

The 17th Council Strategic Plan 2024– 2029 and Annual Performance Plan (APP) 2024/2025

The 2022/2023 financial year marked the end of implementation of the SANC five-year Strategic Plan 2018-2023 that was approved by Council on the 28th of November 2018.

The term of the 16th Council came to an end on the 23rd of August 2023.

In terms of section 4(p)(i) of the Nursing Act, 2005 (Act No. 33 of 2005) the Council must submit to the Minister a five-year Strategic Plan within six months of Council coming into office, which includes details as to how the Council plans to achieve its objectives under the Act.

The strategic planning session was hosted by external facilitators from 3 -5 October 2023 with the following in attendance:

- SANC 17th Council members;
- The SANC Executive and Senior Management;
- SANC support team; and
- A National Department of Health delegation, including representatives from the Minister's Office (day 1 only).

Given the importance of accountability and transparency to the public and other key stakeholders, the new strategic trajectory for the SANC is centered on a deliberate intent by the 17th Council and Management towards continuous process improvement and strengthened alignment with Government's results-based and outcomes-driven approach to strategic planning.

Vision, Mission, Values

In delivering on its mandate, the Council determined the following Vision, Mission and Values for the SANC as from 2024:

VISION

Leadership in regulating nursing and advocating for the public.

MISSION

To protect health care users by regulating and advancing the nursing profession in South Africa



SANC VALUES

CARING

Aligned to the caring ethos that underpins the nursing profession, we strive to demonstrate care through the nature and quality of interactions with internal and external stakeholders.

PROFESSIONALISM

We commit to the development of self and others to foster professionalism in advancing the nursing profession.

EXCELLENCE

We promote a culture of continuous improvement in our quest to become a leader in the regulation of the nursing profession.

ADVOCACY

The protection of health care users is central in the rollout of all SANC initiatives.

COLLABORATION

We demonstrate effective teamwork and proactive collaboration to ensure an integrated approach to service delivery.

ACCOUNTABILITY

We accept responsibility for our actions, decisions, and deliver on our promises.

Informed by the mandate and strategic focus, the **Impact Statement** of the SANC is:

A sustainable nursing profession that cares, protects, advocates, and promotes the dignity of health care users.

Aligned to the SANC mandate and the strategic focus areas of the mission, four outcomes were developed to direct the effort and focus of the SANC towards achieving the intended impact over the five-year period 2024 to 2029:

Outcome 1:

SANC positioned as a credible, responsive Regulator

Outcome 2:

Regulated ethical and professional nursing practice towards public protection

Outcome 3:

Regulated fit-for-practice registered nurses

Outcome 4:

Well-governed, sustainable, and capable SANC

The SANC 2024/2025 – 2028/2029 Strategic Plan served as a reference document during the development of the SANC Annual Performance Plan (APP) 2024/2025 Financial Year (FY) with the strategic focus that must be linked to the allocated budget based on the SANC mandate.

The Executive and Senior Management of the SANC is required to provide progress to the Council on the implementation of the APP set targets on a quarterly and annual basis.

The APP is divided into four sections:

- Governance Division
- Professional Affairs Division
- Finance Division
- Corporate Services Division.

SANC Registrar Roadshows 2024

The SANC Registrar Roadshows aim to:

- Spread the word in person about key SANC activities e.g. the Council's five-year Strategic Plan
- Address key issues regarding education, training, and practice
- Increase brand awareness
- Focus on one-on-one engagement with key stakeholders.
- Bring limited service delivery options to the nurses' doorstep.

The first Roadshows took place on:

- 12 March 2024 at Rob Ferreira Hospital, Mpumalanga Province.
- 15 March 2024 at Protea Hotel, Klerksdorp, North West Province.

Both events had 250 delegates registered.

Topics covered during the Roadshow included:

- Registrar and CEO's address
- Provider Affairs: Accreditation Matters
- Learner Affairs: - Assessment Matters
- Registration Matters
- Professional Practice Matters
- Revenue Collection and Sales - APCs
- Restorations
- Distinguishing devices
- Courier services.

There were also several Question-and-Answer (Q&A) sessions backed up by Q&A books for those questions that could not be attended to during the programme.

