



Newsletter

The Forum for Professional
Nurse Leaders

Volume 5 Number 1

Summer 2013

Greetings from the FPNL Chairperson's desk...



Annelie Meiring
Chairperson
Forum for Professional
Nurse Leaders

2013 started with a lot of activities on nurses' calendar. The SANC called for a first stakeholders meeting to give input on the CPD system for nurses; the Forum is planning workshops all over the country to redefine the DNA of the profession and International Nurses Day is just 12 weeks away!

2013 workshops

The workshops on "*Redefining our Professional DNA*" are a milestone for the FPNL. We have discussed the image of nurses and the way forward at length and now we are getting to the core of the issue. The success of the workshops will be determined by the enthusiasm and participation of each and every delegate attending these workshops.

Please invite all your colleagues and friends to join us in adding your voice to our Professional DNA. Remember that "*Nothing great was ever achieved*

without enthusiasm" as Ralph Waldo Emerson said.

FPNL Newsletter

Our quarterly newsletter is used to keep FPNL members informed about interesting events and changes taking place in our profession. You are invited to send all your stories; we want to know what is happening at your place of work.

The contribution in the newsletter that is most enjoyed is the **Book Review**. Please share with us your interesting reading. A review of a book you think will interest other nurse leaders can be sent to info@fpnl.co.za.

We look forward to meeting all of you at the FPNL workshops - the schedule and programme are available on page 4. Be sure to book your seat as soon as possible!

Annelie Meiring

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FPNL membership for 2013

Readers are reminded that it is time to renew your FPNL membership for 2013.

Where and how?

Remember to fill a membership renewal form on the Forum's website at www.fpnl.co.za. Under the "Contact us" tab on the website you will find options to choose from which include the information on the registration process and the benefits of membership if you are a new member.

If you know all of this, you can go directly to the registration link on the left hand side of the website under the member log-in to register - where the orange arrow indicates.

Membership fee

The membership fee for 2013 is R220. **Note that** if you have not paid the full amount, you are not a paid-up member and will not be able to enjoy any of the membership benefits. If you pay, please use your **full name and FPNL membership number** as reference so that the payment can be correctly allocated by the Treasurer.



FPNL Leadership meets in Gauteng

The FPNL chapter representatives met at Carstenhof Clinic in Midrand over the weekend at the end of January 2013 to consider strategies to strengthen the FPNL structures and communication. Part of the planning was dedicated to planning of the 2013 workshops on the redefinition of the profession's DNA. Thank you colleagues for giving up your weekend in the interest of the profession!

The weekend's work addressed a variety of important aspects to strengthen the structures and activities of the FPNL. See all the participants in the photo at the bottom.

Leadership toolkit

On Friday afternoon Sharon Vasuthevan and Nelouise Geyer presented an overview on some of the aspects of leadership that highlights the responsibility of leaders in nursing. Networking, engagement and branding are crucial elements of the leader's toolkit to ensure that leaders take the profession to new heights and successes.

FPNL Strategy

On Saturday morning the programme started with Annelie Meiring leading the discussion on the Forum's strategy for the following two years.

Chapter management guide

Next on the agenda was a workshop/discussion led by Nelouise Geyer on a chapter management guide. The purpose of this guide is to ensure that all structures have uniformity of processes and documents. This document was finalised and made available to all the delegates at the workshop for use and distribution at Chapter level.

Membership recruitment

Membership recruitment was addressed by Fasia Smith highlighting the importance of growing the membership of the Forum to strengthen the voice of the leaders in nursing.

Leadership toolkit

The afternoon was dedicated to events management, Suseth Goosen arranged for Annamarie Goosen to share with the delegates the essentials and tools for arranging events. This session made everyone aware of



the intricacies and 'unknowns' of arranging events that most of us have not encountered before!

Social networking

The different social networking possibilities referred to in the first day's presentations were explained by Sonnett van Wyk.

Chapter planning session

On Sunday morning the delegates met in groups representing their different regions to discuss plans of action for their respective regions and for the road show planned for 2013. As agreed during the previous day's discussions, the Gauteng region was divided into Gauteng North and Gauteng South regions. This will allow for more leaders to attend the FPNL activities for areas further north and south of Gauteng.

Walking the walk....

And of course, the work did not stop at 17:30 every day as the evenings were dedicated to social networking, catching up with old friends and getting to know new ones better.



Why must nurse leaders develop networks?

The FPNL workshop addressed amongst other important leadership tools in the toolkit of leaders, the importance of developing, maintaining and growing their networks. Have a look at some of the issues that was discussed at the workshop.

