



Title of the document	STANDARD PROCESSES FOLLOWED IN MANAGEMENT OF CASES REPORTED FOR ALLEGATIONS OF IMPAIRED STUDENTS AND PRCATITIONERS
Responsible Officer	Head of Division: Professional Practice
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Review frequency	3 years

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Executive Company Secretariat: Adv N Sipeka

1. Reporting allegations of impairment

- a) Any person, member of the public, health practitioner can report the case relating to the allegations of impairment against the registered health practitioner and students. Health practitioners can also report themselves to the Health Committee for impairment management.
- b) The Health Committee is the governance structure formed by the Professional Board responsible for management of impairment.
- c) Any allegations of impairment reported to the Health Committee are perused, analysed and categorised (either as urgent or non-urgent) before the case serves at the Health Committee meeting for consideration.
- d) All cases shall be reported to BasaniM@hpcsa.co.za, on provided template.

2. Investigation processes

- a) The practitioner who is alleged to be impairment will be informed of the matter and be directed to undergo an assessment.
- b) Depending on the merits of each case, an investigation (formal or informal) will be instituted in terms of regulations relating to impairment as defined through Section 51 of the Health Professions Act, 1974 (Act No. 56 of 1974) (The Act).
- c) The Health Committee appoint an assessor, who is a registered health practitioner, to make assessment on the case of alleged impairment, and the person reported for alleged impairment appoint a second assessor of his/her choice to make an assessment.
- d) The above-mentioned assessors are specialist practitioners who will provide medical reports to the health committee for consideration.
- e) The health committee deliberate of the reports and make a determination on whether impairment exists or not. If there are evidence of impairment, a declaration will be made in terms of the regulations relating to impairment and if the reports indicate that there is no impairment a resolution will be made accordingly.
- f) A declaration of impairment may or may not be imposed with conditions of practice as such is dependent on the merits of the case and type of impairment.

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- g) Should the declaration be made with conditions, such as work under supervision, prohibition from ordering, procuring and dispensing certain medications, or suspension from practice, an appropriate alteration will be made on the registration system.
- h) The health committee monitor progress of health practitioner at its meeting to ensure compliance. .

3. **Note**

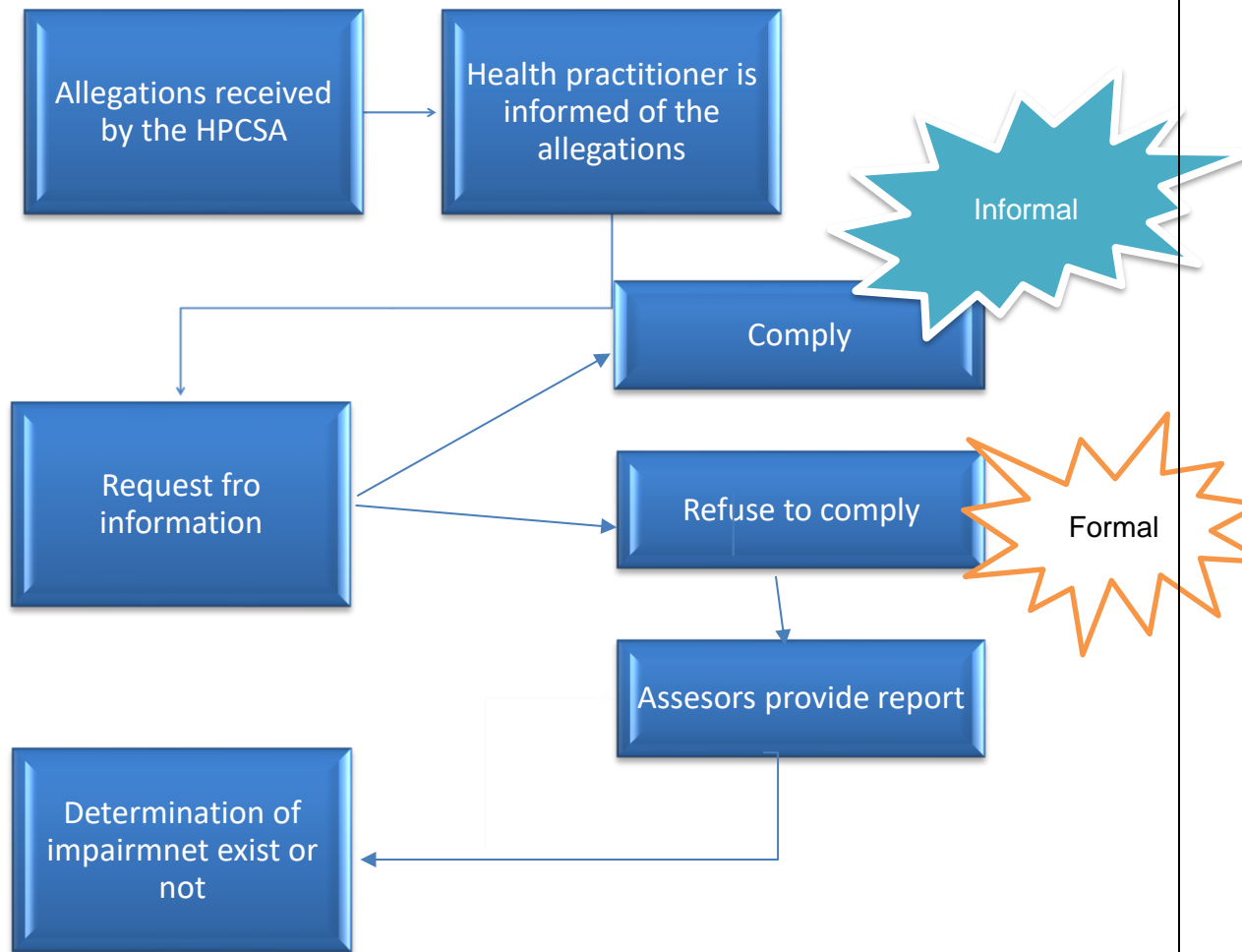
Health practitioners should note that: -

- a) Non-responsive or non-cooperation to instructions from the professional board or its committees or council's formal correspondence is considered defeating or obstructing the council or board in the performance of its duties, and its unprofessional conduct.
- b) The non responsiveness or non-cooperation by the health practitioner inhibit the health committee to exercise its judiciary duties, as such the health committee may suspend the health practitioner from practicing the profession in South Africa based on the limited information at its disposal, if it deems it necessary to protect the public.
- c) Refusing to participate in the request for informal investigation means that the formal investigation process automatically ensues.
- d) The health committee does not share the outcome of the investigation to anyone besides the affected health practitioner and shall inform the employer if there is/are professional restriction imposed as part of the impairment management.

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ANNEXURE A: THE INVESTIGATION PROCESS



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