In addition, the SANC took limited services to the Roadshow during tea and lunch times for those delegates in attendance. These consisted of:

1. Updating Your Personal/Contact Details Desk
2. Restoration Payments Desk
3. Buying of Distinguishing Devices Desk
4. Community Service Conversion Fees Payment Desk
5. Printed Forms for SANC services.

Details of other Roadshows will be shared as we proceed during the year.



Rob Ferreira Hospital, Mbombela, Mpumalanga Province



Klerksdorp, North West Province

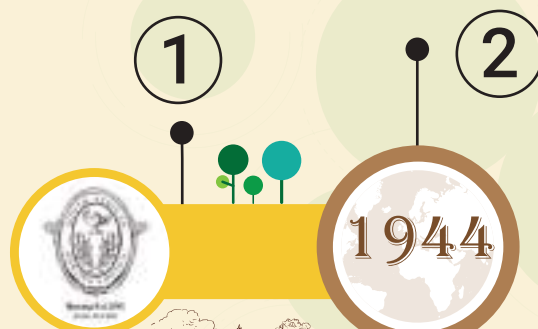
80 YEARS OF SELF-REGULATION 1944 - 2024

HISTORY OF THE SOUTH AFRICAN NURSING COUNCIL

SANC HISTORY

The nursing profession in South Africa obtained self-regulation on 08 November 1944. The Council held its first Council meeting, and legally enforceable registration was accomplished.

This was given impetus by pressure from the nursing profession and the memorandum presented to the Commission of Health Services by Sharley Cribb, the Organizing Secretary of the *South African Trained Nurses Association*.



The existence of the SA Nursing Council as a statutory professional health council brought to an end voluntary registration, which for a long time had compromised public protection. The first Chairman and President of the South African Nursing Council was Col. CA Nothard. The first 24-member Council had a two-year tenure, which ended with elections in 1946. The journey of amending the Nursing Act mirrors the "good, the bad and the ugly":

- Separate registers of Nurses and Midwives by colour - Nursing Act, 1957;
- Creation of "homeland" Nursing Councils;
- Limitation of the practice of nursing by registered persons only, created a "closed" profession, enhancing public protection - Nursing Act, 1972;
- Beginning of transformation by eliminating the stipulation of "whites-only" nurses as Council members. Nursing Act, 1978 and repeal of reference to race - Nursing Act, 1992.



A process of transformation gained momentum with the approach of democracy. The Nurses' convention in early 1994 was followed by a Ministerial delegation from the four "homeland" Councils, led by the ANC's Ms Cheryl Carolus, tasked with drafting a Nursing Act that would reflect democratic principles.

This culminated in the amalgamation of the previously existing Nursing Councils - then named Bophuthatswana, Ciskei, Transkei and South African - to form the South African Interim Nursing Council in 1995.



The positive output of the delegation was the repeal of the Nursing Acts of the Transkei, Bophuthatswana, Venda, and Ciskei (TBVC) states and the institution of the Interim Nursing Council up to 1998.



South African
Nursing Council

HISTORY OF THE SOUTH AFRICAN NURSING COUNCIL



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The inauguration of the first democratic Nursing Council took place in June 1998 – the first among all professional councils to establish a democratic Council.

This Council continued with the transformative process, leading to the Nursing Act, 2005.



Prof RV Gumbi:
first President of the
democratically elected Council.



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The then Minister of Health, Dr M Tshabalala-Msimang set up a Ministerial task team in 2001, which revisited all Acts of Health Professional Councils. The recommendations of the Task Team were captured in the Nursing Act, 2005 and underpin the principles and philosophy for the content of the revised and current Nursing Act, No 33 of 2005.

The primary purpose of the Nursing Act was to transform the Nursing Council in order to enhance public protection and promote greater accountability of Council members and management.



HISTORY OF THE SOUTH AFRICAN NURSING COUNCIL

2005

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Provisions of the Nursing Act, 2005 were proclaimed from 2006 - 2008. This ensured the continued existence of the Council as a 'juristic person', whose main objectives are to protect the public and to establish, improve and control the conditions, standards and quality of nursing education and training as well as practice.

