



# GOVERNMENT GAZETTE

## OF THE

# REPUBLIC OF NAMIBIA

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## Government Notices

### MINISTRY OF HEALTH AND SOCIAL SERVICES

No. 14

2011

#### REGULATIONS RELATING TO SCOPE OF PRACTICE OF SOCIAL WORKERS, SOCIAL AUXILIARY WORKERS AND STUDENTS: SOCIAL WORK AND PSYCHOLOGY ACT, 2004

Under section 56 of the Social Work and Psychology Act, 2004 (Act No. 6 of 2004), and on the recommendation of the Social Work and Psychology Council of Namibia, I have made the regulations set out in the Schedule.

**R. N. KAMWI**

**MINISTER OF HEALTH AND SOCIAL SERVICES**

Windhoek, 1 February, 2011

### SCHEDULE

#### Definitions

1. In these regulations, unless the context otherwise indicates, a word or expression defined in the Act has that meaning, and -

“social auxiliary work” means the performing of social work on the instructions, and under the guidance and direct supervision and in support of a social worker;

“social work” means the professional activity of helping individuals, couples, groups of persons and communities to enhance and restore their capacity for social functioning, and the creating of societal, emotional, mental and physiological conditions favourable to attaining this goal and includes the application of social theory, knowledge, methods, skills and ethics;

“student” means a student in social work; and

“the Act” means the Social Work and Psychology Act, 2004 (Act No. 6 of 2004).

### **Scope of practice of a social worker**

**2.** The scope of practice of a social worker consists of the counselling of, and the providing of therapy, guidance and resolutions for persons, couples, families, groups of persons or communities relating to or in aid of or the presenting of -

- (a) family problems, including marital problems, divorce, family violence, parenting issues and family therapy;
- (b) children, including adoptions, child abuse and neglect, adaptation problems at school, behavioural problems and career choices;
- (c) legal proceedings including -
  - (i) access to, guardianship and custodianship of children,
  - (ii) preparation for court procedures, and
  - (iii) vulnerable witnesses,

and acting as expert witnesses at trials;

- (d) pregnancy, including baby dumping, concealment of birth, abortions and teenage pregnancy;
- (e) the human immunodeficiency virus and acquired immune deficiency syndrome, both pre-testing and post-testing;
- (f) bereavement care;
- (g) employer and employee assistance programs, including substance abuse, the human immunodeficiency virus and acquired immune deficiency syndrome programs and conflict resolution;
- (h) geriatrics;
- (i) mental and emotional support for patients with chronic mental illnesses;
- (j) trauma and post traumatic stress syndrome;
- (k) substance abuse;

- (l) social interactive difficulties, including adjustment to, or the inability to cope in, society, relationship problems and conflict between children, adults and neighbourhoods and wider communities;
- (m) suicide ideation;
- (n) stress and stress management;
- (o) crisis intervention;
- (p) advanced social work;
- (q) social group work with therapeutic and educational goals;
- (r) training and workshops;
- (s) public presentations;
- (t) policy writing;
- (u) professional report writing with diagnostic and evaluative information;
- (v) awareness raising of, and sensitisation of communities on social problems;
- (w) community development projects;
- (x) research projects relating to social work; and
- (y) social work management, including professional mentoring and continuing professional development of junior social workers, and organising and conducting of social work office.

#### **Scope of practice of a social auxiliary worker**

**3.** A social auxiliary worker may perform, on the instructions, and under the guidance and direct supervision and in support of a social worker, any of the acts prescribed by regulation 2 and delegated to him or her by that social worker.

#### **Performing of professional acts by a student in the social work profession**

**4.** A student in the social work profession may perform, on the instructions, and under the direct control, supervision and guidance of a social worker, any of the acts prescribed by regulation 2 and delegated to him or her by that social worker as part of his or her education, tuition and training.

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### **MINISTRY OF HEALTH AND SOCIAL SERVICES**

No. 15

2011

#### **REGULATIONS RELATING TO CONTINUING PROFESSIONAL DEVELOPMENT APPLICABLE TO REGISTERED OR ENROLLED PERSONS AND FAILURE TO COMPLY: NURSING COUNCIL OF NAMIBIA: NURSING ACT, 2004**

Under section 59 of the Nursing Act, 2004 (Act No. 8 of 2004), read with section 34(2) of that Act, and on the recommendation of the Nursing Council of Namibia, I have made the regulations set out in the Schedule.

