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		Issue No.	01
		Effective Date	01.08.2022


SECTION A: QUALIFICATION DETAILS											
QUALIFICATION DEVELOPER (S)		University of Botswana									
TITLE	Post Graduate Diploma In Ophthalmic Nursing								NCQF LEVEL	8	
STRANDS (where applicable)	1. Not Applicable 2. 3. 4.										
FIELD	Health and Social Services			SUB-FIELD	Health Sciences			CREDIT VALUE	132		
New Qualification					✓		Legacy Qualification				
SUB-FRAMEWORK		General Education			TVET			Higher Education			✓
QUALIFICATION TYPE	Certificate	I	II	III	IV	V	Diploma	Bachelor			
	Bachelor Honours			Post Graduate Certificate			Post Graduate Diploma		✓		
	Masters						Doctorate/ PhD				

RATIONALE AND PURPOSE OF THE QUALIFICATION

RATIONALE:

The government of Botswana has aligned itself with others in the region to prevent blindness in the Southern Africa Development Community (SADC). Sub Saharan Africa is characterized by lack of eye health and vision personnel, and this is a significant contribution factor to the high prevalence of avoidable vision impairment and blindness.

Ophthalmic Nursing training was introduced in Botswana in 2006 at Institute of Health Sciences Molepolole.; the advanced post-basic diploma programme is a special discipline which equips the learners with advanced

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knowledge and skills in ophthalmic field. The Introduction of Ophthalmic Nursing training has proven to be beneficial and cost effective, from inception of the programme to 2013; 46 advanced ophthalmic nurses were trained and are currently deployed in various primary, secondary, and tertiary care settings. Overall, there are only 72 qualified ophthalmic nurses in Botswana. For effective eye health services to be provided and sustained there is need for more ophthalmic nursing personnel since the current complement of eye health professionals is insufficient to meet the needs of the population.

Local and Global Trends in Higher Education


According to **ETSSP 2015-2020**; there is need for Higher Education Institution to produce global competitive graduates with high level of employability and transferable skills needed for the changing labour market. The program therefore sets to meet such targets as identified through various stakeholders' consultative forums and need assessment findings.

Demand for Human Resource for Eye Health

Human resource is the most critical in health sector; Botswana like many other nations is faced with shortage of trained and qualified which poses a challenge to delivery of quality health care services (**National Health Policy, 2011**). Health Training Institution in Botswana has a core mandate of producing human resource for health to provide quality health services at all level of health care system. Human resource development (HRD) is also an essential component of the **VISION 2020 programme** and has been recommended to be part of all existing and future VISION 2020 action plans. **Global Action Plan 2014-2019** whose aims to reduce prevalence of avoidable visual impairment by 25% by the year 2019; recommends that national programmes need to train adequate eye health workforce whose size, composition and distribution is proportionate to the eye care needs of the country. Ophthalmic nurses constitute the largest proportion of ophthalmic personnel in Botswana; they play pivotal role in eye care by manning primary, secondary, and tertiary eye units.

A Situational analysis of ophthalmic nursing services in Botswana revealed that ophthalmic nurses play a pivotal role in eye care delivery but there is insufficient number of trained ophthalmic personnel in Botswana which lead to poor distribution of ophthalmic nurses between the rural (17%), semi-urban (49%) and urban (34%) settings (Molao, 2014). According to **HRDC report**, Ophthalmic Nursing has been identified as one of the top 20 priority training need for Botswana. Therefore, the need for continued training of these cadres is imperative to meet the market needs of the country. In response, Botswana developed the second **National Eye Health Plan - 2015-2019**; the projected need of ophthalmic nurses over the next 3-5 years is 100 ophthalmic nurses (National Eye Health Plan 2015-2019). Furthermore, the **Botswana Integrated Health Service Plan: 2010-2020** recommends enrolment target of 20 ophthalmic nurses annually effective 2009 (MOH, 2010), which justifies the need to continue training ophthalmic nurses in Botswana.

