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South Africa

Health professionals united in pursuing a positive practice environment for health facilities





***HEALTH PROFESSIONALS UNITED IN PURSUING
A POSITIVE PRACTICE ENVIRONMENT
FOR HEALTH FACILITES***

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Background

The link between a working environment and quality of care provided to patients, cannot be overemphasised.

The status of the working environment, whether positive or negative has a direct effect on the quality of care provided to patients.

Due to negative incidents, particularly in the public health facilities, made a call for an effective intervention by stakeholders to become involved to address these challenges.

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Background (con)

DENOSA(nurses) and SAMMA(doctors) came together as health professionals to offer themselves to be included as seekers of solutions to these challenges and started a campaign to work with the Departments of Health and Government.

The campaign embarked on and launched in all provinces throughout the country is:

“A Positive Practice Environment”

Campaign adopted the pillars set by ICN.

Aims of the campaign

Raise awareness to all involved in the healthcare system about positive practice environments.

Influence applicable policies.

Profile the health profession.

Educate and demonstrate willingness to work with Government.

Pillars of a Positive Practice Environment

8 core pillars are:

- 1. Workplace Safety*
- 2. Equipment*
- 3. Supplies*
- 4. Resources*
- 5. Education*
- 6. Support*
- 7. Respect*
- 8. Payment*

1. *Workplace Safety*

Workplace safety is multi-dimensional in scope and incorporates aspects such as:

- *Occupational Health; Wellness policies;*
- *Personal security; Environmental safety;*
- *Risk management; Infection Control;*
- *Safe use of medicine and equipment safety;*
- *Safe clinical practice.*

2. Equipment

- *Equipment in healthcare facilities is one of the most essential resources without which healthcare facilities cannot function optimally.*
- *Medical procedures require useful and appropriate equipment that is up-to-date and is of good quality and standard.*
- *There be a strict mechanism in place that would ensure that hospital equipment is maintained and serviced regularly to ensure its optimal and effective usage.*

3. Supplies

- *Lack of basic necessities that enable professionals to carry out their day-to-day operations is a challenge in many of the healthcare facilities.*
- *This includes supply of all the essential necessities such as medication, protective wear water, etc without which the healthcare facilities cannot function effectively.*

4. Resources

- *Resources and supplies are closely related elements.*
- *Resources are not limited to consumables only but include aspects such as human- and finances.*
- *Many health facilities operate without sufficient essential resources and therefore the importance for sufficient budget allocation for healthcare.*

5. Education

- *The appointment of poorly qualified personnel in key managerial positions has been a challenge that has cost the healthcare system dearly.*
- *It is therefore important that adequately qualified personnel are placed in key managerial positions.*
- *In this regard the Department of Health's initiative to introduce an academy for CEOs where newly appointed CEOs are trained prior to assumption of duty.*

6. Support

- *Lack of support for professional development for staff wishing to acquire training and educational opportunities discourages professionals and hampers working relations.*
- *Support should be amongst professionals themselves, between managerial personnel and personnel at operational level and to include both financial and moral support.*

7. Respect

- *The appalling conditions in healthcare facilities have resulted in lack of respect for healthcare professionals by the communities they serve.*
- *The image of healthcare professionals in this regard is tarnished and therefore it is incumbent upon all involved in the healthcare system to address these challenges so as to restore the image of healthcare professionals.*

8. Payment

- *Non-payment of staff may lead to them being unmotivated which in turn may lead to thoughts of leaving the profession.*
- *Qualified and efficient human resources should ensure that personnel are paid correctly and on time.*
- *Not only should remuneration be paid, but also timely payment for the necessities such as: suppliers, security, caterers, maintenance etc. to enable the day-to-day running of operations.*

Conclusion

- *Success of this campaign highly depends on the dedication, cooperation and support of each of the stakeholders involved towards achieving a common goal to ensure that a safe and healthier environment is achieved.*
- *If our government wanting their “Vision 2030” be achieved:- improving health/well-being of the population and to strengthening health systems, then the answer lies in health facilities that are compliant to the pillars of PPE.*

Thank you