

## HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

### PROFESSIONAL BOARD FOR EMERGENCY CARE

#### REVISED RESTORATION AND LATE REGISTRATION GUIDELINES – FORM 341

#### BACKGROUND

In line with section 17 of the Act the Health Professions Act no 56 of 1974, individuals wishing to practice a healthcare discipline that falls within the ambit of the Health Professions Council of South Africa (HPCSA) are required to register with Council before practicing that profession. There may be instances where individuals are erased/removed from the register for a variety of reasons. After erasure/removal from the register, these individuals may want to apply for registration once again after a certain time period. Due to not being registered, these individuals would not be engaged in clinical practice.

As a result, not engaging in clinical practice for a certain time period, may result in subsequent decline in clinical skill and professional performance.<sup>1,2,3</sup> If the individual is allowed to once again register and practice without refreshment, remediation and subsequent competency assessment, this creates a patient safety issue and possible healthcare provider litigation situation. In 2014, the General Medical Council (GMC) in the United Kingdom (UK) commissioned a study to determine the rate at which this decline occurs as well as suggestions to remediate skill decline before allowing healthcare providers to reengage in clinical practice. The study found that depending on the nature of the skill, it was found that skill decline can occur between three and 18 months. A number of remediation and assessment techniques are suggested.<sup>2</sup>

Aside from skill refresher training and assessment, supervised clinical practice and peer review, the HPCSA Professional Board for Optometry and Dispensing Opticians reported the findings from a multidiscipline workshop investigating the role of a National Board Examination for practitioners who have been deregistered previously. The report suggested that this examination is common practice amongst various professional boards.<sup>4</sup>

1. Donovan JJ, Radosevich DJ. A meta-analytic review of the distribution of practice effect: now you see it, now you don't. *Journal of Applied Psychology*. 1999;84(5):795-805.
2. General Medical Council. Skills Fade: A Review of the evidence that clinical and professional skills fade during time out of practice, and of how skills fade may be measured or remediated. 2014; [http://www.gmc-uk.org/Skills\\_fade\\_literature\\_review\\_final\\_Report.pdf\\_60956354.pdf](http://www.gmc-uk.org/Skills_fade_literature_review_final_Report.pdf_60956354.pdf)
3. Grace ES, Korinek EJ, Weitzel LB, Wentz DK. Physicians reentering clinical practice: characteristics and clinical abilities. *Journal of Continuing Education in the Health Professions*. 2011;31(1):49-55.
4. Health Professions Council of South Africa: Professional Board for Optometry and Dispensing Opticians. Report of the Workshop on a National Board Examination: Professional Board for Optometry and Dispensing Opticians. June 2015. Health Professions of Council of South Africa.

# RESTORATION AND REGISTRATION GUIDELINES FOR EMERGENCY CARE PROVIDERS

*\*Regarding the below – certain activities may require the applicant to be registered as a student emergency care provider in the relevant category*

## Application Process for Restoration

1. Applicant completes and submits HPCSA Form 18 to the HPCSA
2. The HPCSA Education Division will verify the applicants results with the Board
3. The restoration application will reviewed by the Education Committee that will determine the restoration category:
  - a. Refresher course with summative assessment
  - b. Board examination
  - c. Board examination and clinical practice
4. The HPCSA invoices the applicant who would pay the prescribed fee
5. The HPCSA will verify the period of non-registration and categorise the applicant as per the categories below
6. Based on (5 above) the applicant completes the requirements detailed below:

## Basic Ambulance Assistant (BAA), Ambulance Emergency Assistant (AEA) and Operational Emergency Care Orderly (OECO)

**Zero to two years since removal from relevant register** – CPD compliance (in relation to the professional registration category [total number of CPD points required over a two-year period divided by two]). Obtaining the remainder of the CPD points will be mandatory in the first year of restoration.

**Two years and more since removal from relevant register** – The applicant will be required to undertake and pass a Board examination at an examination centre (Public or Private University/Higher Education Institutions/Provincial College) before restoration. The examination centres and examination dates will be published annually on the HPCSA website. Once the applicant has paid the prescribed fee the candidate will be allocated to the examination centre by the Education Committee. The course outline and outcomes will be published on HPCSA website. Before the examination the applicant can elect to do a refresher course with any training provider of their choice or choose to self-study the outcomes in preparation of the examination. The examination may include a set of Objective Structured Clinical Examinations (OSCEs), a written theoretical examination as well as a paediatric and adult patient simulation and will be moderated by a PBEC-appointed moderator. Examinations may be attempted twice. Additional attempts will not be permissible.

## Emergency Care Assistants (ECA), Paramedics (ANT), Emergency Care Technicians (ECT) and Emergency Care Practitioners (ECP)

**Zero to two years since removal from relevant register** –

CPD compliance (in relation to the professional registration category [total number of CPD points required over a two-year period divided by two]). Obtaining the remainder of the CPD points will be mandatory in the first year of restoration.

**Two years and more since removal relevant register** – The applicant will be required to undertake and pass a Board examination at an examination centre (Public or Private University/Higher Education Institutions/Provincial College) before restoration to the relevant register. The examination centres and examination dates will be published annually on the HPCSA website. Once the applicant has paid the prescribed fee the candidate will be allocated to the examination centre by the Education Committee. The course outline and outcomes will be published on HPCSA website. The applicant can elect to do a refresher course at any training provider of their choice or choose to self-study the

outcomes prior to the examination.

The examinations may include a theoretical assessment, a viva voce assessment, a set of OSCEs and an adult and paediatric simulation assessment. This examination will be moderated by a PBEC appointed moderator. All assessments must be passed in one examination sitting. If unsuccessful, one entire additional assessment opportunity may be granted.

The applicant must also submit three critical case reflections whilst conducting supervised clinical practice. These will be assessed by a Board examiner. [*This process would require temporary registration as a student with the HPCSA*].

### **General**

1. The examination dates will be conducted twice a year.
2. The applicant will be assigned to the nearest examination centre to their place of residence. Once assigned, the examination date, time and venue cannot be changed. Examination candidates who arrive late or who are absent from any part of the examination will forfeit the examination attempt.
3. The course outline and outcomes published on the HPCSA website are generic, based on the most recent guidelines, and intended only to guide the candidate and not intended as study notes.
4. The applicant must attain 50% or more in each component of the examination to pass. Failure in any one component will result in an overall fail result.
5. The final examination results will be released by the Board to the candidate.
6. The candidate who fails on the first attempt will be given one opportunity to rewrite at next examination date. If the candidate fails the examination a second time, they must reapply and pay the prescribed fee.
7. Appeals of examination results may be submitted to the Board for further consideration.
8. Successful candidates' names will be restored to the register after they have paid all the administrative registration fee.
9. The Board will determine the examination centres, appoint examiners and moderators at the first Education Committee meeting every year. The examination dates and exam centres are subject to change during the year. These changes will be posted on the HPCSA website.
10. The minimum requirements for an examiner or moderator would be an ALS Paramedic/ECT or CCA or ECP qualification if ALS examination, with 2 years academic experience (Reference Form 169A).
11. The examiners once appointed, will set the Board examination based on the course outcomes.
12. The examination will be moderated by the moderator appointed by Board who will submit a pre-moderation report to the Education Committee for approval prior to the examination.
13. The examiner, examines the candidate and the clinical portfolio and will submit the results to the moderator within 2 weeks of the examination. The moderator will submit the results and the final moderation report within 2 weeks to the Board.
14. When all the criteria have been met, the Education Committee will submit the names of the candidates for approval to be restored to the Board.
15. The examination centre, examiner and moderator will submit claims to the Board at the end of the examination process.