The evaluation of the advanced diploma programme was done during implementation phases of the programme to ensure quality assurance in training. The monitoring and evaluation processes included student exit evaluation, student teacher evaluation, peer evaluation reports, external examiners evaluation reports and

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curriculum review need assessment. The external and students evaluation reports and need assessment findings strongly recommended the need to upgrade the advanced diploma programme to bachelor's degree programme in order to produce highly specialized cadres who are global competitive and have extended scope to provide holistic eye care services. Benchmarking done regionally also revealed that they have reviewed diploma programme to offer degree programme in order to produce responsive eye workforce who can meet with evolving global health challenges. Furthermore, health workforce is one of the six building blocks of Health Care Systems and it is imperative that countries need to strengthen it to improve population health outcomes and achieve universal health coverage.

Internationally ophthalmic nurse specialists function mainly in tertiary healthcare facilities under direct supervision of ophthalmologists, however regionally and in the local context in line with Primary Health Care model nurse specialist are expected to provide highly specialized holistic services and function independently to manage health care programs at district and primary health care settings (Botswana Essential Health Service Package 2010). This calls for the need to produce highly specialized ophthalmic nurses who have a wider scope to meet with the evolving eye health challenges. The proposed qualification worth 132 credits which is slightly above the prescribed minimum 120 credits. The additional credits, clinical hours and health care management competencies have been added in this qualification in order to prepare a highly competent ophthalmic nurse specialist who will function independently at district and primary health care settings.

PURPOSE:

The purpose of the qualification is to equip the graduates with highly specialized knowledge, skills and competencies to:

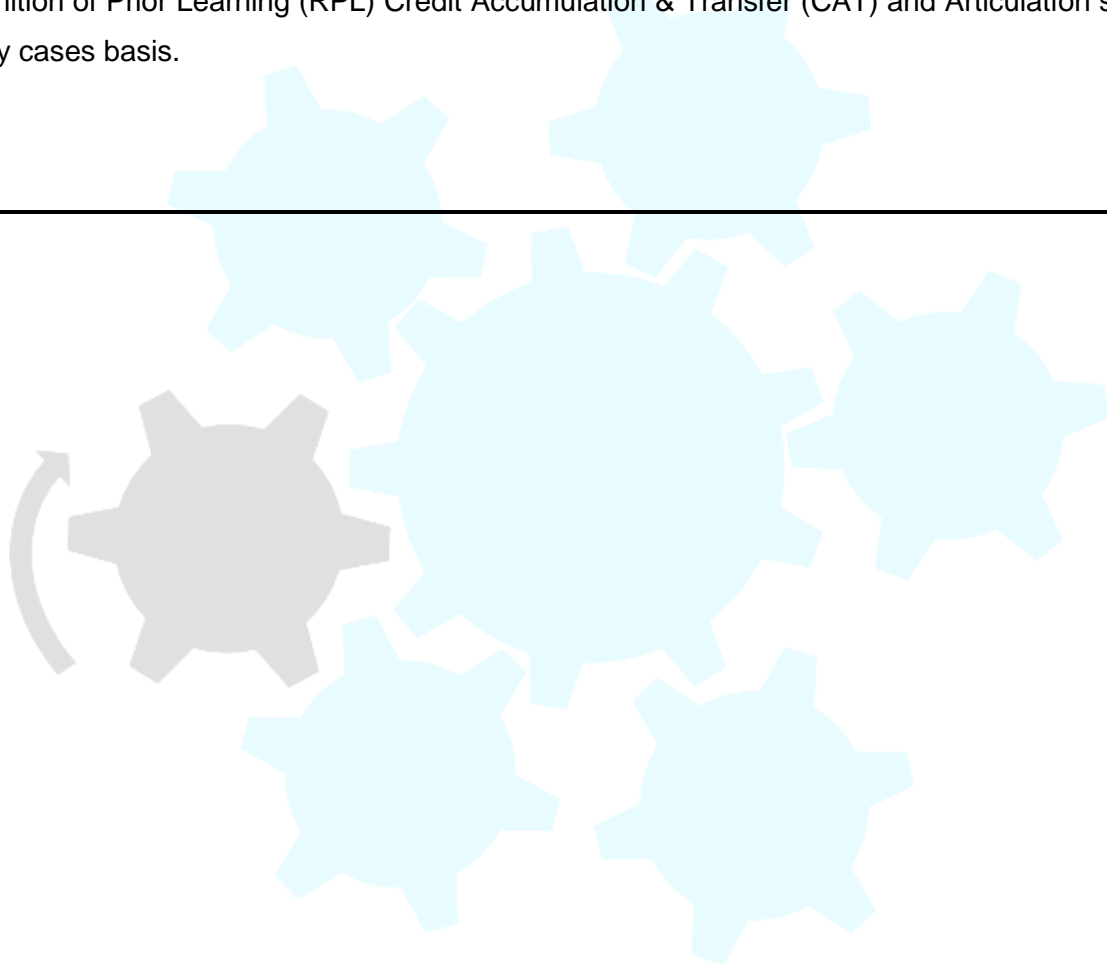
- Integrate highly specialized knowledge of ocular sciences, ocular pathology, nursing, and other disciplines in assessing and managing clients with a range of systemic and ocular conditions utilizing a holistic approach.
- Demonstrate professional integrity and conform to ethical/legal frameworks and professional regulatory requirement in managing ophthalmic clients from diverse cultural background.
- Apply scientific methods of enquiry and utilize research findings to enhance evidence-based practice to promote public eye health.
- Apply leadership and health care management skills to effectively manage ophthalmic healthcare services.


MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

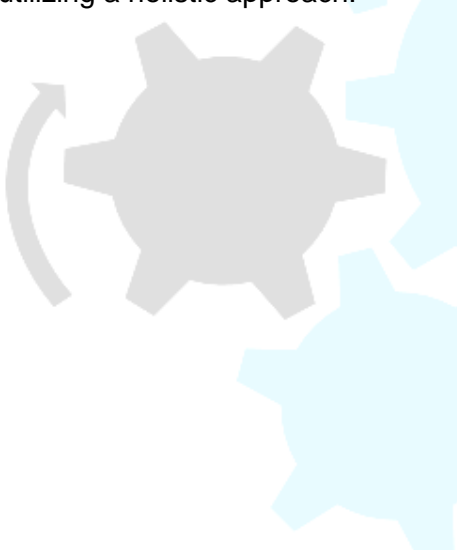
- Minimum NCQF level 7 Bachelor's in General Nursing or its equivalent.
- Current registration with Nursing and Midwifery Council of Botswana (NMCB).
- Minimum of two years clinical working experience.


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- Recognition of Prior Learning (RPL) Credit Accumulation & Transfer (CAT) and Articulation shall apply on a case by cases basis.




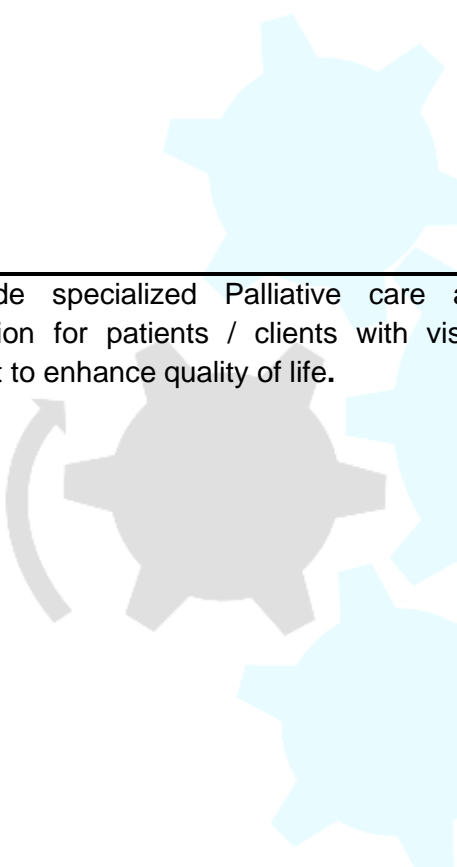
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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
<p>1.0 Integrate highly specialised knowledge of ocular sciences, ocular pathology, nursing, and other disciplines in assessing and managing clients with a range of systemic and ocular conditions utilizing a holistic approach.</p> 	<p>1.1 Demonstrate knowledge of the eye anatomy, physiology, and visual system pathological process that led to systematic effects on the body.</p> <p>1.2 Demonstrate ability to synthesize all data and information from history, ophthalmic assessment, and investigations to systematically make clinical diagnosis.</p> <p>1.3 Apply ophthalmic knowledge and skills to assess the needs of client and initiate appropriate interventions.</p> <p>1.4 Conducts ophthalmic assessments and formulate a comprehensive nursing care plan to manage clients with anterior and posterior ocular conditions.</p> <p>1.5 Identify and manage ophthalmic emergencies and trauma and refer promptly to prevent adverse complications.</p> <p>1.6 Demonstrate proficiency in conducting ophthalmic refractive testing to diagnose refractive errors and initiate appropriate.</p> <p>1.7 Demonstrate safe administration and professional management of ophthalmic drugs and other medical drugs in managing ophthalmic clients.</p> <p>1.8 Refer eye clients appropriately and provide support/information to facilitate prompt uptake of referrals</p> <p>1.9 Record patient profile and clinical data clearly and comprehensively</p>


