

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS															
QUALIFICATION DEVELOPER (S)			UNIVERSITY OF BOTSWANA												
TITLE		Master of Nursing Science in Adult-Gerontology (Mns-Adult-Gero)								NCQF LEVEL		9			
STRANDS (where applicable)		1. 2. 3. 4.													
FIELD		Health & Social Services			SUB-FIELD		Health Sciences			CREDIT VALUE			268		
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: <p>Botswana like many countries, is experiencing an increase in the population of the older persons. The population of persons aged 60 years and above increased from 5% to 6% between 2001 and 2011. It is projected that the population of persons aged 60 years and above will constitute 8.5% and 8.9% of the total population in 2022 and 2026, respectively (Statistics Botswana, 2015).</p> <p>The World Health Organization Global Strategic Directions for Strengthening Nursing and Midwifery 's goals (2016 – 2020) focus on an educated, competent and motivated nursing workforce. The Botswana government is committed to improve the health of its nationals thus the Ministry of Health (MoH) aims at improving health facilities (Integrated Service Plan 2010-2020).</p>															

The increasing number of health facilities in the country requires specialist nurses. However, there are challenges of inadequate number of specialist health care professionals at all levels; and the country heavily relies on specialists from other countries. Botswana is also experiencing a surge of non-communicable diseases which impacts negatively on its development. These conditions mainly affect the adult and older adult population and not only affect the victim but also affect the socioeconomic status of the families.

Quality of health care, particularly within the complex of lifestyle conditions and service utilization by culturally inclined Africans remain a challenge. This is also compounded by inadequate skilled health professionals (NHP 2011). The MoH has identified key shortages of health specialist in many areas, one of them is being nursing that address chronic illnesses, aging conditions and emerging catastrophes. The need for advanced practice nurses (masters prepared nurses) who can function in acute and chronic adults and older adults care settings in Botswana is further supported by anecdotal reports, facility level experience, and previous research (Grover et al., 2015; Lazenby, Sebegu, Swart, Lopez, & Peterson, 2016;). This is particularly important because most adults experience life changing conditions that are normally diagnosed at advanced stages with significant delays in referral, diagnosis, and treatment initiation.

This need, that exists as a gap within the MoH needs to be addressed through training enough staff with necessary skills to strengthen human resource (National Development Plan 11, 2017 – 2023). In 2007/2008, the School of Nursing conducted a tracer study focusing on the programmes that were offered by the school. The results revealed that the main concern from the participants was lack of inclusion of the older-adult population in the curriculum despite Botswana experiencing an aging population. The current curriculum has shortage of clinical hours to provide adequate preparation for advanced practice. This is in alignment with the expected international clinical nurse specialist (CNS) practical hour's requirement.

Adult-Gerontology Nursing is a specialist area of expert clinicians with advanced education in nursing practice. They can work in a wide variety of health care settings, such as a hospital, private practice, or a clinic. Adult-Gerontology Clinical Nurse Specialists provide assessment, diagnosis, treatment, and ongoing management of patients who are acutely or chronically ill. They also provide expertise and support to nurses caring for patients at the bedside, help drive practice changes throughout the organization, and ensure the use of best practices and evidence-based care to achieve the best possible patient outcomes. Adult-Gerontology Clinical Nurse specialists

have the skills and expertise to identify gaps in health care delivery and to help design, implement, assess and evaluate health care interventions to improve health care delivery and outcomes.

It is against this background that it is imperative to develop qualification in nursing at master's degree for Adult-Gerontology.

PURPOSE: (itemise exit level outcomes)

The purpose for this qualification is to equip graduates with advanced knowledge, skills and competences to be advanced practice nurses trained in adult and older-adults care who can function in both acute (primary, secondary, tertiary, and quaternary hospitals) and primary health care settings (public and private clinics, hospices, home based services, and skilled nursing facilities).