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With regards to Education and Training, Section 4 of the Nursing Act makes provisions for the accreditation and inspection of Nursing Education Institutions, the monitoring of assessments conducted by accredited Institutions, the conducting of nursing examinations, and the granting of diplomas and certificates.

Section 58(1)(f) of the Nursing Act, 2005 provides for the making of regulations by the Minister of Health, in consultation with the Council.

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The Impairment Committee was established in 2008 to manage practitioners who cannot execute nursing duties with reasonable skills and safety. While this is to protect the interest of the healthcare user, the affected nurse or midwife is supported by the Council in that, among other things, fees for therapists and rehabilitative services are paid for by the Council if a practitioner is unemployed and therefore unable to pay for their own treatment.

2008

SANC
South African Nursing Council
Regulating nursing, advocating for the public

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In 2019 the SANC launched its new logo and slogan as part of celebrating SANC's 75th anniversary whilst keeping the Seal of the SANC.

2019

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Introduction of Higher Education Sub-framework-aligned nursing qualification necessitated that the Nursing Education Institutions (NEIs) had to resubmit curricula for both undergraduate and postgraduate programmes for accreditation before such programmes could be offered in line with Section 4(2)(f) of the Nursing Act, 2005 (Act No. 33 of 2005)

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In 2012, the South African Nursing Council building was renamed to Cecilia Makiwane Building, in recognition of her being the first African registered Professional Nurse in South Africa on the 7th January 1908. She is also recorded as having been a human rights activist.

HISTORY OF THE SOUTH AFRICAN NURSING COUNCIL

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Regulations relating to the approval and the minimum requirements for the education and training of a student leading to registration as a Nurse Specialist or a Midwife Specialist (No. 635 of 5 June 2020)

Regulations regarding the registration for learner/student nurses and learner/student midwives (No. 519 of 11 May 2020)

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In line with the mandate of Section 4(1)(d) of the Nursing Act 2005, a Monitoring and Evaluation Section was established in 2021 to carry out quality control inspections and ensure that accredited NEIs maintained the Education and Training standards. The standards were reviewed and approved by Council in 2022

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Regulations regarding the Scope of Practice for Nurses and Midwives (No. 2127 of 2 June 2022) was promulgated by the Minister in line with section 58 of the Nursing Act, 2005.

16

CPD system prioritised in 2019, Framework approved by Council in 2021. Piloting in all provinces commenced in 2022. CPD rules approved by Council in 2022 and published in the Gazette.

2020

2021

2022

2023

2024

18

17

80 Years OF SELF-REGULATION 1944 - 2024

The SANC introduced the Nursing Excellence Awards (NEA) in May 2023. The aim of the SANC NEA is to confer annual Excellence Awards for outstanding service by nurses, who are in good standing with the SA Nursing Council, and Nursing Institutions within their chosen field. The Awards aim to motivate nurses to improve and uphold the standard of nursing in South Africa.

The SANC unveiled a Wall of Remembrance on 29 March 2023 in memory of those nurses who succumbed to the COVID-19 pandemic - a constant reminder about the daily sacrifices that nurses make, often at the cost of themselves and their families and often under difficult conditions.

SANC Circular 4/2024

Offering of a programme in Bachelor of Health Sciences in the field of Nursing Systems Science

CIRCULAR NO: 4/2024

TO: NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENT OF HEALTH
NURSING EDUCATION INSTITUTIONS
ALL STAKEHOLDERS

SUBJECT: Offering of a programme in Bachelor of Health Sciences in the field of Nursing Systems Science

1. PURPOSE

- The purpose of this Circular is to alert the National Department of Health, Provincial Departments of Health, Nursing Education Institutions (NEIs) and all Stakeholders about offering of a programme in Bachelor of Health Sciences in the field of Nursing Systems Science by one of the universities in the Gauteng province. This programme is meant for practicing nurses whereas the programme is not accredited by the SANC nor yield professional registration by the South African Nursing Council (SANC).

