



The South African Government is spending millions to pay for students to become a registered nursing sister over a training period of 3 to 4 years. Many people are accepted for nursing training because they have the “correct” Matric results to be recognised for studying the discipline yet most of nursing students do not have the correct profile for the job. This vitally includes the cognitive ability to pass over a period of 3-4 years.

**Why is this and how can government ensure that the correct people are being enrolled into nursing training programs?**

### **The Importance of Psychometric Testing in a Nursing environment!**



Nursing is a demanding and complex profession that requires a comprehensive range of skills and abilities. In order to ensure that nurses are able to provide safe and effective care, it is important to screen potential candidates for the profession using psychometric testing.

Psychometric testing is a type of assessment that measures cognitive abilities, personality traits, and other psychological characteristics. It can be used to identify individuals who have the skills and qualities necessary to be successful in nursing.

There are a number of different psychometric tests that can be used to screen potential nurses.

Some of the most common tests include:

- **Cognitive ability tests:** These tests measure intelligence, problem-solving skills, and critical thinking abilities. How can a nurse do their job properly if they do not have these skills?
- **Personality tests:** These tests measure personality traits such as empathy, compassion, and resilience. Every patient that a nurse deals with deserves to be cared for with these traits.
- **Integrity tests:** These tests measure honesty and trustworthiness. Imagine having someone who steal or lies?
- **Nursing aptitude tests:** These tests measure specific skills and abilities that are important for nursing, such as the ability to assess patients and make sound decisions.

Every nurse has to, at some stage in their career, make on the spot decisions and these decisions can seriously affect patient outcomes.

Psychometric testing can be a valuable tool for nursing schools and healthcare organisations. By using psychometric testing, they can identify potential candidates who are most likely to succeed in the nursing profession.

**Here are some of the reasons why psychometric testing is vital in a Nursing environment:**

- **To identify candidates with the right skills and abilities:** Psychometric testing can help to identify candidates who have the cognitive abilities, personality traits, and other qualities that are necessary to be successful in nursing. This can help to ensure that only the best candidates are admitted to nursing schools and hired by healthcare organisations.
- **To reduce the risk of patient harm:** By identifying candidates who are not likely to be successful in nursing, psychometric testing can help to reduce the risk of patient harm. This is because nurses who lack the necessary skills and abilities are more likely to make mistakes that could put patients at risk.
- **To improve patient outcomes:** Psychometric testing can also help to improve patient outcomes. By identifying candidates who are most likely to succeed in nursing, psychometric testing can help to ensure that patients receive the highest quality of care.
- **To save money:** Psychometric testing can save money in the long run by helping to identify candidates who are most likely to succeed in nursing. This is because nurses who are not successful in the profession are more likely to leave the workforce early, which can result in lost productivity and recruitment costs.

Compliance with healthcare background screening regulations is crucial to ensure the safety and integrity of the healthcare system in South Africa. As well as the above mentioned common background checks for the future nurse's here are some others that should also be considered in the nursing profession in general.



- **Criminal Background Checks:**
  - They can be used to assess an individual's suitability for a healthcare position by identifying any criminal convictions that they may have, **or possible pending cases.**



➤ **Employment History Checks:**

- Employment history checks can be used to assess current and future employee's suitability for a healthcare position by verifying their employment history.
- This can be done by contacting previous employers to verify the individual's dates of employment, job title, job duties, **work performance, interpersonal relationships, communication skills, ethics in the work environment** etc.
- In South Africa, employment history checks can be conducted by a background screening company.



➤ **Professional Registration:**

- Ensure that healthcare professionals are registered with the appropriate regulatory bodies, such as the (HPCSA) and the South African Nursing Council (SANC).

Overall, psychometric testing is a valuable tool that can be used to improve the quality of nursing care and protect patients from harm. It is important for nursing schools and healthcare organisations to use psychometric testing as part of their selection process.

Certainly, in the case of South Africa, psychometric testing can help to address **the issue of** nursing students having the correct profile for the profession. By using psychometric testing, nursing schools can identify candidates who are most likely to succeed in the profession and

be able to pass the 3-4 year program. This can help to ensure that more students graduate from nursing school and are able to provide quality care to patients.

At EmployInsight we have dedicated psychometric and risk assessments that you can use to ensure that the correct people are being utilized in the correct positions be is prospective students or current employees;

Please contact us at [info@employinsight.co.za](mailto:info@employinsight.co.za) and we will assist you.