

REPUBLIC OF ZAMBIA

THE NURSES AND MIDWIVES ACT

CHAPTER 300 OF THE LAWS OF ZAMBIA

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THE NURSES AND MIDWIVES ACT

ARRANGEMENT OF SECTIONS

PART I

PRELIMINARY

Section

1. Short title
2. Interpretation

PART II

GENERAL NURSING COUNCIL OF ZAMBIA

3. Establishment of General Nursing Council of Zambia
4. Establishment and proceedings of committees of Council
5. Registrar and staff of Council
6. Office of Council
7. Funds of Council
8. Accounts and audit

PART III
REGISTRATION AND ENROLMENT

9. Establishment of register and roll
10. General provisions as to admission to register and roll
11. Appeal against refusal of registration or enrolment
12. Removal from the restoration to register or roll
13. Custody and keeping of register and roll
14. Publication of copies of register and roll
15. Published copies of register and roll to be evidence

PART IV
TRAINING

16. Power of Council to consider matters relating to training
17. Diplomas and certificates of competency
18. Rules relating to training

PART V
PROHIBITIONS AND RESTRICTIONS

Section

19. Prohibition of falsely professing to be registered or enrolled
20. Prohibition of false assumption or use of title, uniform, badge, etc., relating to registered or enrolled persons
21. Falsification of register or roll
22. Fees for prohibited acts not recoverable
23. Uniforms and badges

PART VI
DISCIPLINE

The Laws of Zambia

24. Disciplinary Committee of Council
25. Proceedings of Disciplinary Committee
26. Powers of Disciplinary Committee and inquiries
27. Disciplinary powers
28. Restoration of names to register or roll
29. Deletions from register or roll on grounds of fraud or error
30. Appeals
31. Rules relating to disciplinary proceedings

PART VII
MISCELLANEOUS

32. Approval of rules
33. Protection of Council
34. Recovery by Council of fees, etc.
35. Proof of registration or enrolment
36. Notification of deaths of registered or enrolled persons
37. Notification of *prima facie* evidence of infamous conduct
38. Construction

PART VIII
TRANSITIONAL

39. Persons deemed to be registered or enrolled
40. Saving

SCHEDULE-Constitution of the General Nursing Council of Zambia

CHAPTER 300

NURSES AND MIDWIVES

55 of 1970
10 of 1971
13 of 1994

An Act to make further and better provision for the registration, enrolment, control and training of nurses and midwives; to provide for purposes relating to the practice of nursing and midwifery; to establish the General Nursing Council of Zambia; and to provide for matters incidental to or connected with the foregoing.

(1st December, 1970)

PART I

PRELIMINARY

1. This Act may be cited as the Nurses and Midwives Act.

Short title

2. (1) In this Act, unless the context otherwise requires-

Interpretation

"Council" means the General Nursing Council of Zambia established by section *three*;

"Disciplinary Committee" means the Disciplinary Committee of the Council established by section *twenty-four*;

"Examinations Committee" and "Executive Committee" mean respectively the Examinations Committee and the Executive Committee of the Council;

"president" means the president of the Council;

"profession" includes calling;

"register" means the register maintained under this Act, and "registered" and "registration" shall be construed accordingly;

"Registrar" means the Registrar of the Council;

"roll" means the roll maintained under this Act, and "enrolled" and "enrolment" shall be construed accordingly.

(2) The following provisions shall have effect in relation to nurses and midwives registered or enrolled under this Act for the purpose of indicating their respective qualifications as nurses or midwives, that is to say:

(a) a nurse whose name is contained in that part of the register containing the names of Registered Nurses shall be entitled to use the description "Registered Nurse" or any abbreviated form of that description approved by the Council;

(b) a midwife whose name is contained in that part of the register containing the names of Registered Midwives shall be entitled to use the description "Registered Midwife" or any abbreviated form of that description approved by the Council;

(c) a nurse whose name is contained in that part of the roll containing the names of Enrolled Nurses shall be entitled to use the description "Enrolled Nurse" or any abbreviated form of that description approved by the Council;

- (d) a midwife whose name is contained in that part of the roll containing the names of Enrolled Midwives shall be entitled to use the description "Enrolled Midwife" or any abbreviated form of that description approved by the Council.

PART II

GENERAL NURSING COUNCIL OF ZAMBIA

3. (1) There is hereby established the General Nursing Council of Zambia which shall by that name be a body corporate with perpetual succession and a common seal and shall be capable of suing and being sued and, subject to the provisions of this Act, of doing all such acts as a body corporate may be law perform.

Establishment of
General Nursing
Council of Zambia

(2) The Council shall be constituted and shall act in accordance with the provisions of the Schedule.

(3) The application of the seal of the Council shall be authenticated by the signature of the president or some other member of the Council authorised by the Council to authenticate the application of the seal thereof, and of the Registrar or some other person authorised by the Council to act in his stead in that behalf.

4. Subject to the provisions of this Act, the Council may appoint from among its members an Executive Committee and an Examinations Committee and such other committees as it may deem expedient and may delegate to a committee such of its powers as it may from time to time determine, and make rules for regulating the proceedings of those committees.

Establishment and
proceedings of
committees of Council

5. (1) There shall be a Registrar of the Council who shall be appointed by the Council.

Registrar and staff, of
Council

(2) The Registrar shall, in addition to his other functions under this Act, be the secretary of the Council and of all committees thereof and shall, on the instructions of the president or of the chairman of any committee, convene and keep minutes of the proceedings at all meetings of the Council and of any such committee.

(3) The Council may, whenever the Registrar is absent or is from any other cause prevented from or incapable of discharging the functions of his office, appoint an acting Registrar to discharge those functions and may appoint such other employees of the Council as it thinks fit.

The Laws of Zambia

(4) The Registrar, acting Registrar or other employee of the Council shall hold office on such conditions as the Council may, with the approval of the Minister, determine.

6. The office of the Council shall be at Lusaka, but this provision shall not prevent the holding of meetings of the Council or of any committee thereof at any other place. Office of Council

7. (1) The funds of the Council shall consist of- Funds of Council

- (a) all fees and other moneys payable to the Council in pursuance of this Act; and
- (b) such moneys as may be payable to the Council out of moneys appropriated by Parliament; and
- (c) such other moneys and assets as may vest in or accrue to the Council whether in the course of the discharge of its functions or otherwise.

(2) There shall be paid from the funds of the Council-

- (a) the remuneration and allowances of the Registrar and of other employees of the Council; and
- (b) such reasonable travelling, transport and subsistence expenses of members of the Council when engaged on the business of the Council as the Council may, with the approval of the Minister, determine; and
- (c) any other expenses incurred by the Council in the discharge of its functions.

8. (1) The financial year of the Council shall be the period of twelve months ending on the 31st December in each year: Accounts and audit

Provided that the first financial year of the Council shall be the period commencing on the date of establishment of the Council and ending on the 31st December next following.

(2) The Council shall keep proper books of account and other records relating thereto.

The Laws of Zambia

(3) The Council shall prepare in respect of each financial year a statement of account and a balance sheet showing, in all necessary detail, the income and expenditure and the assets and liabilities of the Council.

(4) The accounts of the Council for each financial year of the Council shall be audited by the Auditor-General and, for that purpose, the Auditor-General and any person authorised by him shall have access to all books and other records relating to such accounts.

(5) The Auditor-General shall, not later than twelve months after the end of each financial year of the Council, submit a report on the accounts of the Council for that financial year to the Council and to the Minister, and the Minister shall, not later than seven days after the first sitting of the National Assembly next after the receipt by him of such report, lay the report before the National Assembly.

(6) In the exercise of his functions under this section, the Auditor-General shall not be subject to the direction or control of any other person or authority.

PART III

REGISTRATION AND ENROLMENT

9. (1) The Council shall cause to be prepared and maintained a register of nurses and midwives which shall consist of- Establishment of register and roll

- (a) a general part containing the names of all nurses and midwives who satisfy the conditions of admission thereto;
- (b) a part containing the names of Registered Nurses;
- (c) a part containing the names of Registered Midwives;
- (d) a part containing the names of Registered Nurses trained in the nursing and care of persons suffering from mental diseases;
- (e) a part containing the names of Registered Nurses trained in the nursing of sick children;
- (f) a part containing the names of persons qualified as tutors for the training of nurses and midwives; and

- (g) such other parts as may be prescribed.

(2) The Council shall cause to be prepared and maintained a roll of nurses and midwives which shall consist of-

- (a) a general part containing the names of all nurses and midwives who satisfy the conditions of admission thereto;
- (b) a part containing the names of Enrolled Nurses;
- (c) a part containing the names of Enrolled Midwives; and
- (d) such other parts as may be prescribed.

(3) Where a person satisfies the conditions of admission to a part of the register or of the roll other than the general part thereof, his name may be included in that other part notwithstanding that it is also included in the general part.

(4) A registered person shall not be entitled to be admitted to, nor shall his name be entered in, the roll, and, where any enrolled person is admitted to the register under this Act, his name shall be deleted from the roll and he shall cease to be an enrolled person.

10. (1) The Council shall, after consultation with the Minister, make rules for regulating the conditions of admission to the register and to the roll respectively, and for the conduct of any examinations which may be prescribed as a condition of admission thereto and any matters ancillary to or connected with such examinations, and any such rules shall contain provisions-

General provisions as to admission to register and roll

- (a) requiring, as a condition of the admission of any person to the register or to the roll, that that person shall have undergone the prescribed training and shall possess the prescribed experience in nursing; and
- (b) requiring that the prescribed training shall be carried out in an institution approved by the Council.

(2) There shall be paid to the Council in respect of every application to be examined or to be registered or enrolled such fees as the Council may, with the approval of the Minister, from time to time determine.

11. (1) If a person seeking registration or enrolment is refused such registration or enrolment, the Registrar shall, if required to do so, state in writing the reason for the refusal and the person refused may appeal to the High Court.

Appeal against refusal of registration or enrolment

(2) On any appeal under this section, the Council shall be the respondent.

(3) The High Court may on any appeal under this section-

- (a) dismiss the appeal;
- (b) direct that the appellant is to be treated as having proved or shown any of the matters in question;
- (c) remit the case to the Council for further consideration;
- (d) make such other order as to costs or otherwise as may to it seem just.

(4) The Chief Justice may make rules regulating appeals to the High Court under this section.

