




WCCN Pregnancy Policy

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All Change requests should be submitted to WCCN

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2021/12/2 1	Rebranding	Dr T M Bock
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SENATEPREAMBLE

This policy is to be applied from adoption hereof. This policy is by no means to be retrospectively applied and will only deal with the exam cycle, immediately prior to ratification of this policy.



1. Preamble

This policy is to be applied from adoption hereof. This policy is by no means to be retrospectively applied.

2. PURPOSE

The purpose of this document is to describe the policy implemented to ensure safety and security of students and lecturing staff with regards to pregnant students.

3. SCOPE

This policy is concerned with the standardization of the management of pregnant students in the College and Health services. This Policy is part of the Quality Assurance system of the Western Cape College of Nursing.

4. REFERENCES

Code of Conduct PGWC
Basic conditions of employment
WCCN Yearbook

5. DEFINITIONS

High risk pregnancy: This is defined as a situation during pregnancy where the health and life of the pregnant women and/or her foetus is at risk.

6. POLICY Pregnant students

6.1 This policy is further concerned with ensuring safety of the pregnant students, lecturing staff and the clinical services.

6.2 The requirements in this policy are met when there is evidence:

- That the student has informed the HOD of her pregnancy, due date and gestation.
- If the HOD has reasonable reason to suspects that a student might be pregnant
- Pregnant students must submit proof of the expected date of delivery and gestation by means of a medical certificate by a registered midwife or practicing obstetrician or medical practitioner.
- Pregnant students must vacate the residence at 32 weeks of gestation as per WCCN residential rules.
- Pregnant students will temporarily discontinue both the theoretical and clinical components of the programmes for the purpose of maternity leave, at 36 weeks of gestation, to ensure the safety of the lecturer, clinical service and the pregnant student and her foetus.
- Pregnant students are entitled to 6 (six) weeks maternity leave after delivery to allow for her body to return to a non-gravid state, and further to promote bonding between mother and child.

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- Students wishing to return to the academic program sooner than 6 (six) weeks postpartum, must submit a medical certificate by a registered obstetrician/general practitioner declaring them fit for work.
- Pregnant students with a high-risk pregnancy will immediately defer their academic programme until they can submit a medical certificate from a registered obstetrician declaring them fit for return to the programme.

7. Policy Procedures and Principles

7.1 WCCN's responsibilities

- 7.1.1 WCCN will take all reasonable precautions to safeguard a pregnant student but will not be held liable for any problems arising with pregnancy.
- 7.1.2 If a staff member suspect that a student is pregnant, he/she shall have a discussion with the student
- 7.1.3 Where the student denies that she is pregnant the following steps can be taken.
 - The HOD will officially refer the student to the student health centre or a medical practitioner.
 - The medical practitioner will examine the student
 - The student will provide the HOD with proof from a medical practitioner that the student is either pregnant or not.
 - Further action shall be taken by the HOD depending on the findings by a medical practitioner
- 7.1.4 Where the student confirms that she is pregnant, the staff member must refer the student to the relevant support structures (student counselling and the necessary Health Clinic)
- 7.1.5 A pregnant student must stop attending lectures and vacate the residence at 32 weeks of pregnancy i.e., eight (8) weeks before the expected date of delivery. A pregnant student must stop attending lectures at 36 weeks of pregnancy i.e., four (4) weeks before the expected date of delivery. In the case of a high-risk pregnancy the student must vacate the residence immediately when diagnosed with a high-risk pregnancy as the residence is not equipped to deal with deliveries.
- 7.1.6 In the case of a student living in the residence, the residence staff member concerned, together with the student wellness officer shall council the student to disclose the pregnancy to the next of kin and/or the father of the child and encourage the father of the child to play a role in supporting the pregnant student (applicable if the father is a WCCN student)
- 7.1.7 Depending on the time of year in which the evacuations of the residences occur, the student may come back to the residence after the birth of her child. Arrangements for going back into the residence must be made via the residence coordinator.
- 7.1.8 The baby cannot be accommodated in the residence and the student needs to make alternate arrangements in this regard.
- 7.1.9 In case of WIL, the student and the clinical placement coordinator/head of programme must discuss the implications of the pregnancy on the placement, with the student.
- 7.1.10 The WCCN staff immediate responsible for specific activities e.g., Lecturers, Clinical educators and the HOD may refuse to allow a pregnant student to be actively involved in any activity where there is a potential of a health risk such as radiation exposure in X-rays, where the aggressive patient is managed or where the student will be exposed to infectious diseases.
- 7.1.11 Exceptions will only be granted if a medical practitioner or registered midwife certifies the student fit to do so.

7.2 Student's responsibilities

- 7.2.1 The student is advised to report her pregnancy to the responsible person such as the HOD for the particular subject/course as soon as she establishes her condition. Failure to do this will absolve WCCN and PGWC from liability
- 7.2.2 A student on WIL must report her pregnancy to the clinical/placement coordinator for the particular subject as well as the clinical liaison officer of the facility where the student is placed for WIL
- 7.2.3 A residence student must report her pregnancy to the residence coordinator and Academic HOD
- 7.2.4 All other non-residence students must report their pregnancy to the Academic HOD of the particular year/level
- 7.2.5 It is recognised that the pregnant student has rights. The responsibility for decisions concerning her condition and health will be based on a physician's assessment of her particular circumstances
- 7.2.6 Students are responsible to catch up on work missed due to their pregnancy

7.3 Procedure

In the event of a pregnancy, the following steps must be followed:

- 7.3.1 The student must report the pregnancy to the relevant staff member/HOD.
- 7.3.2 The staff member must complete an (incident) report form and file the form with the student's records. The purpose of the report form would be to make sure that all practical steps are taken for:
 - 7.3.2.1 WCCN staff is to be informed of the student's pregnancy and condition when considering placement in residence or WIL.
 - 7.3.2.2 The students to be informed of the implications of the pregnancy on her studies by the relevant authority as stated in section 7.1.2.