



# HMP VISAGIE

## DOCTOR

081 485 3737

visagiehester3@gmail.com

HOUSE NO 99, 1 SERFONTEIN STREET, FICHARDT PARK, BLOEMFONTEIN, 9301

### SUMMARY OF PERSONAL PROFILE

Experienced and highly qualified Psychiatric Nurse with over 30 years in nursing, healthcare management, mental health care, research, and education. Began career as a Personnel Clerk at Vaal Reefs Gold Mine, before completing a comprehensive nursing diploma (General Nursing, Midwifery,

Community Health, Psychiatry) at Western Transvaal College of Nursing. Progressed from Chief Professional Nurse to Operational Manager (Nursing) at the Free State Psychiatric Complex. Holds multiple advanced degrees: B-Advanced Nursing (UFS, 2006), MSc Nursing Research (Wits, 2017), MNSc Advanced Psychiatric Mental Health Nursing (UJ, 2019), and a Doctorate in Nursing Science in Psychiatric Nursing (UJ, 2024).

Specialized in psychiatric nursing, individual and group therapy, disaster and risk management, cognitive behavioral therapy, and quality assurance. Contributed to academic research, including published studies on nurse-led cognitive behavioral therapy for mood disorders, model development to assist psychiatric nurses in facilitating constructive group therapy. Extensive experience supervising and lecturing nursing students, with research presented at national conferences and published in peer-reviewed journals.

### EDUCATION

- Matriculated (1983) – Hoërskool Volkskool, Potchefstroom  
Subjects: Afrikaans, English, Science, Mathematics, Biology, Accounting
- Diploma in Nursing (1990) – Western Transvaal College of Nursing (General Nursing, Midwifery, Community Health, Psychiatry)
- Registered Nurse Certificate No: 90004606 (March 1990)
- Awards: Henrietta Stockdale Trophy for Academic Excellence
- Certificate in Birth Control for Registered Nurses – Dept. of Health (1991)
- Computer Literacy Training (2001–2003)
- Courses: MS Windows, Excel, PowerPoint, Access, Internet Explorer
- Completed BRS 111 & RIS 121 (Advanced Computer Literacy), University of the Free State
- B-Advanced Degree in Nursing Education & Nursing Management – University of the Free State
- MSc Nursing (Research) – University of the Witwatersrand (2017)
- MNSc Advanced Psychiatric Nursing – University of Johannesburg (2019)
- Doctorate in Nursing Science (Psychiatric Nursing) – University of Johannesburg (2024)

#### Performance Ratings:

- Outstanding (2006–2007, Quality Assurance Sub-division)
- Significantly Above Expectations (2012–2013)

### SKILLS

Leadership Skills

Interpersonal Skills

Communication Skills

Team Player

Academic Writing

Innovative, Analytical, Pro Active

### INTERESTS

Reading

Embroidery

Psychiatry, Psychology

Human Behaviour

Data Capturing and Analysis

SINCERELY  
HMP VISAGIE

### REFERENCES

#### PROF ANNIE TEMANE

DEAN  
FACULTY HEALTH SCIENCE  
UNIVERSITY OF JOHANNESBURG  
TEL: (011) 559 6972  
EMAIL: [anniet@uj.ac.za](mailto:anniet@uj.ac.za)

#### PROF MARIE POGGENPOEL SUPERVISOR

TEL: (011) 5596686  
EMAIL: [poggenpoelmarie@gmail.com](mailto:poggenpoelmarie@gmail.com)

DR EDWIN DU PLESSIS  
DEPARTMENT OF PSYCHOLOGY  
UNIVERSITY OF THE FREE STATE  
9300  
CELL NO: 082 850 6045  
EMAIL: [duPlesED@ufs.ac.za](mailto:duPlesED@ufs.ac.za)

Ms. H VORSTER  
RESEARCH ASSISTANT  
DEPARTMENT OF NURSING SCIENCES  
FACULTY OF HEALTH SCIENCES  
UNIVERSITY OF JOHANNESBURG  
TEL: (011) 5353134  
CELL NO: 0717830478  
EMAIL: [hendriettav@gmail.com](mailto:hendriettav@gmail.com)