12. (1) The Council shall make rules prescribing-

Removal from and
restoration to register
or roll

- (a) the circumstances and the manner in which persons may be removed by the Council from the register and from the roll respectively; and
- (b) the circumstances and the manner in which persons who have been removed from the register or the roll may be restored thereto, and the fee payable in respect of any such restoration.

(2) Any person removed by the Council from the register in accordance with rules made under this section in that behalf shall cease to be a registered person, and any person removed by the Council from the roll in accordance with rules made under this section in that behalf shall cease to be an enrolled person:

Provided that nothing in this subsection shall prejudice the restoration of any person to the register or the roll in accordance with rules made under this section in that behalf.

13. (1) The register and the roll shall be kept in the custody of the Registrar at the office of the Council and shall be open to inspection by any person without charge during usual business hours.

Custody and keeping
of register and roll

(2) It shall be the duty of the Registrar to prepare and maintain the register and the roll correctly and in accordance with this Act and any directions given under this Act, to delete therefrom the names of persons who have died, and from time to time to make the necessary alterations in the register or the roll in respect of the particulars entered therein relating to registered persons or enrolled persons, as the case may be.

(3) For the purposes of subsection (2), it shall be the duty of every registered or enrolled person who changes his address to notify the fact to the Registrar within one month after the change.

14. (1) The Registrar shall from time to time, under the authority of the Council, cause copies of the register and of the roll, or of supplementary lists relating thereto showing all alterations, additions and deletions made since the last publication of the complete register or roll, as the case may be, to be printed and published.

Publication of copies of register and roll

(2) Copies of the register and of the roll shall be printed and published in such form as the Council may direct.

15. (1) Subject to the provisions of this section, a copy of the last published issue of a copy of the register or of the roll, or of any supplementary list relating thereto, purporting to have been printed and published under the authority of the Council, shall be *prima facie* evidence admissible in all legal proceedings in proof of the facts stated therein, and the absence of the name of any person from such copy shall be *prima facie* evidence that such person is not registered or enrolled, as the case may be.

Published copies of register and roll to be evidence

(2) Where a person is registered or enrolled, as the case may be, after the date of the last published issue of a copy of the register or of the roll, a copy of the entries in the register or the roll relating to that person certified under the hand of the Registrar shall be evidence that such person is registered or enrolled, as the case may be.

(3) Where the name of a person has been deleted from the register or from the roll after the date of the last published issue of a copy thereof, a certificate under the hand of the Registrar stating that the name has been deleted therefrom shall be evidence that such person is not registered or, as the case may be, is not enrolled.

PART IV

TRAINING

16. (1) The Council may consider and, if it thinks fit, report to the Minister upon all matters relating to professional and technical training and other qualifications required for admission to the register or to the roll and the conditions of practice after registration or enrolment.

Power of Council to consider matters relating to training

(2) The Minister may require the Council to advise him on any matter referred to in subsection (1).

17. (1) The Council may institute diplomas and certificates of competency for nurses and midwives and may issue diplomas or certificates so instituted to persons who have qualified therefor in accordance with rules made under section *eighteen*.

Diplomas and certificates of competency

(2) The Registrar shall keep lists of all persons to whom a diploma or certificate instituted under this section has been issued.

(3) A diploma or certificate instituted under this section may be prescribed under section *ten* as a primary qualification for the purpose of registration or enrolment.

18. The Council may, by statutory instrument, make rules as to-

Rules relating to training

- (a) the form of diplomas or certificates of competency instituted by the Council;
- (b) the issue of duplicates and certified copies of diplomas and certificates of competency issued by the Council and the fees payable to the Council therefor;
- (c) the requirements to be fulfilled by persons as a condition of the issue of a diploma or certificate of competency to them, including the training and courses of instruction to be undergone and the examinations to be passed, and exemptions from the fulfilment of such requirements;
- (d) the institutions and other places at which the training and courses of instruction referred to in paragraph (c) shall be undergone, the age and standard of education and character required to qualify persons to undergo such training and courses of instruction and the supervision of persons undergoing such training and courses of instruction;
- (e) the holding of examinations referred to in paragraph (c) including-
 - (i) the appointment and remuneration of examiners, moderators and invigilators;
 - (ii) the entry and disqualification of candidates for examination;
 - (iii) the fees payable to the Council by candidates for examination; and
 - (iv) the publication of the results of examinations;
- (f) the functions of the Examinations Committee in relation to any of the foregoing matters.

PART V

PROHIBITIONS AND RESTRICTIONS

19. Any person, not being registered or enrolled, who by any means whatsoever holds himself out to be a registered or enrolled nurse or a registered or enrolled midwife, or uses any name, title, description or symbol indicating or calculated to lead persons to infer that he is such a nurse or midwife shall be guilty of an offence and liable on conviction to a fine not exceeding one thousand five hundred penalty units.

Prohibition of falsely professing to be registered or enrolled

(As amended by Act No. 13 of 1994)

20. (1) Any person who-

Prohibition of false assumption or use of title, uniform, badge, etc., relating to registered or enrolled persons

- (a) not being registered, takes or uses the name or title of registered nurse or registered midwife, either alone or in combination with any other words or letters, or any name, title, addition, description, uniform or badge implying that he is registered or recognised by law as registered; or
- (b) not being enrolled, takes or uses the name or title of enrolled nurse or enrolled midwife, either alone or in combination with any other words or letters, or any name, title, addition, description, uniform or badge implying that he is enrolled or recognised by law as enrolled; or
- (c) being a person whose name is included in any part of the register or of the roll, takes or uses any name, title, addition, description, uniform or badge, or otherwise does any act of any kind, implying that his name is included in some other part of the register or of the roll, as the case may be; or
- (d) at any time, with intent to deceive, makes use of any certificate of registration or of enrolment issued to him or to any other person;

shall be guilty of an offence and liable on conviction to a fine not exceeding, in the case of a first offence, three hundred penalty units or, in the case of a second or any subsequent offence, one thousand five hundred penalty units.

(2) Any person who, knowing that some other person is not registered or enrolled, makes any statement or does any act calculated to suggest that that person is registered or enrolled, shall be guilty of an offence and liable on conviction to a fine not exceeding, in the case of a first offence, three hundred penalty units or, in the case of a second or any subsequent offence, one thousand five hundred penalty units.

(As amended by Act No. 13 of 1994)

21. Any person who wilfully makes, or causes to be made, a falsification in a matter relating to the register or the roll shall be guilty of an offence and liable on conviction to a fine not exceeding three thousand penalty units.

Falsification of register or roll

(As amended by Act No. 13 of 1994)

22. No remuneration or reward shall be recoverable by legal proceedings in respect of any act pertaining to the profession of a registered or enrolled person where such act is performed by a person who is prohibited by this Act from performing such act for gain.

Fees for prohibited acts not recoverable

23. (1) The Minister may, after considering the recommendations of the Council in that behalf, by statutory instrument, make regulations specifying distinctive uniforms, badges or tokens which may be worn or used by registered persons and enrolled persons respectively, and prohibiting the wearing or use of such uniforms, badges or tokens or any imitation thereof by any person not qualified to wear or use them.

Uniforms and badges

(2) Any person who contravenes the provisions of any regulations made under this section shall be guilty of an offence and liable on conviction to a fine not exceeding seven hundred and fifty penalty units.

(As amended by Act No. 13 of 1994)

PART VI

DISCIPLINE

24. (1) There shall be a committee of the Council styled the Disciplinary Committee which shall consist of-

Disciplinary Committee of Council

- (a) the president, who shall be member *ex officio*; and
- (b) six appointed members who shall be registered persons nominated by the Council and appointed by the Minister.

(2) An appointed member of the Disciplinary Committee shall hold office for twelve months and shall, on ceasing to be a member, be eligible for re-appointment.

(3) An appointed member of the Disciplinary Committee may at any time, by notice in writing to the Minister, resign his office.

(4) The president shall be the chairman of the Disciplinary Committee and shall preside at all meetings of the Disciplinary Committee at which he is present, and, in the absence of the president from any meeting thereof, the members present shall elect one of their number to preside at that meeting.

(5) A registered person may be appointed by the Council to fill a causal vacancy in the appointed membership of the Disciplinary Committee occurring by reason of resignation, death or otherwise, but he shall hold office only so long as the member in whose stead he is so appointed would have held office.

(6) During the absence from Zambia of any appointed member of the Disciplinary Committee, the Council may appoint any registered person to be a temporary member in place of the absent member for the period of his absence or until the expiration of his term of office, whichever first occurs, and a temporary member so appointed shall be deemed for all purposes to be a member of the Disciplinary Committee during that period.

25. (1) At any meeting of the Disciplinary Committee three members shall form a quorum.

Proceedings of
Disciplinary
Committee

(2) Any question proposed for decision by the Disciplinary Committee shall be determined by a majority of votes of the members present at a meeting of the Committee at which a quorum is present, and every member so present shall record a vote.

(3) Each member present at a meeting of the Disciplinary Committee shall have one vote on a question proposed for decision by the Committee, and, in the event of any equality of votes, the president, or the member presiding in the absence of the president, shall have a casting vote in addition to a deliberative vote.

26. (1) The Disciplinary Committee may exercise such functions as are conferred upon it by or under this Part and may conduct an inquiry into any matter referred to it for inquiry for the purposes of this Part.

Powers of Disciplinary
Committee and
inquiries

(2) For the purposes of any inquiry by it, the Disciplinary Committee may hear and receive evidence and may, under the hand of the president or of the Registrar, subpoena witnesses and require the production of any book, record, document or thing, and may, through the president, administer an oath to any witness.

(3) Any person summoned to attend before the Disciplinary Committee who, without sufficient cause-

(a) refuses or fails to attend at the time and place specified in the summons; or

(b) having attended, refuses to be sworn; or

The Laws of Zambia

- (c) having been sworn-
 - (i) refuses to answer, or to answer fully and satisfactorily to the best of his knowledge and belief, any question lawfully put to him; or
 - (ii) refuses to produce any book, record, document or thing which he has been required by summons to produce; or
 - (iii) gives false evidence, knowing it to be false or not believing it to be true;

shall be guilty of an offence and liable on conviction, for every such refusal or failure, to a fine not exceeding one thousand five hundred penalty units:

Provided that no person shall be compelled to answer any question or produce any book, record, document or thing which he could not be compelled to answer or produce if he were an accused person or a witness, as the case may be, in criminal proceedings in the High Court.

