

HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

PROFESSIONAL BOARD FOR EMERGENCY CARE

**DOCUMENTATION REQUIRED FOR THE PORTFOLIO OF EVIDENCE
DEMONSTRATING CLINICAL COMPETENCE FOR FOREIGN PRACTITIONERS
AND LATE REGISTRATIONS**

1. BACKGROUND AND PURPOSE

In-line with the Health Professions Act 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 (Section 17 of the Act).

Typically, the individual who intends registering in terms of the Act shall apply to the Registrar submitting the qualification which may entitle him or her to registration. Together with a proof of identity and good character, a valid and authentic qualification/s, the professional board concerned with that registration shall consider the registration of the individual.

Depending on the professional board concerned, in the case of an ordinary registration, the individual shall apply for registration within 1 (one) year of obtaining the qualification. In the case where an individual does not register within the predetermined time period, the professional board concerned may require a reassessment, recertification or acceptable alternative before considering the registration of the individual.

With specific regard to the Professional Board for Emergency Care (PBEC), it may occur that individuals who have completed an emergency care qualification either at a recognised South African or foreign institution do not register with the PBEC immediately after qualification but do practice in a clinical environment outside of South Africa. An additional cohort of practitioner that could make use of this PoE is a practitioner who has been erased from the register in South Africa but has subsequently practiced outside of the Republic and has been registered with a foreign professional body. (Please note, this does not apply to individuals applying for restoration to the register for other reasons) Subsequently, these individuals (and in-line with South Africa's labour and employment laws) wish to register with the PBEC. If the PBEC considering the application does not require a reassessment or recertification of the individual at that point, a Portfolio of Evidence (PoE) indicating the current status, compliance with professional development and clinical experience will be required. This PoE will be independently audited by a board nominated moderator. The cost of the moderation will be based on a cost recovery basis.

Based on the outcomes of the PoE assessment, the application for registration may be approved or declined by the Board. Alternatively, based on this PoE, the individual may have to undergo reassessment or recertification. With exception to special circumstances where the education committee decrees that a practitioner should submit a POE, this PoE will be completed when assessing all foreign qualifications in conjunction with the foreign qualification documentation required by the HPCSA.

The purpose of this document is to provide those individuals who have been requested to submit a PoE with guidance in relation to the contents of the PoE. It must be noted that depending on the individual's clinical background and context, certain aspects of the PoE may be more expansive than other aspects. With this in mind, PoEs are considered on an individual basis, as direct comparison of individual PoEs is not possible. However, certain aspects of the PoE are mandatory as will be described below.

2. THE PORTFOLIO OF EVIDENCE

2.1 DEFINITION

From as far back as 1975, Knapp defines a PoE as:

“...a file or folder of information which has been accumulated about a student’s past experiences and accomplishments... (it) can be the vehicle for organizing and distilling raw prior experiences in a manageable form for assessment...a process by which prior experiences can be translated into educational outcomes or competencies, documented and assessed for academic credit or recognition.”¹

Despite this aged definition, this still can be counted on as widely accepted. Users of this definition have added additional nuances to suit various professions, industries and educational environments.

Finally, in terms of professional portfolio (as opposed to those used during learning) development, certain authors refer to the term “*product portfolio*” which describes and demonstrates individual mastery of a subject or skill.

2.2 Contents of the Portfolio of Evidence

1. Knapp J. A Guide to Assessing Prior Experience Through Portfolios. Education Testing Service. Cooperative Assessment of Experiential Learning. Princeton. 3 Of the the

the contents of the portfolio should be strictly guided with at least, an indication of minimally acceptable requirements.

Below is a minimum list of required documentation for the purposes of the PoE as stipulated by the PBEC (either as a bound document or in electronic format [CD or DVD] with a corresponding table of contents):

- a) A letter addressed to the Professional Board for Emergency Care (PBEC) detailing your request. This must include your current registration status with the HPCSA as well as your intended registration category for which you are applying. **Please also include reasons as to why you did not apply for registration immediately after obtaining your qualification.**
- b) A copy of your identity document/passport.
- c) Proof of residence (eg. Utility bill)
- d) A concise (no longer than two [2] pages) curriculum vitae (CV) placing particular emphasis on your employment history. (Please ensure that the references placed within the CV are current at the time of application)
- e) A copy (if you are registered with the HPCSA) of your registration certificate as well proof of current registration status.
- f) A copy of your foreign professional body registration certificate. (Please ensure that the document/s indicate your first date of registration as well as your current registration status)

- g) Copy of SAQA application (if applicable).
- h) Copies of **applicable** Continuing Professional Development (CPD) activities for the preceding two (2) years at the date of application for registration. It must be noted that certain CPD activities are not related to the intended category of registration, and therefore will not be considered appropriate.

1. Lam R. Promoting Self-Regulated Learning through Portfolio Assessment: testimony and recommendations. *Assessment and Evaluation in Higher Education*. 2014;39(6):699-714.

African PBEC registration.

- l) A letter from your direct line-manager(s)/team-leader(s)/reporting person(s) indicating the following:
 - i. The approximate number of clinical hours worked in the past two (2) years;
 - ii. The nature of the clinical environment (e.g. Pre-hospital primary response, out-of-hospital interfacility transfers, event medical standby, aeromedical environment, primary health care setting, remote-site setting etc);
 - iii. The number of cases the service/provider attends to either per day/per week/per month/per annum. Included in this, the average number of high, medium and low-acuity cases per day/per week/per month;
 - iv. The average number of cases (per day/per week/per month) that you have managed or played a significant role in based on the same categories i.e. high/medium/low-acuity;
 - v. A description/summary/finding of any (if any) disciplinary/inquest related to unprofessional, unethical and/or improper healthcare conduct;
 - vi. A letter of recommendation from a peer of at least the same or senior medical qualification with whom you would have interacted with on a routine basis during your clinical activities. This letter of recommendation must include your (although it is acknowledged that this may be fairly subjective) level of professional conduct and clinical competence;
 - vii. A list of four (4) peers, with whom you would have had routine professional interaction. Please indicate their role and position;
 - viii. A personal development/continuing education plan;
 - ix. A letter of good health from a registered medical practitioner.

3. CONCLUSION

Although the list of required documentation is considered a “minimum requirement”, individuals wishing to submit a PoE are reminded that an increase in the volume of documentation alone does not necessarily improve the submission’s reliability or validity. Any additional documentation that is being considered for submission must undergo careful consideration.

Finally – the composition of a PoE should not just be seen with a single objective in mind (professional registration), but rather as an on-going professional developmental task.