Do you think that networking is for “other people” and does not apply to you as a busy practitioner and nurse leader? Have you ever considered why “other people” consider it an important personal and professional activity?

Why do we need to network?

The first question that arises when one talks about the importance of networking for nurse leaders, is why is it necessary and why would we want to do it? Well, for one, in the day and age we are living in, so much information is available that it is just not possible to know everything! So, having a network where you can source information and guidance on different needs you may have, can be an invaluable asset. This gives the saying “*it is not what you know, but who you know*” a totally different meaning!

What is networking

Effective networking is the linking together of individuals who, through trust and relationship building, can become walking talking advertisements for one another.

Tips for successful networking

- Networking is about being genuine and authentic.
- Set goals for networking sessions.
- Visit as many groups as possible that spark your interest.
- Hold volunteer positions in organisations.
- Become known as a powerful resource for others. Be sure that you make an impression so that people who take your business card will not forget who you are!
- Have a clear understanding of your personal and organisational brand.
- Articulate what you are looking for and how others can help you.
- Follow through quickly and efficiently on contacts made and referrals you are given.
- Call on those you meet who may benefit from what you do and vice versa.

Social networking

Social networking is done through social media which is a two-way type of communication with other people - the purpose is social interaction and is not just another advertising or public relations channel. This type of



communication is in contrast to other forms of media, such as radio and newspapers, that offer one-way communication and leaves you with your own thoughts or opinions until you decide to talk to someone about it.

Social media is about people and relationships that link you up with more and more people over time - it means that your audience is constantly changing and expanding. Suddenly the whole world can see what you do... and support you. Or get you into trouble if you are not careful! There are a wide variety of these networks - are you currently involved in any of them?

Practical tips

- Pick the right social networks - be sure to know what you are getting involved in.
- It provides a way for contacts to get your news, but again be careful what you put onto it - it is available for the world to see.
- Choose relevant and appropriate social media for your needs - for example Linked-In can be a good site for making professional contacts; Facebook for advertising your work or location and twitter for distributing news fast.
- Update frequently.
- Social media can ruin your reputation in one minute if you are not careful because.....
- Google never forgets!!!

Where does one start?

There are many ways to get started - the priority is to be focused in your approach to networking.

Improving your network

Develop a network map for yourself. See how many people you already know and have in your network - remember you have networks at work, church, professional organisations, family and many more!

Set goals for increasing your networks. Have a networking plan for your next big event, such as a conference. Study the programme beforehand and decide who you would like to go and meet. Listen to the person's presentation and go to them afterwards to meet them - you must have something to say to this person - so plan for this! Link up with the content of the presentation or say what you would like from this person. Or arrange to meet with this person over coffee or a meal. Exchange business cards and give other people an opportunity to also speak to the presenter - never hog a presenter at an event like this. E-mail the new contacts you made at the conference and try to stay in contact.

Social media

This is slightly less threatening. Register on one of the social networking sites e.g. LinkedIn or Facebook. Log on at least once a week and keep it updated.

Happy networking!

(An adapted version from the NEA newsletter with the kind permission of the NEA)

2013 FPNL Road Show: Redefining our professional DNA

The 2013 FPNL workshops will take the form of a road show to consult the profession on the status of nursing and strategies to address and redefine the DNA of the nursing profession. You can also find the information on the FPNL website at www.fpnl.co.za

“South Africans are not considering nursing as a career in the same way they did 10 years ago” states an article by Health Systems Trust in The Citizen, September 2000.

Nursing shortage

While there is widespread consensus that the nursing shortage in South Africa has reached a crisis point, there is little agreement on the best way to tackle the problem. While the various individual solutions that have been proposed may have some positive effect on the situation, they need to be combined effectively in order to fundamentally change the image and appeal of nursing as a career in South Africa.

Taking action

As a first step towards achieving this, the Forum for Professional Nurse Leaders and N’lighten proposed a series of facilitated workshops with registered nurses and other nursing profession stakeholders. The outcome of these workshops will be detailed input on what needs to be done to improve the image of nursing in this country and how these steps can be crystallised into an effective national nursing campaign aimed at attracting more South Africans to the profession.

Registration form:

Title*	
Surname*	
First Name*	
Hospital/Organisation*	
Postal Address*	
City*	
Postal Code*	
Telephone	
Mobile*	
E-mail*	
FPNL membership number	
Please indicate choice:	
Pretoria 26 Feb 2013	
Midrand Feb 2013	
Polokwane 28 Feb 2013	
Pietermaritzburg 12 March 2013	
Bloemfontein 16 April 2013	
East London 14 May 2013	

Workshop Programme

The workshop is scheduled for the full day.