(As amended by Act No. 13 of 1994)

27. (1) If any registered or enrolled person is, after due inquiry, judged by the Disciplinary Committee to have been guilty of infamous conduct in any professional respect, the Disciplinary Committee may, if it thinks fit, impose one or more of the following penalties, that is to say: Disciplinary powers

- (a) direct the deletion of his name from the register or the roll;
- (b) censure him;
- (c) caution him and postpone for a period not exceeding one year any further action against him on one or more conditions as to his conduct during that period;
- (d) order him to pay to the Council any costs of and incidental to the proceedings incurred by the Council.

(2) If any registered or enrolled person is, after due inquiry, judged by the Disciplinary Committee to have become mentally or physically disabled to the extent that the continued practice by such person of his profession is contrary to the public welfare, the Disciplinary Committee shall direct the deletion of his name from the register or from the roll, as the case may be, and may, if it thinks fit, order him to pay to the Council any costs of and incidental to the proceedings incurred by the Council.

(3) In any inquiry under this Part, any finding of fact which is shown to have been made in-

- (a) any criminal proceedings in a court in Zambia; or

(b) any matrimonial proceedings in the High Court or the Court of Appeal; shall be conclusive evidence of the fact found.

(4) If, after due inquiry, the Disciplinary Committee is satisfied that during the period of any postponement under paragraph (c) of subsection (1) a person has not complied with the conditions imposed thereunder, the Disciplinary Committee may, if it thinks fit, impose any one or more of the penalties mentioned in paragraphs (a), (b) or (d) of that subsection.

(5) A certificate under the hand of the president that any costs have been ordered to be paid by a person under this section shall be conclusive evidence thereof.

28. (1) Where the name of a person has been deleted from the register or from the roll in pursuance of a direction given under section *twenty-seven*, the Disciplinary Committee may, if it thinks fit, at any time direct the restoration of his name thereto:

Restoration of names to register or roll

Provided that an application for the restoration of a name as aforesaid shall not be made to the Disciplinary Committee-

- (a) before the expiration of six months from the date of deletion; or
- (b) within a period of six months from the consideration by the Disciplinary Committee of a previous application in that behalf.

(2) There shall be payable to the Council by any person on the restoration of his name to the register or the roll in pursuance of a direction given under this section the like fees as would be payable by that person on first becoming registered or enrolled, as the case may be.

29. (1) If the Disciplinary Committee is satisfied that any entry made in the register or in the roll has been fraudulently or incorrectly made, the Disciplinary Committee may direct that the entry shall be deleted therefrom.

Deletions from register or roll on grounds of fraud or error

(2) A person may be registered or enrolled under this Act notwithstanding that his name has been deleted in pursuance of a direction under subsection (1), but if such deletion was made on the ground of fraud he shall not be registered or enrolled, as the case may be, except on an application in that behalf to the Disciplinary Committee; and, on any such application, the Disciplinary Committee may, if it thinks fit, direct that such person shall not be registered or, as the case may be, shall not be enrolled or may be so registered or enrolled after the expiration of such period as may be specified in the direction.

30. (1) Where the Disciplinary Committee-

Appeals

The Laws of Zambia

- (a) makes a finding and imposes a penalty on a registered or enrolled person under section *twenty-seven*; or
- (b) rejects an application for the restoration of a name to the register or to the roll under section *twenty-eight*; or
- (c) directs the deletion of an entry from the register or from the roll under section *twenty-nine*;

the Registrar shall give notice in writing thereof to the person to whom the proceedings relate, and such person may, within ninety days of the date on which notice was given, appeal to the High Court.

(2) On any appeal under this section, the Council shall be the respondent.

(3) No direction for the deletion of the name of a registered or enrolled person under section *twenty-seven* or *twenty-nine* shall take effect until the expiration of the time for appealing or, if the appeal is brought, until such time as the appeal is disposed of, withdrawn or struck out for want of prosecution, as the case may be.

(4) The High Court may, on any appeal under this section-

- (a) confirm, vary or set aside any finding of or penalty imposed or direction given by the Disciplinary Committee;
- (b) confirm the rejection by the Disciplinary Committee of an application for restoration of name or direct the restoration of the name to the register or to the roll, as the case requires;
- (c) remit the matter to the Disciplinary Committee for further consideration;
- (d) make such other order as to costs or otherwise as may to it seem just:

Provided that no proceedings of the Disciplinary Committee shall be set aside by reason only of informality in those proceedings which did not prejudice or embarrass the appellant.

(5) The Chief Justice may make rules regulating appeals to the High Court under this section.

31. (1) The Council may make rules as to-

Rules relating to
disciplinary
proceedings

The Laws of Zambia

- (a) the acts or omissions on the part of a registered or enrolled person which shall constitute infamous conduct in a professional respect;
- (b) the times and places of the meetings of the Disciplinary Committee and the mode of summoning the members;
- (c) the form and manner of service of a summons requiring the attendance of a witness before the Disciplinary Committee, and the production of any book, record, document or thing;
- (d) the procedure to be followed and the rules of evidence to be observed in proceedings before the Disciplinary Committee.

(2) Rules made under this section may, in particular, provide-

- (a) for requiring that before any matters are referred to the Disciplinary Committee they shall, in such manner as may be provided by the rules, have been brought before and investigated by the Executive Committee;
- (b) for securing that notice of proceedings to be brought before the Disciplinary Committee shall be given, at such time and in such manner as may be specified in the rules, to the person to whom such proceedings relate;
- (c) for securing that any party to proceedings before the Disciplinary Committee shall, if he so requires, be entitled to be heard by the Committee;
- (d) for enabling any party to proceedings before the Disciplinary Committee to be represented at such proceedings;
- (e) for requiring proceedings before the Disciplinary Committee to be held in public except in so far as may otherwise be provided by the rules;
- (f) for requiring that where, in a case in which it is alleged that a person has been guilty of infamous conduct in any professional respect, the Disciplinary Committee judges that the allegation has not been proved, it shall record a finding that the said person is not guilty of such conduct in respect of the matters to which the allegation relates.

(3) Nothing in any rules made under paragraph (a) of subsection (1) shall be construed as precluding the Disciplinary Committee from exercising its powers in relation to any person judged by it to be guilty of infamous conduct in a professional respect notwithstanding that such conduct is not prescribed by the rules.

PART VII

MISCELLANEOUS

- 32.** No rules made by the Council under this Act shall have the force of law until they have been approved by the Minister. Approval of rules
- 33.** Save as provided by this Act, no civil or criminal proceedings shall lie against the Council or any member or employee of the Council in respect of any act or duty performed in accordance with Part VI. Protection of Council
- 34.** The Council may by action in a competent court recover any costs ordered to be paid to the Council under section *twenty-seven* or any fee payable to the Council under this Act. Recovery by Council of fees, etc.
- 35.** In any criminal proceedings against any person upon a charge of having performed any act which constitutes an offence if performed by a person who is not registered or enrolled, the person charged shall be deemed not to be registered or enrolled unless he proves the contrary. Proof of registration or enrolment
- 36.** If the Registrar-General of Births and Deaths receives notice of a death showing that the deceased belonged to a profession in respect of which a register or a roll is maintained under this Act, he shall forthwith notify the Registrar of such death. Notification of deaths of registered or enrolled persons
- 37.** Whenever in the course of any proceedings before any court in Zambia it appears to the court that there is *prima facie* evidence that a registered or enrolled person has been guilty of infamous conduct in any professional respect, the court shall cause a copy of the record of such proceedings, or of such portion thereof as is material to the issue, to be transmitted to the Registrar. Notification of *prima facie* evidence of infamous conduct
- 38.** In any written law other than this Act, unless the context otherwise requires-
- (a) a reference to a duly qualified nurse or a registered nurse or to a duly qualified midwife or a registered midwife shall be construed as a reference to a registered nurse or, as the case may be, to a registered midwife;
 - (b) a reference to any other class of persons in respect of whom a part of the register is maintained under section *nine* shall be construed as a reference to the class of persons for the time being registered in that part.
- Construction

PART VIII

TRANSITIONAL

- 39.** For the purposes of this Act, any person who, at the commencement of this Act-
- (a) is registered under the Medical and Allied Professions Act as a nurse or a midwife shall be entitled to be registered as such under this Act, and, until so registered, shall be deemed to be registered as such under this Act;
 - (b) is enrolled under the Medical and Allied Professions Act as a nurse or a midwife shall be entitled to be enrolled as such under this Act, and, until so enrolled, shall be deemed to be enrolled as such under this Act:
- Provided that nothing in this section shall prevent or prejudice the exercise by any authority of any power conferred upon it by or under Part VI or VII in relation to any such person.
- Persons deemed to be registered or enrolled
Cap. 297
Cap. 297

- 40.** Nothing in this Act shall render invalid any diploma or certificate issued under the Medical and Allied Professions Act, or any qualification or standard of education or instruction attained or received, including any course of instruction or examination undergone, by any person under that Act:
- Saving,
Cap. 297

Provided that nothing in this section shall prevent or prejudice the exercise by the Council of the powers conferred on it by Part IV in relation to any of the foregoing matters.

SCHEDULE

(Section 3)

CONSTITUTION OF THE GENERAL NURSING COUNCIL OF ZAMBIA

Composition

1. The Council shall consist of seventeen members and shall be composed of-

- (a) the Director of Medical Services;
- (b) the Chief Nursing Officer;
- (c) three members appointed by the Minister, one of whom shall be a legal practitioner; and
- (d) twelve members appointed by the Minister, of whom-
 - (i) one shall be a registered tutor engaged or qualified in the training of Registered Nurses;
 - (ii) one shall be a registered tutor engaged in or qualified in the training of midwives;
 - (iii) one shall be a registered tutor engaged in or qualified in the training of Enrolled Nurses;
 - (iv) five shall be Registered Nurses;
 - (v) two shall be Registered Midwives;
 - (vi) one shall be a Registered Nurse having special training in mental treatment; and
 - (vii) one shall be a Registered Nurse having special training in public health.

(As amended by No. 10 of 1971)

The Laws of Zambia

2. No person shall be appointed a member of the Council-

- (a) while he is an undischarged bankrupt;
- (b) while he is, under any written law, adjudged or otherwise declared to be of unsound mind;
- (c) while he is serving a sentence of imprisonment; or
- (d) if he has at any time been convicted of an offence against this Act or the Medical and Allied Professions Act (Chapter 544), or any written law relating to medicine, pharmacy, poisons or dangerous drugs, or if he was at any time been convicted of an offence involving fraud or dishonesty.

