



THE HEALTHNICON

POLICY : SPECIAL NEEDS

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Summary:	This document defines the guidelines and procedures related to a student representative council at the Healthnicon.	
Keywords: (minimum of 5): To assist with policy search engine	Students, council, representatives	
Target Audience:	All Academic and other Healthnicon employees	
Date compiled:	November 2014	
Next Review Date:	November 2018	
Approved and ratified by:	Council	Date of meeting: September 2014
Date issued:	November 2014	
Author/s:	Senate	
Sponsor:	Council	

VERSION CONTROL and CHANGE RECORD

Date	Author	Changes made

All change requests should be submitted to the Operational Director

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POLICY : SPECIAL NEEDS

RESPONSIBILITY

- Principal/principal's assistant
- Tutor/teaching assistant
- Academic committee
- Governing Body

PURPOSE

The purpose of this policy is to:

- Support learners with special needs at Healthnicon

SCOPE

This policy is about candidates with special needs, disabilities and impairments that need psycho social support.

OBJECTIVES

The policy outline the rights and responsibilities of the Healthnicon, candidates and staff in relation to special needs, disability / impairment.

- *Disability* means any physical or mental condition/ illness that may hamper the ability of the candidate nurse to be fit for practicing nursing.
- *Impairment* refers to a condition which renders a practitioner of practicing nursing with reasonable skill and safety.
- *Unfit to practice due to disability or impairment* means that a person registered in terms of the Nursing Act, 2005 (Act No 33 of 2005) is incapable as a result of disability or is or may be impaired, whether mentally or otherwise, to such an extent that-
 - It would detrimental to the public interest to allow him or her to continue to practice
 - He or she is unable to practice the profession with reasonable skill and safety
 - Or, in the case of the candidate, has become unfit to continue with the education program

GUIDELINES

- Candidates complete health questionnaires on application.
- If a condition is revealed, additional information regarding the condition is required and the candidate needs to provide the needed information.
- Actions will be taken by the education provider that will assist the candidate if a special need develop during the course.
- Candidates with special needs will be counselled by a councillor at campus level.
- Counselling documents will be completed in writing.
- The candidate will then be referred to an appropriate medical practitioner or service provider.

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- The candidate needs to provide medical certificates to confirm that the condition is under control and in no instances detrimental to the candidate being in the nursing profession and that he/ she is able to practice nursing with a reasonable skill and safety
- Candidate needs to report on at least monthly basis to the counsellor for follow up and progress whilst in training.
- Depending on the candidate's period of absenteeism, decisions needs to be made according to SANC regulations regarding extension of the course.
- The final decision is made by the principal in collaboration with the academic committee and governing body depending on medical evidence delivered.

CONTROL AND MANAGEMENT

The Governing body in collaboration with the Directors and Co-ordinators are responsible for the content and maintenance of this policy. All proposed changes and other suggestions for improvement should be reported to the Council and Senate. Updated electronic versions of this policy is available on the HEALTHNICON Quality Management System.

REVIEW OF THIS POLICY

The office of the Council will maintain an electronic register on the QMS that indicates the last update of this policy.

AUTHORIZATION SIGNATURES				
	COUNCIL			
	NAME	DESIGNATION	SIGNATURE	DATE
1.	Mr G Stander	Executive Director		
2.	Ms M Theron	Executive Director		
3.	Ms L Jacobs	Non-executive Director		
4.	Ms D Moepi	Non-executive Director		
5.	Ms S Stewart	Non-executive Director		
6.	Ms L Hampton	Campus Manager Coordinator		
7.	Ms L Potgieter	Marketing Coordinator		
8.	Ms J Thompson	Academic Coordinator		

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