005 for introduction of CPD
- Section 39, stipulates conditions relating CPD
  - Determine conditions relating to CPD to be undergone by practitioners in order to retain registration
  - The nature and extent of CPD to be undergone
  - The criteria for recognition by Council of CPD development activities and accredited institutions offering such

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INTRODUCTION

☐ Section 59, drafting of Rules
✓ Publish such rules for public comment

☐ The Human Resource for Health Strategy 2012/13- 2016/17
✓ Under Professional Care, gives a directive to Professional Bodies to develop CPD

☐ The National Strategic Plan for Nurse Education, Training and Practice 2012/13-2016/17
✓ Under Positive Practice Environment, make CPD compulsory

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Participation within ARC

☐ Participation of South Africa within the African Health Professions Regulatory Collaborative For Nurses and Midwives (ARC)

☑ A 4 year collaborative initiative, with an aim to improve health care and outcomes by investing in nursing and midwifery education and regulation

☑ Partnership between ECSA, U. S. Centre for Disease Control and Prevention (CDC)

☑ Emory University School of Nursing
Participation within ARC

- Commonwealth Nurses Federation (CNF)
- Secretariat provided by CNF
- Introduced the concept of a Country Quad collaboration (Ministry of Health, Council, Association and Faculty)
- Minister of Health appointed members of the Quad
Collaboration with ARC

- Participate in Regional learning sessions and Congress organised by ARC
- Participated in the development of the CPD Toolkit which provided member countries to develop CPD Systems
COLLABORATION WITH ATLANTIC PHILANTHROPIES

- SANC in its Strategic Plan for 2008-2013 identified the establishment of a CPD System as one of the Projects
- The initial funding for CPD Project was obtained from Atlantic Philanthropies
- The Initial Project Plan was approved by the then 14th Council in 2012
- Benchmarking exercise with other Professional Councils started in 2012
COLLABORATION WITH I-TECH SA

- Collaboration with International Training & Education Center for Health (I-TECH SA) started late in 2012 but was formalised in June 2013 following approval by Council at a meeting held on 29 May 2013.

- I-TECH SA pledged to support attainment of all the identified objectives through direct funding or providing technical support.
OBJECTIVES OF THE CPD PROJECT

☐ Establishment of a CPD Technical Working Group (Almost complete)

☐ Secondment of Human Resources to SANC by I-Tech (by August 2013)

☐ Conduct a Feasibility Study towards the development and implementation of CPD Program (by December 2013)

☐ Develop a CPD Framework (by September 2013)
OBJECTIVES OF THE CPD PROJECT

- Conduct National and International benchmark (National by October 2013, International by February 2014)
- Conduct Consultative Meetings with Nurse Leaders and Nurses to disseminate information about CPD (ongoing)
- Develop a Communication Strategy (by December 2013)
- Develop a CPD Data Management System (by April 2014)
- Document development: Rules/Procedure/Process Map/Policy

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OBJECTIVES cont…

- Develop a CPD System (by May 2014)
- Participate at the Regional ARC meetings (as planned)
- Conduct a CPD Pilot Study (between July 2014 and June 2015)
- CPD implementation Phase following a Pilot
- Monitor objectives (continuous) and evaluate Pilot (end June 2015)
KEY ACTIVITIES

☐ Establishment of a CPD Technical Working Group
   (almost complete)

✓ Based on the Quad format with some adjustments to suit the SA setup
- NDOH representative
- Association representative
- SANC representative
- Faculty (FUNDISA/NEA/CPAS)
KEY ACTIVITIES

- Cosatu affiliated Union
- Fedusa affiliated Union
- HASA
- Nursing Service Provincial representatives

✓ Terms of Reference finalised in September 2013
KEY ACTIVITIES

☐ Revised Project Plan Council Approval
✓ Draft Plan approved by Council in May 2013
✓ MOA between SANC and I-TECH signed on 11 June 2013

☐ Secondment of Human Resources to SANC by I-TECH
✓ A Program Manager was appointed and seconded to SANC in August 2013
✓ A data Capturer will be appointed later
Development of a CPD Framework

- A workshop was held on 5-8 August 2013
- Facilitated by Commonwealth Nurses Federation Expert
- A Zero Draft CPD Framework was developed
- Narrow consultative process taking place.
- For finalisation after broad consultation, feasibility study, and benchmarking exercise.
Draft CPD Framework

- Framework contents
  - Preamble
  - Definition of CPD
  - Purpose
  - Principles
  - Mandate
  - Requirement
  - Scope

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Draft CPD Framework

✓ Accreditation of Providers
✓ Documentation
✓ Compliance/Non-Compliance
✓ Monitoring
✓ Evaluation
KEY ACTIVITIES cont…

- Conduct National and International Benchmark
  - Process begun in 2012 benchmarking exercise with HPCSA and SAPC through a workshop
  - Attendance of the ARC workshops and Congress
KEY ACTIVITIES cont…

✓ A planned visit to Canada early 2014

☐ Conduct Consultative Meetings with Nurse Leaders and Nurses to disseminate information about CPD

✓ Provinces and key organisations to identify nurse leaders to participate

✓ Nurse leaders to assist in the dissemination of information

✓ The first one was held in January 2013
KEY ACTIVITIES cont…

✓ Subsequent meetings to be held in September/October 2013

✗ Develop a Communication Strategy

✓ Relevant information brochures and flyers

✓ Utilise other communication media

✓ Broad Consultative Provincial Road Show (Late Nov 2013 and early Dec 2013)

✓ Formal launch in 2014
KEY ACTIVITIES ...

☐ Develop a CPD Data Management System

✓ A Data Management Task Team has been established

✓ Draft Work plan drafted

✓ Task Team to report to the Project Team and CPD TWG

✓ To advice on the secondment/appointment of a Data Capturer

☐ Document development : Rules/Procedure/Process Map/Policy
KEY ACTIVITIES cont...

- Participate during the Regional ARC meetings/Congress
- Quad members to attend meetings and report progress
- Learn best practice from other countries
- Conduct CPD Pilot

- Identify categories of nurses to participate
- Identify location of nurses to participate
- Monitor and evaluate results to inform implementation

CPD implementation phase

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CONCLUSION

SANC would like to thank I-TECH SA for providing financial and technical support for the development of a CPD System for nurses.