3. The members of the Council shall hold office for a period of three years and shall be eligible for re-appointment.

4. The office of a member of the Council shall become vacant-

- (a) if he resigns his office by notice in writing to the Minister;
- (b) if he is adjudged bankrupt;
- (c) if circumstances arise which, if he were not a member of the Council, would disqualify him for appointment as such;
- (d) if he is absent from three consecutive meetings of the Council without the leave of the Council.

5. If the office of a member of the Council becomes vacant before the expiration of his term of office, whether by death, resignation or otherwise, the vacancy shall be filled by appointment by the Minister:

Provided that a person appointed to fill a casual vacancy as aforesaid shall hold office only so long as the member in whose stead he is so appointed would have held office.

6. If a member of the Council is granted leave of absence by the Council, the Council may, if it thinks fit, fill the vacancy during his absence by co-opting to the Council a person who is a member of the same profession as the member whose place he fills.

President and Vice-President

7. There shall be a president and a vice-president of the Council who shall be elected by the Council from amongst the members thereof who are registered nurses.

8. The president and the vice-president of the Council shall hold office until the expiration of their respective terms of office as members of the Council.

9. The offices of president and vice-president of the Council shall, respectively, become vacant-

- (a) if the holder of the office resigns his office by notice in writing to the Registrar;
- (b) if the holder of the office ceases to be a member of the Council;
- (c) in the case of the office of vice-president, if the holder of the office is elected to the office of president.

10. If the office of president or vice-president of the Council becomes vacant under paragraph 9 or by reason of death, the members of the Council shall elect one of their number to fill the vacancy.

Procedure

The Laws of Zambia

11. Save as otherwise provided in this Schedule, the Council may determine and regulate its own procedure and may act notwithstanding a vacancy in its membership.

12. The Council shall hold its first meeting at such place and on such date as the Minister may direct, and thereafter, but subject to paragraph 14, meetings of the Council shall be held at such places and times as the Council shall determine.

13. The quorum of the Council shall be six members of whom not less than three shall be Registered Nurses.

14. The president may cause a special meeting of the Council to be convened at any time and shall cause such a meeting to be convened if not less than five members of the Council sign a request in writing for such special meeting and such written request states clearly the purposes for which the meeting is to be convened.

15. There shall preside at a meeting of the Council-

(a) the president; or

(b) in the absence of the president, the vice-president of the Council; or

(c) in the absence of the president and the vice-president, such one of their number as the members present at the meeting shall elect to preside at that meeting.

16. Decisions of the Council shall be made according to the majority of votes of the members present and voting at a meeting of the Council at which a quorum is present, and, in the event of an equality of votes, the member presiding at the meeting shall have a casting vote in addition to his deliberative vote.

17. A member of the Council who is in any way directly or indirectly interested in a contract made or proposed to be made by the Council shall disclose the nature of his interest at a meeting of the Council, and the member shall not take part in any deliberations or decision of the Council with respect to that contract.

18. The Council shall cause minutes to be kept recording all resolutions, proceedings and meetings of the Council and the names of the members present at each meeting of the Council.

SUBSIDIARY LEGISLATION

NURSES AND MIDWIVES ACT

THE ZAMBIA REGISTERED NURSES (TRAINING) RULES

ARRANGEMENT OF RULES

Rule

1. Title
2. Interpretation
3. Training needs
4. Institution of Zambia Registered Nurses' Certificate
5. Nursing schools
6. Training to be at nursing schools
7. Admission to nursing schools
8. Training period for student nurse admitted under paragraph (a) (i) of Third Schedule
9. Training period for student nurse admitted under paragraph (a) (ii) of Third Schedule
10. Instruction of nurses
11. Nurse's Practical Work Record Book
12. Institution of examinations
13. Intermediate Examination
14. Entry to Intermediate Examination
15. Conduct of Intermediate Examination
16. Tests comprising Intermediate Examination
17. Entry to Final Examination
18. Tests comprising Final Examination
19. Passing in Final Examination
20. Examiners for Final Examination
21. Publication of examination results
22. Registration as nurse

FIRST SCHEDULE-Zambia Registered Nurses' Certificate

SECOND SCHEDULE-Conditions for approval of nursing schools and training hospitals

THIRD SCHEDULE-Requirements for admission to nursing schools

FOURTH SCHEDULE-Syllabus of subjects for examination for the Certificate of General Nursing (Z.R.N.)

FIFTH SCHEDULE-Minimum class hours

SIXTH SCHEDULE-Zambia Registered Nurses' Examination- Entry Form

The Laws of Zambia

SEVENTH SCHEDULE-Prescribed fee

EIGHTH SCHEDULE-Certificate of tutor as to progress of training prior to sitting
Intermediate Examination for Zambia Registered Nurses

NINTH SCHEDULE-Certificate of tutor as to progress of training prior to sitting Final
Examination for Zambia Registered Nurses

SECTIONS 17 AND 18-THE ZAMBIA REGISTERED NURSES (TRAINING) RULES

Rules by the General Nursing Council of Zambia with the approval of the Minister

Statutory Instrument

106 of 1972

41 of 1976

44 of 1979

45 of 1979

Act No.

13 of 1994

1. These Rules may be cited as the Zambia Registered Nurses (Training) Rules and shall apply to the training of Zambia Registered Nurses. Title

2. (1) In these Rules, unless the context otherwise requires-

Interpretation

"clinical instructor" means a registered nurse who is experienced in the teaching of bedside nursing and who is part of the nursing school staff;

"matron" means-

- (a) in relation to a nursing school which consists of one hospital, the matron of that hospital;
- (b) in relation to a nursing school which consists of a group of hospitals, the matron of one of those hospitals designated by the Council as the matron of that nursing school;

"medical superintendent" means-

- (a) in relation to a nursing school which consists of one hospital, the medical superintendent of that hospital;
- (b) in relation to a nursing school which consists of a group of hospitals, the medical superintendent of one of those hospitals designated by the Council as the medical superintendent of that nursing school;

"nurse tutor" means a qualified nurse tutor registered on the Register of Nurse Tutors kept by the Council;

"nursing school" means a hospital or group of hospitals recognised or deemed to have been recognised under rule 5 as a nursing school for the purposes of these Rules;

"principal tutor" means a qualified nurse tutor registered on the Register of Nurse Tutors kept by the Council and appointed to administer a nursing school;

"student nurse" means a person undergoing the course of training prescribed by these Rules;

"training period" means the periods prescribed by rule 8 (1) or 9 (1) for the course of training of a student nurse;

"ward" means a ward of a nursing school;

"ward sister" means a registered nurse in charge of a ward in a hospital associated with a nursing school.

(2) Save where the context otherwise requires, a reference in these Rules to the feminine gender shall be construed as including a reference to the masculine gender.

3. (1) The training needs of students shall not be allowed to suffer by service needs in hospitals; all students shall be wholly supernumerary and may be removed entirely from the hospital environment at any time, night or day.

Training needs

(2) The principal tutor shall be wholly in charge of the training programme and responsible only to the Council in implementing the programme.

(3) Clinical instructors shall be employed in the ward situation to teach practical skills and associated underlying theory; and they shall not be utilised as classroom teachers. The principal tutor shall be wholly responsible for the delegation of clinical instructors' duties and their supervision.

The Laws of Zambia

4. (1) For the purpose of enabling persons to become qualified to carry on the calling of a nurse, the Council may grant a certificate of competency, to be styled the Zambia Registered Nurses' Certificate, to such persons as have qualified under these Rules for the grant thereof.

Institution of Zambia Registered Nurses' Certificate

(2) Every Zambia Registered Nurses' Certificate shall be in the form prescribed in the First Schedule.

5. (1) Subject to the provisions of this rule, the Council may, on application being made to it, recognise any hospital or group of hospitals within the Republic as a nursing school for the purposes of these Rules if, in the opinion of the Council, it provides the facilities necessary for the training of student nurses.

Nursing schools

(2) The Council shall not recognise a hospital or group of hospitals as a nursing school for the purposes of these Rules unless requirements as specified in the Second Schedule are, in the opinion of the Council, substantially complied with.

(3) The Kitwe School of Nursing, the Lusaka School of Nursing and the Mufulira School of Nursing are hereby deemed to have been recognised by the Council as nursing schools for the purposes of these Rules as from the commencement of the Act.

6. Every person wishing to qualify for the Zambia Registered Nurses' Certificate shall undergo the course of training prescribed by these Rules at one or more nursing schools.

Training to be at nursing schools

7. A candidate shall be eligible for admission to a nursing school for the purpose of undergoing the course of training prescribed by these Rules if, and only if, she conforms with the requirements specified in the Third Schedule.

Admission to nursing schools

8. (1) The training period of a student nurse admitted to a nursing school under the provisions of paragraph (a) (i) of the Third Schedule shall be as prescribed in this rule.

Training period for student nurse admitted under paragraph (a) (i) of Third Schedule

(2) The course of training of a student nurse shall extend over a period of not less than three years inclusive of-

(a) periods of vacation leave not exceeding four weeks per year; and

(b) periods of sick leave not exceeding six weeks during the whole period of the course of training.

(3) Save for the periods of vacation and sick leave specified in sub-rule (2) or any period recognised by the Council under sub-rule (4), the training of a student nurse shall be continuous throughout the whole period of the course of training and, on any interruption thereof, no recognition shall be accorded to the student nurse in respect of any period of the course of training undergone prior to such interruption.

(4) Where the course of training of a student nurse is interrupted for a period not exceeding two years, and the Council considers that the reasons for such interruption are sufficient, having regard to all the circumstances of the case, it may recognise the whole or any part of the period of training undergone by the student nurse prior to such interruption as counting towards the period of three years prescribed in sub-rule (2).

(5) The Council may allow a candidate to enter training at any stage of the training course if it is satisfied that the candidate has sufficient previous training or experience to exempt her from the requirements of these Rules.

9. (1) The training period of a student nurse admitted to a nursing school under the provisions of paragraph (a) (ii) of the Third Schedule shall be as prescribed in this rule.

Training period for student nurse admitted under paragraph (a) (ii) of Third Schedule

(2) The course of training of a student nurse shall extend over a period of not less than eighteen months inclusive of-

- (a) a period of vacation leave not exceeding six weeks during the course of training;
- (b) a period of sick leave not exceeding three weeks during the course of training.