- provide advanced nursing care services in all primary care settings, even in the most rural areas of Botswana and other countries.
- care for chronically ill patients with life-limiting illnesses, and in hospices and home-based care settings.
- Provide leadership in interprofessional teams to improve Adult-Gerontology care health outcomes to adult and older adult patients.
- Conduct advanced research in areas related to adult-gerontology care nursing.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

Minimum entry would be:

- a) A Bachelor's Degree in Nursing (NCQF Level 7), with at least a second class; second division or equivalent. Equivalent degrees from other recognized academic institutions will be considered on an individual basis
- b) Entry through Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) is accessible to all candidates through institutional policies in line with the national RPL and CAT policies.
- c) A current and active nursing licence in Botswana or transferable in Botswana through the Nursing and Midwifery Council of Botswana.

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SECTION B QUALIFICATION SPECIFICATION	
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA
1. Demonstrate mastery of theoretically sophisticated subject matter in one or more disciplines or area of professional practice)	<p>1.1 Integrate scientific findings from nursing, bio-psychosocial fields, genetics, public health, quality improvement, and organizational sciences for the continual improvement of adult and older-adult health nursing care across diverse settings.</p> <p>1.2 Use adult-gerontology nursing and non-nursing theories and frameworks in the analysis of socio-cultural and clinical problems in the prevention and management of acute and chronic conditions.</p> <p>1.3 Identify biological, socio-cultural, political and economic factors that have a bearing on the health needs of the adult and older-adult clients at different developments stages.</p> <p>1.4 Identify evidence-based interventions including strategies for promotion and restoration of health and prevention of further illness, injury and diseases.</p> <p>1.5 Design intervention strategies to address the developmental health care needs of the adult and older-adult populations.</p>
2. Evaluate research studies, conduct and disseminate research findings to improve practice.	<p>2.1 Identify published intervention approaches that have contextual relevance to own setting and use such to inform changes in adult and older-adult health care improvement.</p> <p>2.2 Utilize effective communication strategies at interpersonal and organizational level to garner support innovative ideas about adult and older-adult health care quality improvement</p>

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	<p>2.3 Use statistical and epidemiological principles to arrive at scientifically sound client care evaluation outcomes</p> <p>2.4 Design intervention strategies to address the health care needs of the adult and older adults clients.</p> <p>2.5 Design programmes at community level to address the health care needs of these clients</p>
3. Apply ethically relevant research principles and methods	<p>3.1 Support lifelong learning to improve care decisions and be a role model and mentor for evidence-based decision making.</p> <p>3.2 Use ethical reasoning in problem solving strategies to design ethically sound and culturally responsive interventions for Adult and older adult clients in a variety of settings</p> <p>3.3 Conduct ethically relevant research on clinical problems, disseminate findings and use evidence to inform care</p>
4. Utilize evidence-based practice to analyse the health care needs and issues affecting adults and older adults	<p>4.1 Use research and quality improvement processes to evaluate client outcomes.</p> <p>4.2 Monitor trends in clinical data, to modify or design new interventions.</p> <p>4.2 Analyze and critique literature and public policies relevant to the adult and older-adult health care of population groups in specialty area.</p> <p>4.3 Promote a safe and therapeutic environment for acutely and chronically ill adult and older adult clients.</p> <p>4.4 Prioritize evidence-based interventions including strategies for health promotion and restoration of health and prevention of further complications.</p>
5. Apply principles of adult –gerontology care nursing to ensure holistic care for individuals and families.	<p>5.1 Utilize knowledge and skills to new situations encountered in the care of adults and older adults</p>