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	1.10. Demonstrate ability to assist with ophthalmic imaging procedures
2.0 Apply a range of advanced ophthalmic knowledge and skills to manage patients undergoing minor and major ophthalmic surgery.	<p>2.1 Demonstrate proficiency in synthesizing advanced ophthalmic knowledge and skills in managing client undergoing ophthalmic surgery.</p> <p>2.2 Conduct pre and post-surgical assessments to provide effective and safe pre, intra and post-operative care to ophthalmic patients.</p> <p>2.3. Demonstrate knowledge and skills in use and handling ophthalmic equipment.</p> <p>2.4 Demonstrate mastery of technical skills to assist in minor and major ophthalmic procedures.</p> <p>2.5. Demonstrate ability to perform minor external ophthalmic surgical procedures.</p> <p>2.6. Adhere to infection control and surgical aseptic techniques during ophthalmic surgery.</p> <p>2.7. Comply with ethico - legal principles in caring for patients undergoing ophthalmic surgery.</p>
3.0 Engage in inter professional and stakeholder collaboration to provide advanced community centered comprehensive eye care to promote public eye health.	<p>3.1 Conduct community assessment to identify prevalent and potential ocular conditions and initiate community-based intervention strategies</p> <p>3.2 Design and implement community-based eye health promotion programme</p> <p>3.3 Collaborate with community and other health care providers to identify patients with visual impairments, ocular conditions and special needs and refer appropriately for specialized care.</p> <p>3.4 Liaises with community health nurses, primary healthcare providers for the referral of patients with ocular conditions and special health needs.</p>