(3) Save for the periods of vacation and sick leave specified in sub-rule (2), the training shall be continuous throughout the whole period of the course of training.

10. (1) During her course of training, a student nurse shall receive theoretical and practical instruction in every subject prescribed by these Rules for an examination.

Instruction of nurses

(2) Without derogation from the generality of the provisions of sub-rule (1), a student nurse shall be instructed according to the syllabus set out in the Fourth Schedule and shall attend not less than the minimum number of lectures in the subjects as set out in the Fifth Schedule.

The Laws of Zambia

(3) Every lecture given to student nurses on a subject prescribed by these Rules for an examination shall be delivered by a medical practitioner, a nurse tutor, a registered nurse or midwife or a person who, in the opinion of the Council, is sufficiently qualified to teach that particular subject. The teaching staff of a nursing school shall, subject to the approval of the Council, be appointed by the body responsible for the administration of that school.

(4) The instruction of every student nurse shall be generally supervised by a qualified nurse tutor.

11. (1) Every student nurse shall, at the commencement of her course of training, be furnished with a practical work record book supplied by the Council in a form approved by the Examinations Committee, to be styled a Nurse' Practical Work Record Book, on which the teaching of practical nursing to such student nurse shall be recorded by a ward sister or a clinical instructor in charge of that part of the training in the manner prescribed in the Practical Work Record Book.

Nurse's Practical Work Record Book

(2) The entries on a Nurse's Practical Work Record Book shall be checked by the nurse tutor at regular intervals not being less frequently than once in each month.

(3) A student nurse shall produce her Nurse's Practical Work Record Book to the examiner whenever she undergoes an examination held under these Rules.

12. For the purposes of these Rules, examinations, to be styled the Intermediate Examination and the Final Examination, shall be held from time to time as directed by the Council.

Institution of examinations

13. The Intermediate Examination shall be held-

Intermediate Examination

- (a) in the case of a student nurse admitted to a nursing school under the provisions of paragraph (a) (i) of the Third Schedule, at the end of twelve months of training; and
- (b) in the case of a student nurse admitted to a nursing school under the provisions of paragraph (a) (ii) of the Third Schedule, at the end of eight months of training;

and shall be in such form as the Examinations Committee shall from time to time direct.

(As amended by S.I. No. 41 of 1976)

14. (1) A student nurse shall be eligible to be entered for the Intermediate Examination if, and only if, by the date fixed for the Intermediate Examination she will have satisfactorily completed not less than eighteen months or nine months of her training period, as the case may be.

Entry to Intermediate Examination

The Laws of Zambia

(2) Every application for entry to the Intermediate Examination shall be in the form set out in the Sixth Schedule, as adapted, and shall be accompanied by a certificate in the form set out in the Eighth Schedule issued by the head of the nursing school stating that the applicant is suitable and eligible to be entered for the Intermediate Examination.

15. The Intermediate Examination of student nurses at a nursing school will be conducted by the staff of the nursing school at which they study. The head of the nursing school shall forward to the Examinations Committee the examination papers of the Intermediate Examination, the provisional results of the Intermediate Examination and the comments of the examiners. The Examinations Committee shall be the final moderator in respect of the Intermediate Examination.

Conduct of
Intermediate
Examination

16. (1) The Intermediate Examination shall be based on the study of the systems covered during the training period and shall include pharmacology, microbiology, radiology and shall consist of-

Tests comprising
Intermediate
Examination

- (a) Written Paper One, in general medicine, based on the study of the systems covered during the training period and on the study of integrated subjects;
- (b) Written Paper Two, in general surgery, based on the study of the systems covered during the training period and on the study of integrated subjects;
- (c) practical examination, which shall be conducted in suitable areas of the hospital by internal examiners appointed by the principal tutor and shall last not more than one hour and not less than forty minutes; two examiners shall examine each candidate; the examination shall be conducted under normal working conditions, and every effort shall be made to ensure that there is no artificiality or unnecessary strain on the candidate; oral questions shall be centred on the nurse's day-to-day activities in the ward, and shall be at a realistic level for her stage of training.

(2) In this rule, "systems" means the alimentary system, the respiratory system, the cardio vascular system, the urinary system, the nervous system and the special senses, the endocrine system, the locomotor system, and the reproductive system.

(As amended by S.I. No. 41 of 1976)

17. (1) A student nurse shall be eligible to be entered for the Final Examination if, and only if-

Entry to Final
Examination

- (a) she has either passed or been exempted from the Intermediate Examination; and

The Laws of Zambia

- (b) by the date fixed for the commencement of the Final Examination-
 - (i) she will have completed not less than-
 - A. three years of training period, if she was admitted to a nursing school under the provisions of paragraph (a) (i) of the Third Schedule; or
 - B. eighteen months of training period if she was admitted to a nursing school under the provisions of paragraph (a) (ii) of the Third Schedule;
 - (ii) she will have attended courses of lectures and demonstrations extending over the whole syllabus and will have attended not less than the minimum number of class hours prescribed; and
 - (iii) she will have undergone the practical instruction in the wards necessary for the completion of her Nurse's Practical Work Record Book; and
- (c) her conduct during her training period has been satisfactory and she has obtained a certificate mentioned in sub-rule (2) (b); and
- (d) she is the holder of a certificate issued by a medical practitioner stating that he has medically examined her and declaring that her health is such that no danger to her patients would be involved by her engaging in the duties of a nurse.

(2) Every application for entry to the Final Examination shall be in the form set out in the Sixth Schedule, as adapted, and shall be accompanied by-

- (a) the appropriate examination fee prescribed in the Seventh Schedule;
- (b) a certificate in the form set out in the Ninth Schedule issued by the head of the nursing school stating that the applicant is in every way suitable and eligible to be entered for the Final Examination; and
- (c) the medical certificate referred to in sub-rule (1) (d).

18. (1) The Final Examination shall consist of-

Tests comprising Final Examination

- (a) Written Paper One, containing eight questions which shall include-
 - (i) three questions in general medicine and medical nursing, of which candidates shall be required to answer two questions;
 - (ii) two questions in tropical medicine, of which candidates shall be required to answer one question;
 - (iii) three questions in paediatrics, of which candidates shall be required to answer two questions, one of which shall be a compulsory question in paediatrics infectious diseases;

and for which the time allowed shall be three hours;

- (b) Written Paper two containing eight questions which shall include-
 - (i) three questions in surgery and surgical nursing, of which candidates shall be required to answer two questions;
 - (ii) two questions in gynaecology and obstetrics, of which candidates shall be required to answer one question;
 - (iii) three questions in orthopaedics, ENT, and ophthalmology, of which candidates shall be required to answer two questions;

and for which the time allowed shall be three hours;

- (c) practical examination shall be conducted by external examiners appointed by the Council, and shall include-
 - (i) practical examination in suitable areas of the hospital; the practical examination shall last not more than one hour and not less than forty minutes; two examiners shall examine each candidate; the examination shall be conducted under normal working conditions, and every effort shall be made to ensure that there is no artificiality; oral questions shall be about the nurse's day-to-day activities in the ward;
 - (ii) health teaching by the candidate during the practical examination and which shall be observed by the examiners.

(2) Where possible the following subjects shall be integrated in both Written Paper One and Written Paper Two;

- (a) pharmacology;
- (b) psychology and sociology;
- (c) public health and health education;
- (d) nutrition and dietetics;
- (e) physiotherapy;
- (f) radiology;

(As amended by S.I. No. 41 of 1976)

- (ii) practical examination in health teaching to be conducted in the hospital or clinic; the practical shall last no more than thirty minutes, and no less than twenty minutes.

The Laws of Zambia

(2) Where possible, public health aspects shall be included in all questions.

19. (1) To satisfy the examiners in the Final Examination, it shall be necessary for a candidate to obtain- Passing in Final Examination

(a) not less than fifty per centum in every written test; and

(b) not less than fifty per centum in every practical test.

(2) No candidate shall be credited with passing the Final Examination unless on the same occasion she satisfies the examiners in both the requirements specified in sub-rule (1).

20. Every examiner appointed by the Examinations Committee shall be either a qualified medical practitioner, a qualified registered tutor or a qualified registered nurse. Examiners for Final Examination

21. (1) The list of successful candidates in the Final Examination shall be published in alphabetical order, classified into two divisions, to be designated the Honours Division and the Pass Division. Publication of examination results

(2) Honours shall be awarded to candidates who obtain seventy-five per centum or more in every written and practical test.

22. A student nurse who has- Registration as nurse

(a) completed the course of training to the satisfaction of the Examinations Committee; and

(b) satisfied the examiners in the Final Examination; and

(c) attained the age of twenty years;

shall be qualified for and shall be entitled to be registered on the Register of Zambia Registered Nurses.

FIRST SCHEDULE

Rule 4)

ZAMBIA REGISTERED NURSES' CERTIFICATE

The Laws of Zambia

This is to certify that..... has passed the qualifying examination for Zambia Registered Nurses held by the General Nursing Council of Zambia on.....,19....., at.....

Date.....

.....
*Registrar,
General Nursing Council of Zambia*

SECOND SCHEDULE

(Rule 5)

PART A

CONDITIONS UNDER WHICH SCHOOLS OF NURSING ARE APPROVED FOR THE TRAINING OF STUDENT NURSES FOR ADMISSION TO THE REGISTER OF ZAMBIA REGISTERED NURSES

The Laws of Zambia

The authorities of any school of nursing for which approval is sought are required to submit to the Council full particulars of the facilities available for training.

In every case a visit by the Council's Inspectors of Training Schools to the school making such application will be carried out before approval is granted.

1. The Teaching Department shall comprise-

- (a) at least two spacious classrooms;
- (b) one large demonstration room;
- (c) one large library with chairs and tables for at least 25 per centum of the entire student body;
- (d) a large hall to accommodate the entire student body;
- (e) one large office for the principal tutor;
- (f) one office for each registered nurse tutor;
- (g) a communal office for clinical instructors;
- (h) a small clinical laboratory;
- (i) a small kitchen;
- (j) toilet facilities; and
- (k) 120-150 students who would be the smallest unit which will be economic.