Ms. M JACOBS  
LECTURER  
SCHOOL OF NURSING  
UNIVERSITY OF THE FREE STATE  
TEL: (051) 401 7072

DR VAN NIEKERK  
CONSULTANT PSYCHIATRIST  
FREE STATE PSYCHIATRIC  
COMPLEX  
9300

TEL: (051) 407 9911  
CELL NO: 082 3455824

### CAREER HISTORY

- Spearheaded the planning and implementation of the separation of psycho-geriatrics and long-term psychiatric care, and played a key role in establishing a dedicated long-term psychiatric unit.
- Progressed from Junior to Chief Professional Nurse, including promotion to Operational Manager (Nursing - Specialty) in 2001, overseeing acute inpatient units for psychotic and mood disorders until July 2022.
- Founded and managed the Neuro Clinic for Affective Disorders (1997), serving as Senior Registered Nurse in charge of the A-West unit.
- Participated in strategic committees including Infection Control, Resuscitation, Adverse Event, Clinical Risk Management, and Policy Development.
- Served as Clinical Quality Assurance Coordinator (2006–2008) and contributed to the COHSASA Accreditation Programme.
- Frequently acted as Area Manager Nursing – Psychiatry II, ensuring quality oversight and leadership continuity.
- Developed and implemented clinical audits and assurance procedures for psychiatric units, with a strong track record in quality improvement.
- Consistently received top performance appraisals, rated "Outstanding" (2006–2007, 2018–2019) and "Above Expectations" (2012–2013).
- Selected by hospital leadership to join the Disaster, Risk Management & Quality Assurance Sub-division, reflecting high confidence in leadership and strategic skills.
- Engaged in academic research and nurse-led psychotherapy, completing three postgraduate degrees:
  - MSc Nursing (Research) – University of the Witwatersrand (2017)
  - MNSc in Advanced Psychiatric Nursing – University of Johannesburg (2019)
  - Doctorate in Nursing Science (Psychiatric Nursing) – University of Johannesburg (2024)
- Retired in July 2022 due to medical disability following a motor vehicle accident and spinal surgery

### SKILLS AND EXPERIENCE

PERIOD	INSTITUTION	EXPERIENCE
1984 –1986	Vaal Reefs Goldmine	Clerical experience of 2 years in a well-known large personnel department
1986 –1990	Klerksdorp Hospital	4-year diploma (General Nursing, Midwifery, Community Health and Psychiatry)
1990 –1993	Klerksdorp Hospital	Junior Registered Nurse
1993 –1996	Oranje Hospital (Free State Psychiatric Complex)	Junior Registered Nurse – Nursing in acute psychotic units, psycho-geriatric units, acute affective unit
1996 –1999	Free State Psychiatric Complex	Senior Registered Nurse – Nursing in long-term psychiatry, acute psychiatric wards (psychotic and affective units)
1999 –2001 (June)	Free State Psychiatric Complex	Chief Professional Nurse – Nursing in acute psychiatric unit (Affective Disorders – Mood Disorders)
2001/June – June 2006	Free State Psychiatric Complex	Chief Professional Nurse (Unit Manager)
June 2006 – July 2008	Free State Psychiatric Complex	Clinical Quality Assurance Coordinator (Chief Professional Nurse – Unit Manager)
August 2008 – July 2022	Free State Psychiatric Complex	Operational Manager Nursing (Specialty) – Acute Admission Ward for Patients with Psychotic Disorders and Mafube Affective Ward for Patients with Mood Disorder



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DEPARTMENT OF NURSING SCIENCES  
FACULTY OF HEALTH SCIENCES  
UNIVERSITY OF JOHANNESBURG  
TEL: (011) 5353134  
CELL NO: 0717830478  
EMAIL: [hendriettav@gmail.com](mailto:hendriettav@gmail.com)

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