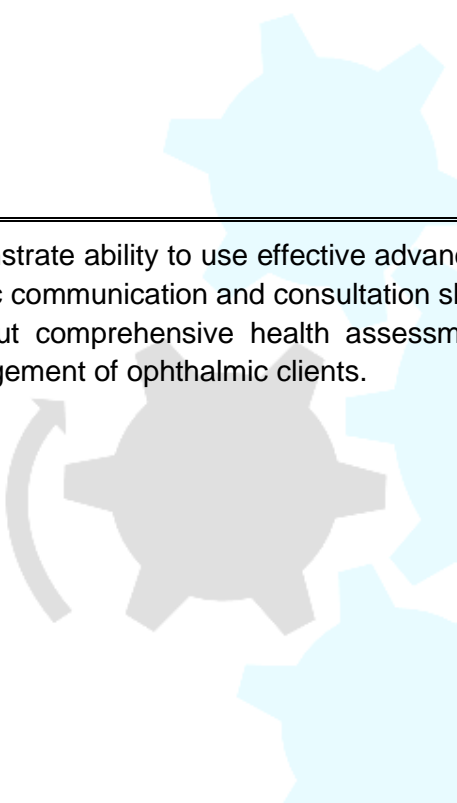
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	<p>3.5 Engage in inter professional collaboration to provide integrated holistic care to individuals, families, and community.</p> <p>3.6 Apply epidemiological knowledge of blindness in the prevention and promotion of eye health.</p> <p>3.7 Evaluate planned eye care programme in line with needs assessments conducted.</p>
	<p>4.0 Provide specialized Palliative care and Rehabilitation for patients / clients with visual impairment to enhance quality of life.</p> <p>4.1 Demonstrate knowledge and skill to rehabilitate ophthalmic clients with special need to enhance the quality of life.</p> <p>4.2 Identify ophthalmic clients who require palliative care and manage appropriately.</p> <p>4.3 Advise, support and empower families to utilize services and inclusive education.</p> <p>4.4 Provide low vision assessment, an inclusive safe environment, and special services to the visually impaired and their families.</p> <p>4.5 Refer and facilitate access to rehabilitation, low vision care and inclusive education</p> <p>4.6 Creates a communication pathway for patients and families regarding rehabilitation and other ophthalmic care needs.</p>
<p>5.0 Critically appraise and evaluate research findings to enhance evidence based ophthalmic practice.</p>	<p>5.1 Apply critical thinking skills and systems approach to problem solving and nursing decision making skills.</p> <p>5.2 Apply evidenced based clinical practice guidelines, standards and protocols in ophthalmic patient care.</p> <p>5.3 Utilise research findings to promote evidence-based practise.</p> <p>5.4 Contributes to knowledge and practice development of the ophthalmic nursing specialty through identifying and conducting research in areas of need.</p>

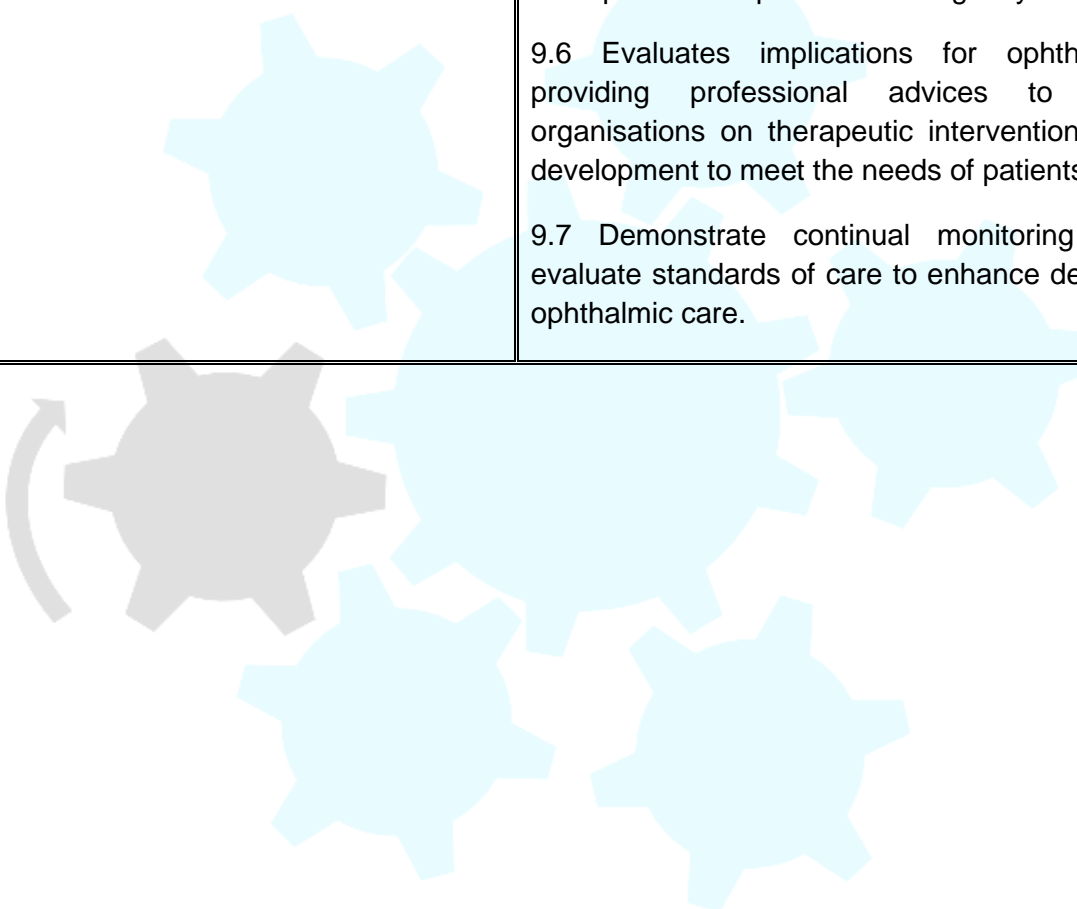
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	<p>5.5 Conduct clinical audits and utilise gathered information to inform policy and continued quality improvement</p> <p>5.6 Demonstrate ability to interpret, utilise and disseminate research findings to improve patient outcomes and promotes evidence-based practice</p>
	<p>6.0 Appraises and develops self, peers, and students by facilitating lifelong learning to maintain ophthalmic nursing competence.</p> <p>6.1 Assumes responsibility for lifelong learning, own professional development and maintenance of competence.</p> <p>6.2 Provides clinical mentorship and preceptorship for peers, students and other health care providers.</p> <p>6.3 Acts as a resource in ophthalmic practice area for students, other members of health team, and the community.</p> <p>6.4 Maintains and enhances highly specialised ophthalmic knowledge and skills through benchmarking best practices.</p> <p>6.5 Participates in the development curricular and review of existing curriculum for ophthalmic nursing programmes.</p> <p>6.6 Develop continuing education programme for primary health care providers to promote eye health</p> <p>6.7 Engages in advocacy activities through professional organisations to influence health care policies and service provision in ophthalmic field.</p>
<p>7.0 Demonstrate professional integrity and conform to ethical/legal frameworks and professional regulatory requirement in managing ophthalmic clients from diverse cultural background.</p>	<p>7.1 Adhere to ophthalmic standards and profession-led regulation to provide care that is professional, ethical and socially acceptable</p> <p>7.2 Practice according to national legal requirements by adhering to professional and ethical codes, standards of practice, laws, and regulations to protect the public.</p> <p>7.3 Maintains confidentiality and security of written verbal and electronic information acquired in a professional capacity.</p>

