

Title of the document	GUIDELINES FOR THE MANAGEMENT OF IMPAIRED PRACTITIONERS AND STUDENTS
Responsible Officer	Head of Division: Professional Practice
Effective date of implementation	01/10/2020
Latest review date	10/09/2024
Review frequency	2 years

Notice

Note that the Health Professions Council of South Africa (HPCSA) collects, process and/or share your personal information for a purpose you would reasonably expect, including, but not limited to 1) providing you with advice and support that suit your needs as requested, 2) to notify you of new developments regarding the complaint/report, and 3) to confirm, verify and update your details and status or 4) to investigate matters relating to impairment of health practitioners in line with the regulations.

Be assured that the HPCSA will manage the information you provide with strict confidence to ensure comply with any legal and regulatory requirements. Some of your information that we hold may include your first and last name, email address, a home, postal or other physical address, other contact information, your title, birth date, gender, occupation and qualifications. No information will be shared without express consent to disclose, unless required by the law, court order or it is in the interest of the public. Where we share your information, we will take all precautions to ensure that the third party will treat your information with the same level of protection as required by us.

This form can be used by any member of the public or registered practitioner to report allegations of impairment of a registered practitioner.

Note that the HPCSA will only liaise with the person reporting the case only if and when necessary, otherwise as soon as the case is opened no further correspondence will be entered into.

Send the duly completed form to BasaniM@hpcsa.co.za

APPLICABILITY

These guidelines are not only applicable to registered health practitioner, but they are also intended for consumption of any stakeholder concerned with the impairment processed of the HPCSA.

FREQUENCY OF REPORTING TO THE HEALTH COMMITTEE

Post declaration of impairment (i.e. the health practitioner who has been confirmed to be impaired), the health practitioner will be requested to provide certain reports at interval to assist the health committee in order to monitor progress of rehabilitation.

Typical process unfolds in the following intervals -

1. Three monthly progress reports from a treating doctor and/or the work supervisor for a period of twelve months.
2. If progress observed is positive and the health practitioner or student is complying, the health committee may require six monthly reports from the treating doctor and/or the supervisor for consideration during the second year of rehabilitation.
3. If progress observed is positive and the health practitioner is complying, the Health Committee may update the frequency of reporting to annual from the treating doctor and/or the work supervisor for the third year.
4. An interview may be requested by the health committee or by the affected health practitioner and depending on the progress made in the rehabilitation process, the conditions of practice imposed upon the health practitioner or student may be lifted.
5. Should the health practitioner or student relapse at any point the Health Committee may restart the process or impose specific restrictions to practice.
6. A health practitioner shall always cooperate and comply with any lawful instruction, directive or process of the health committee where so directed to

respond to correspondence and instructions from the health committee within the stipulated time frames; and attend consultation at the time and place stipulated by the health committee.

7. If the health practitioner does not comply with conditions of practice or adhere to the instructions or resolutions of the health committee, his/her name may be suspended from the register until such time that compliance is attained.