South African Nursing Council
(Under the provisions of the Nursing Act, 2005)

Cecilia Makiwane Building,
602 Pretorius Street, Arcadia,
Pretoria, 0083

Tel: 012 420-1000
Fax: 012 343-5400

e-mail: registrar@sanc.co.za
website: www.sanc.co.za

Private Bag X132, Pretoria, 0001
Republic of South Africa

SANC Fraud Hotline: 0800 20 12 16

EXIT LEVEL OUTCOMES – POSTGRADUATE DIPLOMA IN OCCUPATIONAL HEALTH NURSING

TABLE 1: FOUNDATIONAL EXIT LEVEL OUTCOMES WITH ASSOCIATED ASSESSMENT CRITERIA

Exit level outcomes	Associated assessment criteria
1. Practice within the ethical-legal parameters of the nursing profession, and resolve professional-ethical dilemmas by using decision making and moral reasoning models.	1.1 Critical decision making and moral reasoning models are used to guide clinical practice and resolve professional-ethical dilemmas within Occupational Health nursing. 1.2 The relevant latest legislation, policies, protocols, regulations, guidelines, directives and applicable ethics regarding occupational nursing care are applied in practice. 1.3 The professional/ ethical legal frameworks guide the practice of the Occupational Health Nurse Specialist. 1.4 Practice and facilitate advocacy for the patient's rights and best interests. 1.5 Ethical codes, professional accountability, responsibility, confidentiality and standards for practice of Occupational Health nursing are interpreted and applied consistently and correctly.
2. Apply knowledge of basic research methodology in the appraisal of articles in the field of occupational healthcare.	2.1 Academic writing skills are demonstrated in research reports. 2.2 Research articles in the field of Occupational Nursing care are appraised through the application of basic knowledge of research methodology. 2.3 Qualitative, quantitative and mixed method research designs are accurately differentiated. 2.4 Evidence-based practice of research findings are integrated for safe, effective and efficient practice.

TABLE 2: CORE EXIT LEVEL OUTCOMES WITH ASSOCIATED ASSESSMENT CRITERIA

Exit level outcomes	Associated assessment criteria
The Occupational Health Nurse Specialist will:	
3. Demonstrate advanced knowledge of Occupational Health care of people in a variety of settings, to promote health outcomes.	**3.1** Health outcomes are promoted through the demonstration of knowledge of occupational nursing care of the workforce in a variety of workplaces. **3.2** Surveillance and epidemiological data is interpreted and used to plan a workforce awareness campaign. **3.3** Applicable legislation is identified, debated and recommendations communicated to authorities. **3.4** Strategies are identified to ensure that the human rights of the workforce are respected. **3.5** Occupation-related risks are identified and debated per workplace, and recommendations communicated to authorities. **3.6** Biomedical, pharmacology and psychosocial sciences are used to explain the interpretation of assessment findings and management of conditions affecting workers. **3.7** Subjective and objective assessment findings are interpreted in order to make nursing diagnoses. **3.8** Comprehensive individual, inter-professional, people-centred treatment plans for workers with occupation-related and/or chronic conditions are based on assessment findings and standardized national and contextually appropriate guidelines. **3.9** Surveillance methods of 'at risk' workers are compared and evaluated. **3.10** Models and theories of occupational health services are discussed. **3.11** Risk management strategies are identified and debated. **3.12** Principles of health dialogue are used to communicate with patient, families and the inter-professional team. **3.13** Care pathway and the referral system are explored and debated.

	3.14 Legalistic and care standards are used to evaluate health records of workers.
	3.15 Accuracy of data pertaining to occupational health is evaluated.
4. Render and coordinate comprehensive occupational nursing care to workers in a variety of workplaces in order to promote health outcomes.	**4.1** Health outcomes are promoted through rendering and coordinating specialist occupational nursing care of workers in a variety of workplaces.
	4.2 Surveillance and epidemiological data are used to plan and implement health promotion campaigns.
	4.3 Human rights of the workforce are respected.
	4.4 Clinical reasoning is demonstrated by considering social determinants of health and all relevant clinical findings in order to make a diagnosis.
	4.5 Comprehensive individual, person-centred treatment plans for workers with occupation related and/or chronic conditions are executed and coordinated competently.
	4.6 Emergencies within the workplace are managed according to best available evidence and national protocols.
	4.7 Monitoring of at-risk workers are done according to set standards.
	4.8 Occupational risks are minimised by applying standardized guidelines.
	4.9 'At risk' workers are monitored through standardized strategies.
	4.10 Principles of health dialogue are applied to negotiate with the worker and family.
	4.11 Care pathways and the referral system are used appropriately and effectively.
	4.12 Interventions by the Occupational Health Nurse are accurately recorded according to legislation and care standards.
	4.13 Accurate statistic of occupational health services are captured to improve workplace environment.

5. Apply scientific knowledge and principles of the systematic review and guideline development process, in order to evaluate and review the standard of guidelines used in Occupational clinical practice.	**5.1** Current evidence-based guidelines used in Occupational practice are evaluated and reported at predetermined times, to improve health care. **5.2** Academic and professional writing skills are demonstrated in reports and guidelines. **5.3** Research questions are formulated according to the PICO and other formats. **5.4** Evidence-based practice, theories or models on occupational practice are critically appraised and best practice guidelines are adopted to improve health care service delivery. **5.5** Databases are searched by using *Boolean* and other information search strategies.
6. Apply principles of evidence-based care to ensure quality patient care and safety in Occupational nursing care.	**6.1** Quality of patient care and safety in Occupational nursing is promoted by implementing evidence-based practice. **6.2** Use systematic reviews to improve client experience and outcomes in Occupational nursing. **6.3** Quality audits aimed at improving patient services are performed at predetermined times. **6.4** Critique, develop and implement clinical standards for occupational nursing care. **6.5** Patient outcomes in Occupational nursing, including quality patient care and safety, are continuously monitored.
7. Implement strategies to develop self and peers by promoting self-directedness through a process of precepting and mentoring.	**7.1** Precepting and mentoring processes are applied to develop self and peers. **7.2** Activities towards enhancing Continuous Professional Development (CPD) are evident. **7.3** Thinking/reasoning processes of self and others are developed through facilitation of learning. **7.4** Learning theories are applied in own development and the development of others. **7.5** A positive learning environment is created by supporting peers and novices. **7.6** Academic networks are established and used to sustain personal development.

8. Manage Occupational Nursing services by implementing effective medico-legal norms, practices and standards within an inter-professional team.	**8.1** Occupational Health services are managed according to medico-legal norms, practices and standards within an inter-professional team. **8.2** Appropriate leadership styles are demonstrated within the Occupational inter-professional team. **8.3** Shared decision-making opportunities regarding Occupational Nursing care services are created and documented. **8.4** Benchmarks and best practices are accessed and used to develop indicators for quality and cost effectiveness in Occupational Health nursing. **8.5** Resources are mobilized and utilized to optimize Occupational nursing care. **8.6** Referral/care pathways are analyzed and optimized. **8.7** The collaboration of the inter-professional Occupational Health team is well coordinated. **8.8** Statistics on Occupational nursing services are used to make decisions.