2. BACKGROUND

- The South African Nursing Council (SANC) is a statutory body which functions in terms of the Nursing Act, 2005 (Act No. 33 of 2005). It has a responsibility to establish, improve, monitor and control the conditions, standards and quality of Nursing Education and Training within the ambit of the Nursing Act and any other applicable laws. It is the mandate of Council as stipulated in the Nursing Act, 2005 (Act No. 33 Of 2005) Section 4(2)(f) to: *Accredit Nursing Education Institutions and nursing education programmes and monitor all assessments by education and training providers in accordance with the Act or any other law*. The scope of this mandate covers university-based nursing departments, public and private colleges.
- The SANC has noted that there is a published programme namely “**Bachelor of Health Sciences in the field of Nursing Systems Sciences**” which is offered by one of the Universities in Gauteng Province since 2023. It is indicated that the programme is a fully online qualification pegged at NQF level 7 specifically designed for practicing nurses who want to grow their academic qualification and obtain a degree that is the pathway to further academic achievement and specialisation. The programme is, however, **not** accredited by the **SANC** but by the Council on Higher Education (CHE).
- Although the programme is meant for practising nurses, it doesn't have the clinical/practical component.

The practicing nurses are alerted about the following:

- It is an individual choice for nurses to pursue this programme but based on full understanding of what the programme entails.
- Completion of the programme does not yield professional registration with the SANC (i.e. Nurses will not be registered with the SANC and receive a certificate).
- Although the programme is pegged at NQF level 7, successful completion of the programme will not automatically enable the nurses to access the Postgraduate Diploma programmes. In terms of how nursing qualifications are pegged on the Higher Education qualifications sub-framework, an Advanced Diploma in Midwifery qualification is a pre-requisite to access Postgraduate Diploma programmes and unfortunately the above-mentioned programme does not cover the requirements of a midwifery qualification.

3. COUNCIL RESOLUTION

- The Council in its ordinary meeting held on 25-26 January 2024 resolved that a circular must be issued to alert the nurses about the programme and its implications (i.e. nurses must not anticipate that they will be registered with the SANC after completing this “**Bachelor of Health Sciences in the field of Nursing systems Sciences**”).

For any clarity-seeking questions in respect of this circular, you are advised to contact Ms SJ Nxumalo; Deputy Registrar at (012) 420 1059, or email address jnxumalo@sanc.co.za.



PROF NG MTSHALI
REGISTRAR & CEO
SOUTH AFRICAN NURSING COUNCIL

DATE: 04/02/2024



South African Nursing Council
Regulating nursing, advocating for the public

SANC service delivery – committed to building a better SANC

The SANC's service delivery campaign **#buildingabetterSANC** continues, with an important part of this campaign being its internal focus:

Optimisation of **QUALITY ASSURANCE (QA)** on all services delivered

A 

CHECK YOUR EMAIL and make sure that it is error-free before you send;

B 

CHECK YOUR TONE OF VOICE before you answer a phone and before you reply to an email;

C 

CHECK the order of the documents and whether they are scanned correctly and do not display upside-down;

D 

CHECK FOR SANC CORPORATE IDENTITY (CI) COMPATIBILITY before it is sent.

 | **#buildingabetterSANC**

While we acknowledge that we have a long way to go, we are grateful to the staff working towards #buildingabetterSANC as can be seen by our walk-in statistics for our busiest period: October – November, with literally thousands of nurses visiting the SANC’s office. The figures below are for 2023:

