Transformation of the Nursing education system: myth or reality?

Nelouise Geyer
CEO Nursing Education Association (NEA)
Overview

• Myth or reality?
• What is the reality in the health sector?
• Can the profession respond to the challenge?
• Myth or reality – whose responsibility?
• Conclusion
What is the reality of the health sector for which we educate?

Policy changes and the impact on the need for nurses & midwives
NSDA

• Negotiated Service Delivery Agreement (NSDA)

FOR OUTCOME 2: A Long and Healthy Life for All South Africans

• Increasing Life Expectancy
• Maternal, Child and Women’s Health
• Combating HIV, AIDS and TB
• Strengthening Health System Effectiveness
HRH revised

- Overview of the availability of healthcare professionals
- Highlighting the importance of health workforce planning
- SA health system is nurse based
NHI

- National Health Insurance (NHI) Green paper
- Re-engineered primary healthcare system
  - Specialist support teams (obstetrician, paediatrician, anaesthetist, family physician, advanced midwife, paediatric nurse, family practice nurse)
PHC re-engineering (cont)

- School health services to be strengthened
  - Policy 2003
  - 29 000
- Ward based Outreach Teams
  - Activities focus on families and communities
  - Referral networks
  - PN is team leader
Nursing Summit

Nursing Summit

- Nursing Compact:
  - Education & training
  - PPE
  - Governance, leadership, policy and legislation
  - Human resource/staffing issues
  - Strategic plan for nursing

- Ministerial Task Team on Nursing Education and Training
Nursing regulations

- New programmes required:
  - Revised scope of practice
  - New categories
  - Nursing education programmes – all fall in the higher education band

- Strengthened systems to improve education & training in nursing
A: Professional & Ethical
   A1: Legal
   A2: Ethical
   A3: Accountability

B: Clinical Practice
   B1: Care Provision
      B1.1: Assessment
      B1.2: Planning
      B1.3: Implementation
      B1.4: Evaluation
      B1.5: Promotion of Health
      B1.6: Therapeutic Environment
      B1.7: Communication
      B1.8: Advocacy
      Prevention
      Early detection
      Caring/Curative
      Rehabilitation
      Palliative

C: Quality of Care
   C1: Quality Improvement
   C2: Continuing Education
   C3: Professional Enhancement
   C4: Research

   B2: Care Management
      B2.1: Safe Environment
      B2.2: Inter Professional & Multidisciplinary Teamwork
      B2.3: Delegation, Supervision & Co-ordination
      B2.4: Record & Information Management
# New qualifications

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Nursing profession – can we respond to these challenges?
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### Notes
- Adv Mid & Neo: Advanced Midwifery & Neonatal Nursing
- PB Mid & Neo: Paediatric Midwifery & Neonatal Nursing
- Adv Psch: Advanced Psychiatric Nursing
- ICU Nurs: Intensive Care Unit Nursing
- OT Nurs: Occupational Therapy Nursing
- Paed Nurs: Paediatric Nursing
Production of nurses
Growth of nursing profession

- Overall growth of the profession 34%
  - Professional nurses 31%
  - Enrolled nurses 58%
  - Nursing auxiliaries 23%

- Population growth during same period 22%

- Must be seen against the background of the increased demand for nurses to provide health services to address the quadruple burden of disease
Age distribution

- <30: 13%
- 30 - 39: 13%
- 40 - 49: 19%
- 50 - 59: 30%
- 60 - 69: 30%
- >60: 1%
- N/R: 4%
Myth or reality?

Are we going to remain stuck on the escalator, or are we going to make it reality?
Education is critical

- Product: provide safe, quality, patient-centred care across PHC and hospital settings
- Nursing education is critical
- Leaders have to engage in policy debates and provide leadership for change
- An improved nursing education system
Impact on education

- Do we get the right candidates?
- Basic schooling
  - Maths literacy
  - English
  - Application
- Curriculum – change the medical model
How can we make it a reality?

Responsibility start here...

• Leadership responsibility
• Collaborative approach education & practice
• Educators - remain clinically competent and
• Clinical specialists - drawn in for theory and therefore have to stay updated on theory

We are what we repeatedly do - Excellence, then, is not an act but a habit

- Aristotle -
A change of attitude…

Let’s do it like winners…

• Without the victim mentality
• Without waiting for someone else to take action
• Without trying to do it on our own…
Conclusion

*It is in our hands, so.... Let’s take hands and do it!*
The ultimate task of the **visionary leader** is to dignify and honour the lives of the people s/he leads by allowing them to manifest their highest potential through the work they do

- *The Monk Who Sold His Ferrari* -
“I would like to take this time to thank you for the impact you made on my life. This has resulted in me trying to do the same to others.

Thanks for taking the time to teach me and for always making time to listen. You have taught me to always render respect to bosses no matter how terrible they are, that ensures you always rise above them. The little nuggets you imparted in my life has taken me far this last few years and it is easy for me to pass it on.

I just want to thank you for my thoughts always goes back to xxxxx and kindness and time someone took to be a boss, a friend, a colleague and a mother”
Thank you for your time and attention!

Nelouise Geyer
7 May 2012