07:00 Delegate Registration
 08:00 Welcome and Introduction
 08:15 Quality Standards in Healthcare
 09:15 Professional DNA Brendon Bairstow-Klopper
 N’lighten
 10:30 Tea
 11:00 Professional DNA Brendon Bairstow-Klopper
 N’lighten
 13:00 Lunch
 14:00 The role of Social Networking in Nursing
 15:30 Closure

Workshop Venues

26 February 2013 Pretoria: Unitas Hospital
 27 February 2013 Midrand: Carstenhof Clinic
 28 February 2013 Limpopo: Polokwane Provincial
 Hospital
 12 March 2013 Pietermaritzburg: Shekinah Nursing
 School
 16 April 2013 Bloemfontein: University of Free State
 14 May 2013 East London:

Registration details

Registration FPNL members: R450.00
 Registration non members: R550.00

Registration:

- ⇒ Registration form must be completed in full and e-mailed to info@fpnl.co.za or faxed to 0866183605 or **On-line registration www.fpnl.co.za**
- ⇒ Items marked * are compulsory and must be completed in order for your registration to be processed
- ⇒ Registration enquiries: Amanda Lombard 0827857005 or Annelie Meiring 0825581649
- ⇒ Registration closes 5 days before the scheduled workshop

Payment:

- ⇒ Full payment is required prior to the workshop commencement to secure your seat
- ⇒ Please ensure that your deposit slip or EFT reflects your name and the region as a reference
- ⇒ Proof of payment is to be e-mailed to info@fpnl.co.za or faxed to 0866183605

Banking details:

Bank: First National Bank
 Account Name: Forum for Professional Nurse Leaders
 Branch: Johannesburg
 Branch Number: 251305 /Electronic transfers 250655
 Account Number: 50600162669
 Account Type: Current (Cheque)

New FPNL Leadership structures

Following the January 2013 workshop the following new leadership structures for FPNL chapters were elected.

Gauteng North

The Gauteng North region had selected the following persons to take the business of the new chapter forward:

- Glynis Herselman – Chairperson
- Liana Engelbrecht – Vice-Chairperson & Finances
- Carin vd Merwe - Secretary
- Rene v Niekerk – Marketing & Recruitment
- Mariaan Cronje – Communication, PNT & newsletter
- Gerdi Willis – Young Leaders Recruitment

KZN

The KZN has started to re-assembled their Chapter committee with the following persons:

- Chairperson -Naz Mahomed
- Vice Chairperson – Melody Janse Van Rensburg
- Secretary - Helena Borchert
- Member Recruitment - Fatima Khan

Well done colleagues!

Well done with the quick response of these chapter to the need to elected chapter committees! Best wishes with your activities.

SANC CPD workshop

The SANC invited selected stakeholders to the first consultative meeting on CPD for nurses on 31 January 2013. the workshop was attended by a wide range of stakeholders and a working committee will be appointed to develop a draft proposal for CPD.

What has been decided:

The delegates attending were advised that:

- ⇒ All categories of nurses will be expected to undergo continuous development and the CPD will be phased in.
- ⇒ CPD will be mandatory, linked to continued licensure and will be based on minimum number of hours linked to points.
- ⇒ The system should be relevant, available, accessible, affordable, evidence-based and apply adult learning principles.
- ⇒ The practitioners will be responsible for submitting the required evidence, CPD activities have to be accredited.

- ⇒ Monitoring of compliance will be based on random sampling, sanctions on non-compliance and the cooperation of stakeholders.
- ⇒ The process will be based on the African Health Professional Regulation Collaborative (ARC) Model.
- ⇒ A Task Team has been set up consisting of the QUAD (SANC, DENOSA, Department of Health and Academia), FEDUSA, COSATU, Practice and Private sector.

Concerns raised

Delegates raised a range of concerns that have clearly not been through yet. These include the urgency, the cost, who is going to manage the process, where are the lessons learned from the other professional councils, the cost of the selected system and the question of how effectiveness of a CPD system for nurses would be ensured?

SANC Consultation on Competencies for Specialist

The South African Nursing Council is in the process of developing competencies (scope of practice) for the Advanced Practice Nurse (Nurse/Midwife specialists). These competencies are meant to define roles and responsibilities of nurse specialist within their respective areas of specialization and will help define the educational preparation necessary for such roles and responsibilities.