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	<p>7.4 Display advocacy role to protect human rights and violation of client in relation to professional code of practice.</p> <p>7.5 Interprets relevant legislation frameworks governing the promotion of ophthalmic health to prevent visual impairment and avoidable blindness</p>
	<p>8.0 Demonstrate ability to use effective advanced therapeutic communication and consultation skills to carry out comprehensive health assessment and management of ophthalmic clients.</p> <p>8.1 Communicate effectively with a range of people, including patients and families, colleagues, and other health care providers in diverse settings, using a variety of methods.</p> <p>8.2 Communicate patients/clients health status using appropriate format, available technological resources and provide educational material and care in a culturally sensitive manner.</p> <p>8.3 Develops communication protocols and pathways between the members of the multidisciplinary team for effective referral system.</p> <p>8.4 Record patient information accurately and critically evaluate information to ensure optimal patient management.</p>
<p>9.0 Apply leadership and health care management skills to effectively manage ophthalmic healthcare services.</p>	<p>9.1 Manage health care unit and health facility based on the understanding of the roles and relationships within the multi-disciplinary team</p> <p>9.2 Advocate for and allocate appropriate resources based on needs analysis of the health facility to optimise health outcomes.</p> <p>9.3 Demonstrate leadership qualities in engaging and maintaining networks and partnerships to influence and improve public eye health.</p> <p>9.4 Demonstrate understanding and application of national and international eye health policies/ programs and participate in formulation of national eye health policies, standards, and guidelines.</p>

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	9.5 Demonstrate analytical skills and problem solving skills in response to unpredicted emergency situations.
	9.6 Evaluates implications for ophthalmic practice providing professional advices to peers, other organisations on therapeutic interventions and services development to meet the needs of patients and service.
	9.7 Demonstrate continual monitoring and critically evaluate standards of care to enhance delivery of quality ophthalmic care.