Note: Data below excludes Non-Served customers statistics

Service	Customers Transactions		Transaction Time		Waiting Time				
	Arrived	Served	Total Service Time / Workload (H:M)	Average Service Time (H:M:S)	Total Waiting Time (H:M)	Average Waiting Time (H:M:S)	% Waiting <= 10 Minutes	% Waiting >10 and <= 30 Minutes	% Waiting >= 30 Minutes
Verification Payments	67	67	07:07	00:06:24	27:10	00:25:06	29.8%	34.3%	35.8%
Verification	68	68	01:34	00:01:24	02:09	00:01:54	97.1%	2.9%	0%
Transcript Payments	58	58	04:16	00:04:24	22:05	00:22:54	22.4%	50.0%	27.6%
Transcript	29	29	01:03	00:02:12	00:22	00:00:48	100%	0%	0%
Selling of DDs	2721	2721	272:20	00:05:12	1039:45	00:23:06	26.6%	45.2%	28.2%
Rewrite of Exam Fees	1	1	00:02	00:02:48	00:22	00:22:24	0%	100%	0%
Restoration Queries	5	5	00:16	00:03:12	00:26	00:05:24	60.0%	40.0%	0%
Restoration Fees	301	301	39:07	00:07:00	104:35	00:21:00	31.6%	45.2%	23.3%
Request for copy of results	19	19	00:38	00:02:00	00:46	00:02:24	94.7%	5.3%	0%
Registration Fees / Conversion	93	93	08:24	00:04:12	41:36	00:27:06	24.7%	37.6%	37.6%
Moderator/ assessor application	11	11	02:23	00:13:06	02:51	00:15:36	45.4%	36.4%	18.2%
Lost certificate / confirmation letter	80	80	07:40	00:05:48	24:17	00:18:54	37.5%	40.0%	22.5%
General Enquiries	1977	1977	73:24	00:02:12	49:46	00:01:30	98.2%	1.8%	0.2%
Foreign Registration Enquiries	20	20	00:40	00:02:00	00:27	00:01:24	100%	0%	0%
Foreign Registration Application	17	17	00:27	00:01:36	00:35	00:02:06	94.1%	5.9%	0%
Foreign Registration	32	32	02:21	00:04:24	17:57	00:34:48	21.9%	37.5%	40.6%
Exam Enquiries	4	4	00:07	00:02:00	00:09	00:02:24	100%	0%	0%
Confirmation for Lost Certificate	60	60	01:40	00:01:42	02:04	00:02:06	95.0%	5.0%	0%
Collection of DDs	68	68	02:21	00:02:06	01:36	00:01:24	100%	0%	0%
Collection of Certificate	304	304	12:39	00:02:30	08:08	00:01:36	86.4%	3.6%	0%
Collection of APC Confirmation Letter	245	245	10:35	00:02:36	06:24	00:01:36	98.0%	1.6%	0.4%
Collection of APC	43	43	01:49	00:02:30	01:46	00:02:30	95.4%	4.6%	0%
Change of Personal details	52	52	01:21	00:01:36	01:46	00:02:06	100%	0%	0%
Basic Qualifications Application	2	2	00:02	00:01:00	00:03	00:01:48	100%	0%	0%
Basic Qualification Enquiries	66	66	03:35	00:03:18	03:19	00:03:00	92.4%	7.6%	0%
Application for Refunds	1	1	00:02	00:02:36	00:00	00:00:30	100%	0%	0%
APC enquiries	56	56	03:00	00:03:12	01:54	00:02:06	96.4%	3.6%	0%
Annual Fees	9384	9384	516:28	00:02:48	3647:09	00:23:24	27.4%	43.4%	29.2%
Additional Qualifications Enquiries	21	21	01:21	00:03:54	01:24	00:04:00	85.7%	14.3%	0%
Additional Qualifications Application	7	7	00:23	00:03:18	00:15	00:02:18	100%	0%	0%
Additional Qualification Fee	103	103	09:03	00:05:18	40:34	00:24:18	28.2%	38.8%	33.0%
Overall	15895	15895	986:24	00:03:18	5051:56	00:19:06	40.9%	35.7%	23.4%

Motivational article: Strategies for Managing Nurse Stress in the Workplace: The Ultimate Guide



From: <https://onlinenursing.duq.edu/blog/managing-nurse-stress/> February 8, 2021

Nurses can experience acute stress. After all, they often work long, irregular hours in hectic environments while caring for multiple patients, and at times the stakes are literally life-and-death. The COVID-19 pandemic has increased the stress level even more for nurses everywhere. According to one study, about half of all nurses now say they experience moderate to high-stress levels, with over 60 percent reporting emotional exhaustion.

High-stress levels can affect a nurse's health and well-being, even deplete their energy and impede their critical thinking. While nurse stress is part of the job, certain steps can be taken to combat it. Consider some of the top strategies for managing nurse stress in the workplace.