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	5.2 Provide multi-culturally sensitive care to families and individuals in a rapidly changing society.
6. Engage in rigorous intellectual analysis, and problem solving in the provision of care to adults and older adults.	<p>6.1 Use advanced clinical reasoning for complex clinical presentations</p> <p>6.2 Incorporate concerns of family, significant others, and into the design and delivery of care for adults and older adults.</p> <p>6.2 Participate in policy development that will advocate strategies to influence care service provision to adults and older adults.</p> <p>6.3 Identify best adult and older adults' clinical practices regionally and internationally that can be adopted locally for the care of adult and older adults patients.</p>
7. Utilize collaborative relationships with other health care professionals for the purpose of improving Adult- gerontology care services	<p>7.1 Consult with other health professionals and other stakeholders to standardized high quality Adult-gerontology health care.</p> <p>7.2 Collaborate with alternative health care delivery systems in the provision of care to clients and their families and communities.</p> <p>7.3 Provide leadership in collaborative interdisciplinary teams to improve patients' health care outcomes</p>
8. Utilize knowledge and skills with a high degree of self – direction and autonomy in the treatment and care to adults and older adults.	<p>8.1 Contribute in designing the methods, tools, performance measures, and standards related to Adult-gerontology health nursing quality.</p> <p>8.2 Integrate broad, organizational, client-centered, and culturally appropriate concepts in the planning, delivery, management, and evaluation of evidence-based adult and older-adult health promotion, and prevention programs.</p> <p>8.3 Demonstrate a high-level understanding of assessment, problem identification, design of interventions, and evaluation of adult-gerontology health care outcomes.</p>

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<p>9. Utilizes appropriate technology to enhance proficiency and quality in professional practice</p>	<p>9.1 Use communication technologies to integrate and coordinate Adult- Gerontology health care services</p> <p>9.2 Improve nursing care outcomes using data management technologies</p> <p>9.3 Evaluate the use of health care technology is appropriate and ethical for diagnostic, educational, and therapeutic interventions.</p> <p>9.4 Serve as information managers, patient advocates, and educators by assisting clients, students, caregivers and other health care professionals in accessing, understanding, evaluating, and applying adult- gerontology related information.</p>
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SECTION C	QUALIFICATION STRUCTURE				
COMPONENT	TITLE	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level [9]	Level []	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Theoretical foundations of Nursing		12		12
	Research methods in Nursing		12		12
	Medical Statistics		15		15
	Total				39

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CORE COMPONENT <i>Subjects/Courses/ Modules/Units</i>	Advanced Pathophysiology		12		12
	Health Assessment in advanced practice		15		15
	Pharmaceutical interventions for advanced practice Nursing		12		12
	Common acute and chronic health problems of the adult and older adult-Practice.		15		15
	Common acute and chronic health problems of the adult and older adult		12		12
	Advanced knowledge and skills in the management of complex conditions in the adult and older adult		12		12
	Advanced knowledge and skills in the management of complex conditions in the adult and older adult - Practice		15		15
	Adult- Gerontology Nursing		32		32
	Internship				
	Dissertation I		40		40
	Dissertation II		20		20

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	Dissertation III		20		20
	Palliative care for advanced practice nurses		12		12
	Total				217
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	Credits Per Relevant NCQF Level			Total Credits
		Level []	Level [9]	Level []	
1.					
Electives (Student will opt one from the menu)	Health Informatics		12		12
	Gender and Health Education)		12		12
	Ethics and Law in Health Care		12		12
	Counselling of Persons with Special Needs		12		12
	Business Development Services		12		12
	Governance and entrepreneurship		12		12

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	Globalization and international business management		12		12
	Health Policy development and health service management		12		12
	Total				
	Grand Total				268

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
9	268
TOTAL CREDITS	268

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

Components	Total Number of Credits	Credits Percentages
Fundamental Core courses	39 credits	14.6%
Core component Courses	217 credits	81%
Elective/Optional component courses	12 credits	4.5%
Total	268	100%

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ASSESSMENT ARRANGEMENTS

Assessment

Assessment will include both formative and summative modes. Assessment will be carried out by BQA registered and accredited assessors.

1. Formative Assessment

Formative assessment will contribute 60% to the overall grading for the qualification.

2. Summative Assessment

Summative assessment will contribute 40% of the overall grading for the qualification

MODERATION ARRANGEMENTS

Moderation

Internal moderators and assessors

Internal assessors and moderators shall have a qualification a minimum qualification in PhD in Nursing or its equivalent field plus evidence of competence in assessment and moderation. fields and be registered and accredited with BQA and other relevant bodies.