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SECTION C		QUALIFICATION STRUCTURE			
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level [7]	Level [8]	
FUNDAMENTAL COMPONENT <i>Subjects/ Courses/ Modules/Units</i>	Health Care Management		8		8
	Research Methods			10	10
CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Ophthalmic Sciences: Anatomy and Physiology of the eye, ophthalmic optics and refraction, ophthalmic pharmacotherapeutics			32	32
	Ocular Pathology: Disorders of anterior and posterior eye segment, neuro-ophthalmology, ocular emergencies and trauma, Pediatric ophthalmology			25	25
	Ophthalmic Nursing Practice: Foundations of ophthalmic nursing, Ophthalmic Nursing Practice			37	37
	Community Ophthalmology: Community Eye Health, Epidemiology of Eye Disease.			20	20
	Total		8	124	132

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STRANDS/ SPECIALIZATION	<i>Subjects/ Courses/ Modules/Units</i>	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
1.	N/A				
2.	N/A				

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SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	Credit Value
FUNDAMENTAL COMPONENT: Level 7	8
FUNDAMENTAL COMPONENT: Level 8	10
CORE COMPONENT Level 8	114
TOTAL CREDITS	132
Rules of Combination: (Please Indicate combinations for the different constituent components of the qualification)	
Fundamental component: 18 credits (14 %)	
Core Components: 114 credits (86%)	
Total Credits 132	

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ASSESSMENT ARRANGEMENTS

Formative assessment

Formative assessment or continuous assessment contributing towards the award of credits shall be based on course outcomes. This can include tests, assignments and projects as well as simulated and real-life clinical practice or care settings. The contribution of formative assessment to the final grade shall be **weighted differently in individual courses (%)**. Intergraded assessment strategies shall be used and a minimum of 60% of assessments shall be done real life/ clinical based work settings. The final assessment for each course shall contribute weighted % of the final mark for that course. To pass a course, a candidate must achieve a minimum of 50 % in theory and clinical component.

Summative Assessment

This is the final assessment done at the end of each course. Candidates may undergo assessment including written and practical and simulated projects. The final examination for each course contributes weighted % of the final mark for that course. To pass a course, a candidate must achieve a minimum of 50%. A candidate who does not meet the minimum requirements will be eligible for re-assessment or a re-sit.

The weighing for Formative assessment shall be weighted at 70% and summative at 30%

MODERATION ARRANGEMENTS

There shall be provision for both internal and external moderation by BQA accredited moderators and assessors.

RECOGNITION OF PRIOR LEARNING


Candidates may submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the exemption of credits towards the qualification in accordance with applicable national RPL policies and other relevant national-level policies.

CREDIT ACCUMULATION AND TRANSFER

Learners who qualify for Credit Transfer shall receive credits for completed qualification as determined by national RPL and Credit Transfer and Accumulation (CAT) Policy.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning pathways

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Horizontal Articulation

Graduates of this qualification may consider pursuing specialization in some specialty area which include but not limited to:

- Post graduate diploma in Ophthalmic Surgery Nursing,
- Post graduate Diploma in Community Eye Health,
- Post Graduate Diploma in Optometry, and
- Post graduate diploma in other nursing specialty.

Vertical Articulation

Graduates may progress to NCQF level 9 qualifications which include but not limited to:

- Master of Science in Public Health for Eye Care,
- Master of Science in Advanced Nursing Practice in Health and Social Care (Ophthalmic Nurse Practitioner),
- Master of Science in Ophthalmic Nursing,
- Master of Science in Health Care Management and
- Master of Science in Health Professions Education.

Employment pathway

The ophthalmic nurse graduate may work in the following settings: Primary, secondary, and tertiary health care settings which may include positions such as

- nurse management,
- student support,
- ophthalmic nurse specialists or
- advanced nurse practitioners in ophthalmology

QUALIFICATION AWARD AND CERTIFICATION

A learner shall be expected to pass all modules and achieve the stipulated total credits and Grade Points Average (GPA) inclusive of the fundamental, core and or elective components, to be awarded the Post Graduate Diploma in Ophthalmic Nursing.