**R.N. KAMWI**  
**MINISTER OF HEALTH AND SOCIAL SERVICES**

Windhoek, 1 February 2011

**SCHEDULE**

**Definitions**

**1.** In these regulations, unless the context otherwise indicates, a word or expression defined in the Act has that meaning, and -

“the Act” means the Nursing Act, 2004 (Act No. 8 of 2004).

**Continuing professional development applicable to a registered or enrolled person**

**2.** The continuing professional development determined by the Council from time to time under subsection (1) of section 34 of the Act in respect of a registered or enrolled person or class of registered or enrolled persons is applicable to that registered or enrolled person or class of registered or enrolled persons, and he or she must comply.

**Failure to comply with continuing professional development**

**3.** (1) If a registered or enrolled person fails to comply with the continuing professional development determined by the Council under subsection (1) of section 34 of the Act that is applicable to him or her, the Council may -

- (a) refuse to maintain the registration of that registered or enrolled person under section 28 of the Act; or
- (b) grant, on good cause shown, an extension of time for a period of not more than one year, to that registered or enrolled person subject to paragraph (a) of subregulation (2)(a), to comply with the continuing professional development applicable to him or her; or
- (c) require that registered or enrolled person to write an examination determined by the Council, subject to paragraph (b) of subregulation (2), which examination must determine the professional knowledge, skills and competence of that registered or enrolled person relating to the continuing professional development that he or she has failed to comply with.

(2) A registered or enrolled person who has failed to comply with the continuing professional development referred to in subregulation (1), may apply to the Council in writing, in such form as the Council may determine, for -

- (a) the extension of time prescribed by regulation 3 (1)(b); or
  - (b) the writing of an examination prescribed by paragraph (c), of subregulation (1).
- (3) An application in accordance with subregulation (2) must -
- (a) set out in detail the reasons why the registered or enrolled person failed to comply with the continuing professional development referred to in subregulation (1) and the grounds for the application; and
  - (b) be accompanied by -

- (i) the information and documents determined by the Council; and
  - (ii) payment of the examination fees determined by the Council under section 28(1)(a) of the Act, where applicable.
- (4) The Council, after having considered an application made in terms of subregulations (2) and (3), may -
- (a) grant the application for -
    - (i) the extension prescribed by paragraph (b); or
    - (ii) the writing of the examination prescribed by paragraph (c),of subregulation (1), if it is satisfied that the failure by the registered or enrolled person to comply with the continuing professional development referred to in that subregulation, is due to circumstances beyond his or her control; or
  - (b) refuse the application for -
    - (i) the extension prescribed by paragraph (b), or
    - (ii) the writing of the examination prescribed by paragraph (c),of subregulation (1), if it is satisfied that the failure by the registered or enrolled person to comply with the continuing professional development referred to in that subregulation, is not due to circumstances beyond his or her control.
- (5) The Council must -
- (a) inform the registered or enrolled person in writing of any decision of the Council under subregulation (4);
  - (b) furnish the registered or enrolled person in writing with particulars of the extension granted under subparagraph (i), or the examinations that must be written as determined under subregulation (4)(a), and the period of time within which the examination must be written, where applicable; or
  - (c) inform the registered or enrolled person in writing, as soon as practicable of the grounds for the refusal if the application for extension is refused under paragraph (b) of subregulation (4).
- (6) If a registered or enrolled person fails to -
- (a) complete the continuing professional development referred to in subregulation (1) within the period of extension granted under subregulation (4)(a)(i); or
  - (b) comply with a decision of the Council under subregulation (4)(a)(ii) that he or she must write an examination as determined by the Council within the period of time so determined, or fails to pass that examination,
- he or she must be regarded as having failed to comply with the continuing professional development referred to in subregulation (1).

(7) The Council may apply the provisions of subregulation (1) of regulation 3 in respect of a registered or enrolled person referred to in subregulation (6) of this regulation.

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