Nurse Stress: Causes and Effects

Many factors make the nursing profession uniquely stressful; the cumulative effects of this stress can take their toll on nurses' physical health and emotional well-being.

Common Causes of Nurse Stress

Understanding where nurse stress comes from is one of the most important steps in addressing it. A number of underlying factors contribute to the stressors associated with this job.

Nursing requires high levels of skill: The nursing profession calls for the constant use of high-level skills and technical acumen. It is a mentally demanding job that does not allow opportunities to "check out" or run on autopilot.

The healthcare environment demands teamwork: Nurses are also required to work seamlessly with doctors and other nurses. Communication problems and personality clashes are inevitable and can lead to stress and frustration.

Nursing is a '24-hour' job: Nurses often work extremely long shifts, which can be emotionally taxing and physically grueling.

Nurses face emotional burdens: Nurses must regularly confront illness, mortality and grief, all of which can lead to significant emotional strain.

Interacting with patients and families can be difficult: Communicating with patients and their loved ones can be taxing. Nurses must be empathetic and clear as they explain diagnoses and treatments, which can be demanding.

In addition to some of these nursing-specific inflection points, healthcare professionals can also experience stress for the same reasons as people in other professions: such as issues with salary or benefits, clashes with direct supervisors or challenges caused by a lack of work-life balance.

Physical Health Impacts of Nurse Stress

The consequences of nurse stress can be significant. Often, they include both short-term and long-term effects on physical health.

For example, the American Psychological Association notes that stress can have a major impact on the musculoskeletal system. Stress causes the muscles to tense, a protective response against pain and injury. The muscles of constantly stressed people are continually on guard, which can result in temporary or chronic back, neck and shoulder pain. Tension headaches can also be recurring symptoms of stress.

Stress may also lead to cardiovascular problems. One of the immediate effects of stress is an elevated heart rate. Over time, this contributes to an increased risk of heart attack, stroke, and hypertension.

Some additional physical effects of stress include the following.

- A weakened immune system
- Insomnia and daytime fatigue
- Respiratory problems including shortness of breath
- High blood sugar
- Mental and Emotional Impacts of Nurse Stress

Employees in high-stress environments may face significant mental and emotional health consequences, including an increased risk for depression and anxiety.

Why is this so? Stress triggers the release of certain hormones, including sedative hormones that try to calm the body and mind. When released consistently, these sedative hormones can lead to ongoing feelings of depression, lethargy and low energy.

Managing Nurse Stress in the Workplace

Nurse stress is not only common but also potentially highly hazardous to physical and mental health. The good news is that practical steps can help manage nurse stress in the workplace.

Identify and Track Personal Stressors

What situations, conditions or people cause personal stress levels to rise? Nurses can identify personal stressors by keeping a simple journal, making note of days when they feel especially overwhelmed and jotting down the circumstances contributing to that feeling.

By identifying specific stressors, nurses can discover avoidance or mitigation strategies. For example, nurses may note that they feel especially stressed on days when they eat a later lunch. A few workplace snacks or protein bars may help curb stress caused by hunger.

Take Time to Recharge

Another important way to deal with nurse stress in the workplace is to take time for self-care.

Specifically, nurses can set aside time to recharge following especially long shifts or gruelling work weeks. This may mean sleeping late, enjoying a leisurely walk or sipping tea while reading a good book. Nurses can also prioritize regular yoga, meditation, or massage sessions.

Establish Boundaries

It's important for nurses to establish firm personal and professional boundaries.

This is harder for nurses who are "on call" on a specific day. On off days, however, it's important to leave work at work. This may mean turning off workplace email alerts, texts and notifications. It also means preventing personal or family matters from disrupting work. Personal calls or continually checking online digital devices at work can lead to feeling overwhelmed or stretched too thin.

Understand What Can and Can't be Controlled

Still another important step in relieving nurse stress in the workplace is acknowledging what's controllable and what's not.

For example, nurses may not be able to control the long hours they work. They can, however, take mental health breaks during a long shift and take time for self-care afterward. Furthermore, nurses can't always choose their coworkers, but they can choose to communicate clearly and effectively with people on their team.