Certification

Candidates meeting prescribed requirements will be awarded a certificate by the Awarding Body.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

Postgraduate Diploma in Ophthalmic Nursing Qualification

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Comparability for Post graduate diploma in Ophthalmic Nursing (PGD-OPN) was done with regional and international qualifications.

SIMILARITIES:

This qualification generally compares well with the qualifications studied; the exit-level outcomes and core subject domains cover similar scope and depth and are aligned to exit-level descriptors typical of NCQF level 8 qualification. All qualifications examined offers this qualification at NQF level 8 with a minimum of 120 credits except for Royal College of Surgeon Ireland- School of Nursing & Midwifery qualification which has 60 credits and NQF level 7. The qualification exits outcomes University of Capetown (South Africa), City University (UK) are similar to the proposed post graduate qualification, and qualification competencies are aligned to Africa region ophthalmic competencies for allied ophthalmic workforce. The qualifications have a clinical component which is needed for work industry. The entry requirement is a NQF level 7 degree in nursing or equivalent with an active registration with the Nursing and Midwifery Council (NMC) or relevant professional bodies. Employment pathways after completion include different special area within Ophthalmic Nursing (e.g., advanced nurse practice) in a variety of different settings (public and private). Educational pathways for compared universities are similar to PGD- OPN. Compared qualifications have the same title of qualification (Post graduate diploma in Ophthalmic Nursing) NQF levels 7, 8 or 9 depending on the country's framework which is similar to the proposed PGD-OPN that is at level 8 according to NQF. The Post Graduate Diploma in Ophthalmic Nursing qualification offers courses that are cross cutting in all the domains. These cover the core courses including; ophthalmic nursing practice, nursing management of anterior and posterior segment ocular conditions, refraction, research methods and leadership and management.

DIFFERENCES:


Compared with other universities which offers the qualification with a credit load that ranges from 60 to 120 credits, the proposed Post Graduate Diploma in Ophthalmic Nursing has 132 credits which is 10% higher than the minimum prescribed 120 credits for a post graduate qualification. What differentiates this qualification from the qualifications examined is that it has made provision for additional competencies in Health Care Management and clinical competencies to give a graduate an extended scope to practice in diverse health care settings. Also, some courses offered in other universities although there are similar in structure their naming are different to this qualification. Internationally in UK and Ireland the Postgraduate qualification offers multiple pathways; the graduate can exit with a post graduate certificate, diploma NQF level 8 or NQF level 9.

The proposed Post graduate Diploma in Ophthalmic Nursing qualification for Botswana generally compares well with qualifications offered regionally and Internationally:

Horizontal Articulation

Graduates of this qualification may consider progression into related qualifications at this NCQF level 8 such as:

- Post graduate diploma in Ophthalmic Surgery
- Post graduate Diploma in Community Eye Health
- Post Graduate Diploma in Optometry

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- Post Graduate Diploma in Higher Education
- Post graduate diploma in other nursing specialty.

Vertical Articulation

Graduates may progress to NCQF level 9 qualifications such as:

- Master of Science in Public Health for Eye Care,
- Master of Science in Advanced Nursing Practice in Health and Social Care (Ophthalmic Nurse Practitioner),
- Master of Science in Ophthalmic Nursing,
- Master of Science in Health Care Management
- Master of Science in Health Professions Education.

Employment pathway

The graduates will acquire requisite competencies and attributes to work as:

- Ophthalmic Nurse Lecturer
- Primary Eye Care Practitioner
- Community Ophthalmic Nurse
- Ophthalmic School Health Practitioner
- Ophthalmic Nurse Manager
- Ophthalmic Nurse student Preceptor
- Ophthalmic nurse specialists
- Advanced nurse practitioners in ophthalmology

Based on employment and learning pathways the proposed qualification offers equivalent opportunities for study and work.

REVIEW PERIOD

The qualification shall be reviewed every 5 years after initial and subsequent registration in NCQF, however if need arise the qualification may be reviewed earlier than 5 years.