RECOGNITION OF PRIOR LEARNING

Recognition of Prior Learning shall be granted where the candidate is able to provide sufficient evidence of their competence in particular modules or set learning outcomes as determined by the appointed RPL assessor(s) in the institution.

CREDIT ACCUMULATION AND TRANSFER

A learner may transfer academic credits towards the award of the qualification as may be determined by the provider in line with institutional policies.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Learning Pathways

Vertical Pathways Vertical Articulation (qualifications to which the holder may progress to):

- Doctor of Philosophy (PhD) in Nursing
- Doctor of Nursing Philosophy (DNP)

Horizontal Articulation (related qualifications of similar level that graduates may consider)

Master's in Nursing Education and Administration

Masters in Community Health Nursing

Masters in Psychiatric Nursing

Masters in Paediatric Nursing

Master's in nursing (general)

Master of Public Health

Master of Nursing Education

Master of Counselling

Employment Pathways

- Registered midwife in Government health clinics and hospitals, Private Practice, Nursing Homes, mining hospitals, Aviation (for civil aviation) and disciplined forces (BDF, Police, Prisons)
- An assessor in midwifery care claims at Medical Insurance Companies e.g. BOMAID
- A Consultant in Hospice Centres
- An advisor in midwifery related drugs in Pharmaceutical companies and in UN agencies (WHO, UNDP, UNFPA, UNHCR) and school health clinics and Non – Governmental and Civic Organizations, e.g. Tebelopele Testing and Counselling, Red Cross, BOFWA, BOCAIP
- A coordinator for HIV & AIDS and health welfare officers in various government ministries and other organizations in SRH&H
- An Adult-gerontology nurse representative in Local & International Professional bodies e.g. Nursing and Midwifery Council of Botswana, International Confederation of Midwives or International Council of Nurses in midwifery related issues
- An Adult-gerontology nurse educator and trainer in Training and or academic Institutions

A partner in Adult-gerontology related Research Centres / Collaborating universities

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

To be awarded a Master of Nursing Science (Adult-Gerontology Nurse Specialist), a candidate is required to achieve a minimum credit of 268.

Certification

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Candidates meeting prescribed requirements will be awarded the qualification and a certificate in accordance with standards prescribed for the award of the qualification and applicable policies.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

There is no local University that offers Adult-Gerontology qualification in Botswana. The proposed qualification has therefore been benchmarked against MNS programs regionally and internationally.

There is no university locally, that was offers MNS similar to the one proposed for University of Botswana. The proposed qualification has, therefore, been benchmarked against MNS programs regionally in South Africa. Comparisons with other universities internationally revealed that NQF levels are at level 8.

The qualification as well as competencies required for registration and accreditation with professional bodies such as Nursing and Midwifery Council of Botswana (NMCB) are similar to South African Nursing Council (SANC).

The proposed qualification generally compares well with all the qualifications studied since the exit outcomes cover similar scope and depth and are aligned to exit-level descriptors typical of this level and type of qualification as done within the region as well as competencies required for registration and accreditation with professional bodies.

The Master of Nursing Science at University of Zululand has a credit load of 128 and the qualification focus only on Medical Surgical Nursing.

The University of Johannesburg has 240 credits and University of Botswana has a credit load of **268**

The other difference is that at both University of Zululand and Johannesburg Universities graduates exit with an integrated degree of general nursing for University of Zululand and UJ with other specialty areas such as General Critical Care, Operating room and Trauma.

In addition, University of Johannesburg expects graduates to have completed a research essay and University of Zululand expects a research project presentation. None of these universities have stipulated courses and their credits load. The University of Botswana has course work and practical and students are expected to produce a research essay or report.

REVIEW PERIOD

The qualification will be reviewed after five (5) years

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For Official Use Only:

CODE (ID)

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REGISTRATION STATUS	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT	



BOTSWANA
Qualifications Authority