Previous workshops

The Council has had consultative workshops with representatives of nurse specialists in the defined areas of specialization, most of whom were drawn from existing professional societies for nursing specializations. Nurse specialists were drawn from both education and practice. Draft sets of competencies have been generated from this process.

Further consultation

The Council values the input of other nurse specialists who have not been part of this process and therefore requests the participation of specialists who are involved in Community Health Nursing; Nephrology

Nursing; Occupational Health Nursing (OHN); Ophthalmic Nursing; Orthopaedic Nursing and Paediatric Nursing.

Process

The necessary documents have been posted on a secure drop box website and the response form is given both as a PDF (print for hand written responses) or a Word document (if you wish to fill in the form on computer). You will need an secure link to access the forms. The links will be sent to specialists whose contact details SANC has on file. If you are involved in one of the above and you do not receive the link by SMS or email by end of business today, you can request the links by email from: vmthethwa@sanc.co.za. Please include your SANC number, full names and cell phone number in the email. This will enable us to update your communication details.

TAKE NOTE that the closing date for comments to be received is **28 February 2013**. Your cooperation in this matter will be greatly appreciated.

Book Review - by Nelouise Geyer

Wicked Success is Inside Every Woman

By Vickie Milazzo, John Wiley & Sons Ltd.



The author, Vicky Milazzo is a registered nurse who seized control of her own life and career when she became bored with her job as an intensive care nurse. She was too 'mouthy and opinionated' for an institutionalised system that only rewarded her when she kept her opinions to herself. She was willing to take a whacking from a Buddhist monk, jump out of an airplane and step out of a comfortable job into the unknown. In this book she shares her success secret to grow her career into a money spinning business.

So what is wicked about success?

Vickie highlights how we can get real about achieving wicked success - no witches and flying broomsticks wicked, but *exaggerated* wicked.

5 Promises

When unhappy with the direction her life was taking after obtaining a Masters degree in nursing, Vickie Milazzo discovered 5 promises that unleashed 10 feminine forces that changed her life:

1. Will live and work a passionate life.
2. Will go for it and reject it outright.
3. Will take one action step a day toward my passionate vision.
4. Commit to being a success student for life.
5. Believe as a woman I really can do anything.

These promises assisted her to realize success on her own terms and to launch and grow her business.

10 Feminine Forces

Vickie explains how ten feminine forces were harnessed with the 5 promises. The forces include fire, intuitive vision, engagement, agility, genius, integrity, endurance, enterprise, renewal and fusion. These forces are not purely women's domain. Men certainly also exhibit many of them but women synthesize these strengths in a potent energy that is distinctly female. We should not be afraid to express them. So often we only use one or two or three of our strengths to get through the day and only summon all ten when we're face with a crisis. She shows throughout the book with different personal stories of

other women that the magic of these 5 promises are not complex and can work for any goal to lead you to success.

Some of the lessons

Throughout the book she indicates how she uses her nursing skills in the work she does.

Some of the lessons she shares are things we know and often do not do. Renewal to reclaim your life energy includes renewing physical energy daily through eating good food and not skipping meals, exercising daily, stopping for a few minutes of quiet time every day. This is not new, but how many of us are doing it? Our emotional energy as leaders have to be replenished. We have to stop running on empty and temper our sense of urgency - Vickie's Puglia lesson.

Engage commitment to achieve big things in your life. Ditch perfectionism, engage your fears to conquer them and break the feel-good addiction. This last action refers to our tendency to gravitate toward what is easy rather than what is productive because we want to feel good. We have to consider whether what I am doing is the best use of my time? There is no greater blow to productivity than breaking your concentration to reply to an e-mail as soon as it hits your inbox. Are the feel-good tasks not best reserved for mental breaks throughout the day? We have to engage in what is right and not what is easy! Engaging one big thing at a time guarantees momentum and accomplishment.

As leaders her views on the need to focus in everything we do, and particularly our communication, is a great reminder of how to become more effective.

Conclusion

A great read showing us how to take control of our lives and careers - by no means an easy feat but it can be done. The author inspires, encourages and pushes us to think in a more exaggerated and uncommon way. "*We're all just one step away from achieving what we want and getting what we deserve out of life*" she says. Let's use our energy for the right things - let's satisfy our thirst at the river of choice!



A thought for the season.....

*Break one thread -
through evil intent or casual carelessness by deliberate action or mere inattention -
and the whole fabric defining you will unravel.*

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