2. The Hostel shall comprise-

- (a) separate bedrooms with wardrobe and dressing table cum desk;
- (b) sitting and recreation rooms;
- (c) a separate room for television;
- (d) a large room for storage of students' trunks and other luggage;
- (e) toilet and bathroom/showers, 1:6;
- (f) one linen room or linen cupboards;
- (g) a room or rooms for cleaners' materials;
- (h) accommodation for housekeepers or wardens;
- (i) tutors' accommodation;
- (j) visitors' room near front entrance;
- (k) housekeeper's or warden' office;
- (l) dining and kitchen facilities; and
- (m) outdoor recreational facilities.

3. There must be at least one registered nurse tutor to organise and carry out the classroom teaching with sufficient teaching staff in relation to the number of students. The minimum overall ratio of tutors to students should be 1:40. It is considered that clinical instructors are a valuable addition to the trained staff in general and children's hospitals, but although they should be attached to the teaching department they should not be appointed in place of tutors. There must also be adequate secretarial and clerical assistance in the teaching department.

4. There should be an Education Committee whose membership, in addition to representatives of the Board of Governors or Management Committee, should include the Matron, Chief Male Nurse, or Principal Nursing Officer, representatives of the tutorial staff, clinical instructors, ward and departmental sisters and/or charge nurses, members of the medical staff participating in the teaching of student nurses, and a representative from the public health service and from the field of general education. There should also be a Ward Affairs Committee consisting of the Matron, Chief Male Nurse, or Principal Nursing Officer, representatives of the tutorial staff, clinical instructors and ward and departmental sisters and/or charge nurses in the hospital or group of hospitals, which should meet regularly to discuss methods of procedure in order to co-ordinate ward and classroom teaching.

5. The health care of the students should be under the care of a doctor appointed by the Medical Superintendent of the hospital to which the school is attached. Provision should be made for a complete pre-admission medical examination, annual X-ray and a complete medical examination at the end of training. Students should be allowed six statutory holidays with an average working week of 35-37 hours. Provision should also be made for suitably trained and experienced counsellors to be available to students needing advice on personal matters.

PART B

The Laws of Zambia

CONDITIONS UNDER WHICH HOSPITALS ASSOCIATED WITH TRAINING SCHOOLS FOR STUDENT NURSES FOR
ADMISSION TO THE REGISTER OF ZAMBIA REGISTERED NURSES ARE APPROVED

The authorities of any hospital, or group of hospitals, for which approval as a training hospital is sought are required to submit to the Council full particulars of the clinical experience available for training and of the arrangements which will be made to ensure systematic practical and theoretical instruction of the student nurses in the subjects prescribed for admission to the appropriate part of the Register of Nurses.

In every case a visit by the Council's Inspectors of Training Schools to the hospital, or group of hospitals, making such application will be carried out before approval is granted.

The following are the general requirements relating to the practical and theoretical instruction of student nurses:

1. The hospital, or group of hospitals, must satisfy the Council that adequate clinical experience is available for the training.
2. Satisfactory arrangements must be made for the supervision and teaching of the student nurses by registered nurses in all wards and departments, both by day and night.
3. The standards of nursing practice, the equipment and facilities in the wards and departments of the hospital or hospitals must be such as to permit the teaching of good nursing care and allow the principles taught to be put into practice. It is essential that adequate domestic services (including domestic supervision) be available.

Training in General Nursing

The Laws of Zambia

A hospital involved in the training of nurses for admission to the Register kept for Zambia Registered Nurses is required to have a minimum of 300 beds and the necessary departments including Casualty/Accident Centre, Out-Patient Clinics and Operating Theatres. Such a group may comprise one or more hospitals. A hospital ward unit should ideally comprise not more than 30 beds and there should be one clinical room for student nurses attached to each ward or two-ward units.

I. The hospital, or group of hospitals, must be able to provide the following experience:

(a) General medical nursing of men and women.

General surgical nursing of men and women, including gynaecological and genito-urinary nursing.

Nursing of children (*see below*).

Operating theatre.

Casualty/Accident Centre, Out-Patient Clinics and Health Clinics.

Ear, nose and throat, ophthalmic and orthopaedic conditions.

(b) Specialisation in paediatric nursing is required together with-

One or more speciality, such as-

Obstetric nursing.

Psychiatric nursing.

Neuro-surgical nursing.

Thoracic surgical nursing.

Infectious diseases nursing.

II. Every student is required to complete the following minimum clinical experience before entry to the final examination:

A. In the case of a student nurse admitted to a nursing school under the provisions of paragraph (a) (i) of the Third Schedule:

General medical nursing (male wards)-10 weeks

General medical nursing (female wards)-10 weeks

General surgical nursing (male wards)-10 weeks

General surgical nursing (female wards)-10 weeks

Paediatric nursing-12 weeks

Gynaecological nursing-6 weeks

Obstetric nursing-6 weeks

Operating theatre-6 weeks

Out-Patient department/Casualty-6 weeks

Public health nursing-6 weeks

B. In the case of a student nurse admitted to a nursing school under the provisions of paragraph (a) (ii) of the Third Schedule:

Medical nursing (male or female)-6 weeks

Surgical nursing (male or female)-6 weeks

Paediatrics-6 weeks

Out-Patient department or Casualty-6 weeks

Operating theatre-6 weeks

Ophthalmology-6 weeks

Public and community nursing-6 weeks

Gynaecology-6 weeks

Psychiatric nursing-6 weeks

Practical experience in public health nursing includes-

Follow-up study of two patients discharged from the hospital.

Individual health teaching in the wards and out-patient department.

Planned group health teaching in the wards and out-patient department, out-patient clinics and under-five clinics.

Organisation of under-five clinics.

Home visits to follow up babies and mothers who need more care, such as under weight babies, babies with diarrhoea, malnourished babies, babies with common upper respiratory tract infections, etc.

Six weeks' experience in one or more of the following specialties, such as:

Psychiatric nursing.

Infectious diseases nursing.

Neuro-surgical nursing.

Thoracic surgical nursing.

Orthopaedic nursing.

The Laws of Zambia

Male Nurses

In general the foregoing conditions should apply. Midwifery and gynaecological experience may be replaced by an obligation to undertake genito-urinary, casualty or venereology experience for similar periods as those required for the relevant subjects of female nurses.

The number of weeks gained in each type of clinical experience will need to be entered in the student nurses' record of practical experience for presentation to the examiners at the final examination.

A minimum number of students should be about 100 and the ratio of students to beds shall be 1:4.

The number of student nurses accepted must be related to the clinical experience available and no school should undertake the training of more student nurses than the number for whom the hospital can provide a planned programme of practical instruction.

THIRD SCHEDULE

(Rule 7)

REQUIREMENTS FOR ADMISSION TO NURSING SCHOOLS

A candidate shall be eligible for admission to a nursing school if, and only if-

(a) the candidate satisfies the following educational requirements:

(i) applicants must be in possession of a Cambridge or equivalent Certificate with a pass in English and four other subjects at GCE "O" level, three of them being General Science, Mathematics and Biology; or

(ii) the candidate is the holder of a certificate to the effect that she had been a medical assistant for three years and has been working as such continuously for at least one year immediately prior to the commencement of the course of student nurse;

(The Council may, however, use its discretion in cases of applicants with lower qualifications.)

(b) the candidate must have attained the age of 17 years on the last day of the month in which the course commences;

(c) the candidate must satisfy the Council as to her aptitude and suitability to undergo nurse training; and

(d) the candidate must be prepared to be resident.

FOURTH SCHEDULE

(Rule 10 (2))

SYLLABUS OF SUBJECTS FOR EXAMINATION FOR THE CERTIFICATE OF GENERAL NURSING (Z.R.N.)

A. PRINCIPLES AND PRACTICE OF NURSING

The Laws of Zambia

1. *The Hospital and the Health Services:*

an outline of the history and background of nursing and medical services, with particular reference to Zambia; the Health Services of Zambia; hospitals, their various departments and functions, and their relation to other health services.

2. *The Nurse:*

personal qualities and attitudes required; standards of ethical conduct; relationships between nurse, patient and relatives; the place of the nurse in the hospital team; her relationship with medical staff and other hospital workers; responsibilities for leadership.

3. *The Ward:*

the plan of the ward routine and the patient's day; elimination of noise; ventilation, heating and lighting; cleanliness of the ward as it affects the safety and comfort of the patient; care of linen, disposal of soiled infected linen; care and use of equipment; care, storage and handling of food.

4. *The Patient:*

reception and admission of patients; transfer and discharge of patients; recording necessary particulars; care of the patient's clothing and other belongings, including valuables; observing and reporting on the patient's general condition and behaviour; the nurse's responsibility for the patient's general cleanliness and hygiene; prevention and treatment of infestation; bedmaking, moving and lifting patients, helping patients to get in and out of bed; care of patients confined to bed; care of ambulant patients; serving meals; feeding patients; measuring and recording fluid intake and output; recording weight; taking and charting the temperature, pulse, respiration and blood pressure; observing and reporting on urine, faeces, vomit and sputum; giving and receiving reports.

5. *Nursing Procedures:*

(a) Associated with general care of the patient:

special positions used in nursing care; bed and cot making with modification of method required in special conditions; methods of warming the bed; methods of relieving pressure; prevention and treatment of pressure sores; disposal and/or disinfection of urine, faeces, sputum and vomit; care of incontinent patients; care of the unconscious patient; last offices; bathing of infants and children; feeding of infants and children.

(b) Prevention of spread of infection (or surgical technique):

prevention of spread of infection in a ward; principles of asepsis; aseptic technique; methods of cleansing, sterilisation and disinfection; preparation of lotions; conduct of surgical dressings and other sterile procedures; methods of securing dressings; methods of disposal of soiled dressings.

(c) Administration and storage of drugs:

weights and measures (Metric System); rules for the storage of drugs and poisons; rules for and method of the administration of drugs.

IMPORTANT NOTES

1. Methods of resuscitation-the nurse needs to appreciate the indications for various methods in varying circumstances, to understand their use and be able to carry them out effectively.
2. Inoculations and vaccinations-these are restricted to the execution as directed, and specifically exclude subsequent assessment.
3. Intravenous procedures-while it is to be clearly understood that the delegation to the nurse of these procedures normally carried out by the doctor or by specially trained technicians may on occasions or in certain circumstances be deemed necessary, any doctor thus delegating this responsibility must be prepared to satisfy himself that the nurse concerned is competent to carry out the procedure efficiently; to accept full responsibility should the patient suffer ill effects; and to ensure the awareness of the employing body or bodies that such delegation is taking place.