Communicate Concisely and Clearly

Clarity in communication is another significant tool in managing workplace stress.

Nurses regularly share information with physicians, technicians, patients and family members. Such communication can be stressful, especially when balanced with the need to address difficult diagnoses and tough treatments in a caring, compassionate way.

A good way to minimize the communication burden is to keep workplace emails, texts and face-to-face reports simple and to the point.

Maintain a Healthy Diet and Exercise

Finally, nurses can stave off stress by maintaining sound nutrition and regular exercise.

Stress often results in poor nutrition. Fast food is convenient, and stress hormones can increase cravings for these fatty, salty or sugary foods. The following are some ways to promote healthy nutrition under stress.

- Eating a healthy and filling meal before starting a shift
- Bringing healthy snacks to work, rather than relying on fast food or junk food vending machines
- Choosing green tea over coffee
- Drinking plenty of water throughout the day, as opposed to soda or juice
- Additionally, regular exercise can be a pleasant and effective way to combat stress. Exercise releases endorphins, “feel good” hormones that can counteract anxiety and depression. It also offers a chance to clear the mind and counter some of the unwanted physical effects of stress, such as unhealthy heart rate and blood sugar levels.

The Nurse Leader’s Role in Reducing Stress in the Workplace

Nurse leaders and supervisors also play a role in minimizing workplace stress. Indeed, one of the most important responsibilities of the nurse leader is to create a professional environment in which nurses are empowered to do their best work, caring for patients without being overburdened by stress in the workplace.

Creating Healthy Work Environments

Nurse leaders can take specific steps to develop and nurture desirable work environments.

Respect Work-life Balance

Nurse leaders and managers should support their teams’ work-life balance by refraining from after-hours texts or emails.

Ensure Mental Health Breaks

It’s also important for nurse leaders to enforce policies that require all employees to take regular breaks throughout their workday.

Clarify Responsibilities and Expectations

Nurse leaders can remove uncertainty from the workplace by diligently outlining expectations for each team.

Create Open Lines of Communication

Nurse leaders can ensure that all nurses on the team know how and when they can voice feedback or share concerns.

COVID-19 and Stress in the Workplace

The COVID-19 pandemic has sent stress soaring in healthcare environments. Nurse leaders can equip their teams to deal with this stressor.

Remote Nurses and COVID-19 Stress

During the pandemic, many nurses have transitioned to working remotely. Remote work can feel isolating for some nurses, and that in itself can be stressful. Nurse leaders can schedule regular one-on-one check-ins and virtual team huddles. Additionally, nurse leaders can share words of affirmation, reminding their team that even while working remotely, their efforts make a difference in patients’ lives.

Frontline Nurses and COVID-19 Stress

For nurses combating COVID-19 on the front lines, nurse leaders can regularly review the protocols and procedures for keeping personnel safe and minimizing exposure to the virus. COVID-19 safety issues are a key source of workplace stress. Nurse leaders can make clear that they are doing everything they can to guarantee the healthiest work environment possible.

Coping with Nurse Stress

Stress is a natural part of life, but some vocations are uniquely challenging. Nursing is a prime example. With the right strategies, however, nurses can be proactive in managing and mitigating their own stress – and making their careers especially fulfilling.

Free Online Training Nursing Studies - The Nurse as Team Leader and Teacher



From: <https://alison.com/course/nursing-studies-the-nurse-as-team-leader-and-teacher-revised>

Gain a better understanding of a nurse's role as a team leader and teacher with this free online nursing course.

This free online Nursing Studies course focuses on the nurse as a team leader and teacher. The essential role of a nurse as a caregiver is well recognized, but the modern nurse can also be a team leader. With this course, you will gain an overview of the main roles nurses hold as team leaders. You will study team nursing, different leadership styles, and their impact on team performance and productivity levels.

In this free course, you will learn how to:

- Identify factors which define Team Nursing
- Identify the responsibilities of a Team Leader
- Define the different types of Leadership styles
- Examine what factors affect productivity levels
- Identify the steps in the teaching learning process
- Define what factors can affect learning
- Identify principles for effective teacher-learning
- Identify the three main types of learning.