(f) Operating theatre techniques:

preparation and use of theatre annexes;
preparation and sterilisation of instruments, ligatures, sutures, needles and equipment;
observation and care of patients during anaesthesia and operation;
management of theatre table and lighting;
management of diathermy and suction apparatus;
positions used in operations;
general preparation of anaesthetic apparatus;
scrubbing for minor operations.

6. *First-Aid and Treatment in Emergencies:*

aims of first-aid treatment;
general principles and rules to be observed;
improvisation of equipment;
methods of moving and carrying injured persons;
use of triangular and roller bandages and splints;
haemorrhage;
shock;
asphyxia;
fractures;
burns and scalds;
poisoning;
bites and stings;
fits;
emergencies, e.g., fire and accidents in the ward.

B. STUDY OF THE HUMAN INDIVIDUAL

The Laws of Zambia

1. *Human Biology:*

the living cell as the unit of life; characteristics of living organisms; man as a complex organism with differing structure of cells according to function; a simple outline of body tissues;

the requirements for life, e.g., nutrition, fluids, oxygen; elimination, movement, control of activity, awareness of environment; protection from harm; reproduction;

how these requirements are met anatomically and physiologically:

- (a) General structure of the body:
 - anatomical parts of body as a whole;
 - body cavities;
 - position and relation of main organs;
 - skin as protecting organ;
- (b) How the body moves:
 - skeleton, joints, muscles and their relationship to movement (no detailed anatomy to be given);
- (c) Transport-fluids and oxygen:
 - the heart; circulation, composition and functions of blood and lymph (no detailed anatomy of heart);
- (d) Food:
 - (basic requirements given in section on nutrition);
 - simple outline of digestive system;
 - digestion; absorption;
- (e) Respiration:
 - how and why it is carried out;
 - simple outline of air passages; lungs;
 - muscles of respiration and action;
- (f) Elimination:
 - general outline of urinary system; function of kidneys;
 - micturition; composition of urine; colon and elimination;
 - lungs and elimination;
 - skin and effect of its function on elimination;
 - fluid balance;
- (g) Control of activity and awareness of environment:
 - general arrangements and outline of function of nervous system and special senses;
 - simple description of hormonal activity;
 - regulation of body temperature;
- (h) Reproduction:
 - outline of organs' function.

2. *Elementary Psychology and Mental Health:*

a brief outline of normal development from birth, through childhood, adolescence to maturity and old age;

mental hygiene and adolescence;

personality-its development, its changes;

learning; remembering; forgetting and perceiving;

behaviour in illness;

nurse-patient relationship;

value of mental health;

influence of body on mind;

emotional needs;

common reactions to unmet emotional needs;

psychology of working with individual groups;

mental defectives-causes, prevention and treatment;

juvenile delinquency-causes, prevention and treatment;

mental health in relation to nursing practice;

qualities of an emotionally matured person and how to be a useful citizen.

C. SOCIOLOGY

The Laws of Zambia

1. *The Individual in Society:*
 - structural organisation of community life as a means of meeting basic human needs;
 - the health of the individual;
 - meaning of health in our society;
 - epidemiology of health;
 - promotion of health in various cultures and societies.
2. *Patterns of Community Life:*
 - (a) Family:
 - organisation of the family;
 - changes in family life;
 - family breakdown;
 - problems arising from family breakdown;
 - dependence of families on community services;
 - (b) Community:
 - factors influencing development and characteristic of the community;
 - development of community services;
 - external factors influencing community life;
 - (c) customs, taboos, folklore in Zambia and their influence on health;
 - (d) social problems, social disorganisation;
 - social pathology in Zambia.
3. *Nursing and the Social Organisation:*
 - development of nursing in relation to social changes;
 - social legislation and activities of social welfare department;
 - sociology in relation to nursing practice.

D. PROMOTION OF HEALTH

The Laws of Zambia

1. *Personal and Communal Hygiene:*

- (a) Personal health:
eating and drinking, smoking, work, exercise and games, rest and relaxation, sleeping, personal cleanliness, clothing, shoes;
- (b) Air and Ventilation:
composition, air pollution, principles of ventilation, effects of inefficient ventilation;
- (c) Water:
composition, sources, uses, domestic and communal purification, contamination, water-borne diseases;
- (d) Housing:
minimum requirements for health;
accident prevention;
- (e) Sanitation:
general principles of collection and disposal of sewage and refuse;
- (f) Pests, Vermin, Parasites:
simple description of common types, methods of destruction, adverse effect on health.

2. *Microbiology:*

- (a) history of microbiology;
- (b) the part micro-organisms play in health and disease, simple classification, growth and production, spore-bearing organisms;
- (c) infection and immunity:
modes of entry and transmission of infection, reaction of the body to infection, prevention of cross-infection in hospital wards;
- (d) the microscope;
- (e) normal flora of the human body;
- (f) bactericides;
- (g) microbiology applied to nursing procedures.

3. *Nutrition:*

basic principles of feeding patients and nutritional needs in sickness and health;
classification of foodstuffs with the functions of each;
effects of cooking on foodstuffs;
the calorie-as a unit of heat;
dietary requirements of individuals at different ages and living under different conditions of physical activity;
effects of inadequate diet;
composition of common articles of diet (percentage composition not required);
milk-percentage composition;
comparative value of cows' milk and human milk;
protection of food and milk from contamination and adulteration;
care in the home and hospital;
diseases spread by milk and other foods.

4. *Public Health Nursing, Including Health Education:*

the role of the nurse as a health educator;
public health services;
principles of community health nursing;
methods of teaching various levels groups;
health teaching lesson plan;
audio-visual aids;
home visit-follow-up care;
principles in the use of a nursing bag;
the care of pre-scholars-nutrition;
immunisation;
school health;
industrial health;
statistics-their place in public health;
national, voluntary and international organisations which contribute to development of public health services in the country.

The Laws of Zambia

E. NATURE AND CAUSES OF DISEASES AND PRINCIPLES OF TREATMENT

The Laws of Zambia

1. *Nature and Causes of Disease (not already covered):*

hereditary conditions;
congenital abnormalities and birth trauma;
nutritional and metabolic disorders-deficiencies or excesses in the diet-failure in absorption;
endocrine disorders;
psychosomatic conditions;
trauma-types of injury and processes of healing;
infections and infestations;
new growths; types and characteristics;
degeneration;
poisons-common types only;
undetermined origin.

NOTE-These general headings setting out in the broadcast possible lines the nature and cause of disease should be applied in the study of all types of conditions, which include general and specialised medical and surgical conditions, affecting all age groups and all systems and organs in the body.

The study of any conditions from which a patient may be suffering either of a general or specialised character should include-

applied anatomy and physiology;
causes;
symptoms and the well-known signs;
reasons for investigation;
treatment;
nursing care to include observation and records;
normal course of the disease; complications;
social aspects and rehabilitation.

2. *Tropical Medicine:*

(public health aspects are to be integrated in all the subjects) nutritional disorders;
malaria;
African trypanosomiasis-sleeping sickness;
schistosomiasis-bilharzia;
ankylostomiasis-hookworms;
ascariasis-round worms;
tape worm taenia solium; taenia saginata;
thread worms;
filariasis;
leprosy;
tropical ulcer;
yellow fever;
yaws;
poisonous bites-snakes; insects.

3. *Infectious Diseases:*

(public health aspects are to be integrated in all the subjects)
dysentery;
infantile gastro-enteritis;
food poisoning;
cholera;
enteric fever (typhoid fever and paratyphoid fever);
tuberculosis;
diphtheria;
measles;
rubella (German measles);
whooping cough;
meningococcal fever (meningitis);
poliomyelitis;
rabies;
chickenpox;
smallpox;
mumps;
gonorrhoea;
sypphilis;
influenza.

4. *Dermatology:*

scabies;
eczema;
ringworm;
impetigo;

The Laws of Zambia

F. WARD ADMINISTRATION

- (a) qualities of a good ward sister;
- (b) patient's needs;
- (c) working with other members of the hospital;
- (d) running and supervision of the ward;
- (e) the principles of ordering stores for the ward;
- (f) ward teaching and the importance of good relationship with the tutorial staff;
- (g) how to prepare for a doctor's ward round;
- (h) how to write off duties;
- (i) how to write nursing reports;
- (j) how to write confidential reports;
- (k) care of equipment and inventory.

FIFTH SCHEDULE

(Rule 10 (2))

MINIMUM CLASS HOURS

The Laws of Zambia

(including demonstrations but excluding practice sessions)

						<i>Student nurse admitted under paragraph (a) (i) of Third Schedule</i>	<i>Student nurse admitted under paragraph (a) (ii) of Third Schedule</i>
Anatomy and physiology	..	..	..	..		50	20
Psychology and mental health	..	..	..	..		12	10
Microbiology	..	..	..	..		12	6
Sociology	..	..	..	..		10	10
Personal hygiene and public health nursing, including health education	..	..	..	..		40	20
Obstetrics	..	..	..	..		6	3
Maternal and child care	..	..	..	..		14	7
Nutrition and dietetics	..	..	..	..		16	8
First-aid	..	..	..	..		12	6
Principles and practice of nursing	..	..	..	..		90	40
General principles of medical and surgical nursing				..	..	60	30
General surgery	..	..	..	..	..	24	12
General medicine	..	..	..	..	..	24	12
Paediatrics	..	..	..	..	..	12	10
Gynaecology	..	..	..	..	..	8	10
Tropical medicine	..	..	..	..	..	12	10
Infectious diseases	..	..	..	..	..	12	6
Pharmacology	..	..	..	..	..	12	8
Ear, nose, throat and eye diseases	..	..	..	..	..	10	6
Psychiatry	..	..	..	..	..	10	6
Dermatology	..	..	..	..	..	4	2
Ward administration	..	..	..	..	..	6	6
Orthopaedics	..	..	..	..	..	6	-
TOTAL hours over three years' training	..	..	..	..		462	248

SIXTH SCHEDULE

(Rules 14 (2) and 17 (2))

ZAMBIA REGISTERED NURSES' EXAMINATION

....., 19.....

ENTRY FORM

Candidates for examination are asked to enter all details requested below and return the form immediately to the General Nursing Council of Zambia together with the examination fee of.....

Surname (in BLOCK CAPITALS)

Other names

Age..... Day..... Month..... Year.....

Place of Birth.....

Permanent Address

Training School

Date of Commencement of Training

Amount of Fee

How sent (cheque, money order or postal order): Nos

The Laws of Zambia

To the best of my knowledge this is a true statement

Date.....

Signature of Candidate.....

SEVENTH SCHEDULE

(Rule 17 (2))

PRESCRIBED FEE

Final Examination

(As amended by Act No. 13 of 1994)

EIGHTH SCHEDULE

(Rule 14 (2))

CERTIFICATE OF TUTOR AS TO PROGRESS OF TRAINING
PRIOR TO SITTING INTERMEDIATE EXAMINATION FOR
ZAMBIA REGISTERED NURSES

Name of Applicant

Age of Applicant

Date of Entry into Training

Comments of Tutor as to progress of candidate and suitability of candidate as a Zambia Registered Nurse. Tutor should certify that the candidate has satisfactorily undergone the course of training as set out in the first part of the syllabus.

.....
Tutor in charge of Applicant's Training

Date.....

NINTH SCHEDULE

(Rule 17 (2))

CERTIFICATE OF TUTOR AS TO PROGRESS OF TRAINING PRIOR TO SITTING FINAL EXAMINATION FOR ZAMBIA REGISTERED NURSES

Name of Applicant

Age of Applicant

Date of Entry into Training

Has the Pupil passed the Intermediate Examination?

If so, give the date of passing

The Laws of Zambia

Comments of Tutor as to progress of candidate and suitability of candidate as a Zambia Registered Nurse. Tutors should certify that the candidate has satisfactorily undergone the full course of training as set out in the syllabus and that the candidate is suitable in every way to practise as a Registered Nurse. The Tutor will be required to provide for the perusal by the Examiners of the Nurse's Practical Work Record Book.

Date.....
.....
Tutor in charge of Applicant's Training

SECTION II AND 30-THE NURSES AND MIDWIVES (APPEALS) RULES

*Statutory Instrument
10 of 1984*

Rules by the Chief Justice

1. These Rules may be cited as the Nurses and Midwives (Appeals) Rules. Title
2. Subject to any specific provisions of the Act, the High Court (Appeals) (General) Rules, shall apply to any appeal to the High Court brought pursuant to the provisions of the Act. Appeals to High Court. Cap. 27
3. Subject to any specific provisions of the Act, the Supreme Court Rules shall apply to any appeal to the Supreme Court brought pursuant to the provisions of the Act. Appeals to Supreme Court. Cap. 25

SECTIONS 17 AND 18-THE ZAMBIA ENROLLED NURSES (TRAINING) RULES

*Statutory Instrument
73 of 1974
Act No.
13 of 1994*

Rules by the General Nursing Council of Zambia.

1. These Rules may be cited as the Zambia Enrolled Nurses (Training) Rules. Title
2. In these Rules, unless the context otherwise requires-

"Act" means the Nurses and Midwives Act. Cap. 300

"Committee" means the Examinations Committee of the Council;

"Council" means the General Nursing Council of Zambia established under section *three* of the Act;

"matron" means-

The Laws of Zambia

- (a) in relation to a training school which consists of one hospital, the matron of that hospital;
- (b) in relation to a training school which consists of a group of hospitals such one of the matrons of such hospitals as is designated by the Council to be the matron of the training school;

"pupil nurse" means a person undergoing training in a training school;

"training period" means the period prescribed by subrule (1) of rule 8 for the course of training of pupil nurses;

"training school" means a hospital or group of hospitals recognised or deemed to have been recognised under rule 4 to be a training school for the purposes of these Rules;

"ward" means a ward of a training school.

3. (1) For the purpose of enabling a person to become qualified to carry on the calling of a nurse, the Council may, subject to the other provisions of these Rules, grant a certificate of competency, to be styled the Zambia Enrolled Nurses' Certificate.

Institution of Zambia
Enrolled Nurses'
Certificate

(2) Every Zambia Enrolled Nurses' Certificate shall be in the form set out in the First Schedule to these Rules.

4. (1) Subject to the provisions of this Rule, the Council may on application being made to it recognise any hospital or group of hospitals within the Republic to be a training school for the purposes of these Rules if, in the opinion of the Council, it provides adequate facilities for the training of nurses.

Training schools

(2) The Council shall not recognise any hospital or group of hospitals as a training school unless requirements specified in the Second Schedule to these Rules have been substantially complied with.

(3) The Council shall before recognising any hospital or group of hospitals as a training school inspect or cause to be inspected such hospital or hospitals for the purpose of ascertaining that they are a fit and proper place for the training of nurses.

(4) The hospitals set out in the Third Schedule to these Rules shall be deemed to have been recognised by the Council as training schools.

5. (1) Every training school shall be in the charge of a Supervisor to be approved by the Council:

Supervisor

The Laws of Zambia

Provided that no person shall be qualified to be approved as a Supervisor of a training school unless she is a Registered Nurse.

(2) The Supervisor of a training school shall be responsible for ensuring that the pupil nurses admitted to the training school are trained in accordance with the provisions of these Rules and shall designate one or more experienced sisters or charge nurses as teachers of the training school.

6. Every person wishing to qualify for Zambia Enrolled Nurses' Certificate shall undergo the course of training prescribed by these Rules at one or more training schools. Training to be at training school

7. A person shall not be eligible for admission to a training school as a pupil nurse unless she fulfils the requirements set out in the Fourth Schedule hereto. Admission to training schools

8. (1) The course of training of a pupil nurse shall extend over a period of not less than twenty-four calendar months inclusive of- Period of training

(a) periods of vacation leave not exceeding eighteen days per year;

(b) public holidays not exceeding six days per year;

(c) period of sick leave not exceeding four weeks during the whole course of training.

(2) Save for the period of vacation leave or sick leave specified in sub-rule (1) or any period recognised by the Council under sub-rule (3), the training of a pupil nurse shall be continuous throughout the whole period of the course of training and, on any interruption thereof, no recognition shall be accorded to the pupil nurse in respect of any period of the course of training undergone by her prior to such interruption.

(3) Where the course of training of a pupil nurse is interrupted for a period not exceeding two years, the Council may, if having regard to all the circumstances of the case it considers the reasons for such interruption to be adequate and justified, recognise the whole or any part of the period of training undergone by the pupil nurse before such interruption as counting towards the period of twenty-four calendar months prescribed by sub-rule (1).

9. (1) During the course of her training a pupil nurse shall receive theoretical and practical instruction and clinical experience in every subject contained in the syllabus. Instruction of pupil nurse

The Laws of Zambia

(2) For each pupil nurse there shall be kept a record to be known as the Pupil Nurses' Record of Practical Instruction; wherein the Supervisor of the training school shall enter the number of weeks for which each type of clinical experience is undergone by the pupil nurse.

10. For the purposes of these Rules examinations to be styled the Zambia Enrolled Nurses' Examination, shall be held from time to time but not less frequently than twice in each year. Institution of examination

11. The syllabus for the Zambia Enrolled Nurses' Examination shall be as prescribed in the Fifth Schedule to these Rules. Syllabus for examinations

12. (1) A pupil nurse shall be eligible to be entered for Zambia Enrolled Nurses' Examination if, and only if, by the date fixed for the commencement of the examination- Entry to examination

- (a) she will have completed not less than twenty months of her training to the satisfaction of the person in charge of the training school;
- (b) she will have attended courses in the theoretical and practical instruction and clinical experience extending over the whole syllabus;
- (c) she is of good character and suitable to be an enrolled nurse.

(2) Every application for entry to the Zambia Enrolled Nurses' Examination shall be in the form set out in the Sixth Schedule to these Rules and shall be accompanied by-

- (a) examination fee of forty fee units; and
- (b) a certificate in the form set out in the Seventh Schedule to these Rules by the Supervisor of the training school certifying that the applicant has fulfilled the conditions mentioned in rule 12 (1) and that she is eligible to be entered for the Zambia Enrolled Nurses' Examination.

(As amended by Act No. 13 of 1994)

13. Subject to any modifications which the Examinations Committee may, from time to time, prescribe the Zambia Enrolled Nurses' Examination shall consist of the following: Tests comprising the examination

- (a) written test of 2G hours duration, consisting of-
 - (i) Paper A. Comprising thirty short answer questions; and

The Laws of Zambia

- (ii) Paper B. Comprising three essay questions of which the candidate shall be required to answer two questions;
- (b) a practical examination which shall be conducted by two external examiners appointed by the Council and which shall-
 - (i) last for not more than 1 hour nor less than 40 minutes;
 - (ii) be conducted in suitable areas of the hospital under normal working conditions; and
 - (iii) comprise practical tests and oral questions which questions shall relate to the nurses' day-to-day activities in the ward.

14. Every examiner shall be appointed by the Examinations Committee for the purposes of the Zambia Enrolled Nurses' Examination and shall be either a qualified registered nurse or registered nurse tutor. Examiner for Examination

15. To satisfy the examiner in any examination it shall be necessary for a candidate to obtain not less than fifty per cent in all parts of the examination. Marking of Examination

16. A list of successful candidates in an examination shall be published, classified into two divisions to be designated the Honours Division and the Pass Division and in each such division the successful candidates' names shall appear in alphabetical order. Publication of examination results

17. Subject to the approval of the Council a pupil nurse who has failed in part of the examination may be permitted to re-sit that part on not more than two occasions: Conditions under which students may be allowed to re-sit

Provided that the pupil nurse may not re-sit for a part of an examination unless she shall have been in continuous training up to the time of such re-sit.

- 18.** A pupil nurse who has-
- (a) completed the course of training prescribed by these Rules to the satisfaction of the Examinations Committee; and
 - (b) passed the examination; and
 - (c) attained the age of 19 years;
- Grant of Zambia Enrolled Nurses' Certificate

shall be qualified for and shall be entitled to be granted the Zambia Enrolled Nurses' Certificate.

19. Any period of training undergone at the hospitals set out in the Third Schedule hereto and any examination held prior to the coming into operation of these Rules shall be deemed to have been undergone or passed in terms of these Rules. Savings

The Laws of Zambia

FIRST SCHEDULE

(Rule 3 (2))

ZAMBIA ENROLLED NURSES' CERTIFICATE

This is to certify that has
passed the qualifying examination for Zambia Enrolled Nurses held by the General Nursing Council of Zambia on
....., 19.....

at

Date.....

.....
Registrar,
General Nursing Council of Zambia

SECOND SCHEDULE

(Rule 4 (2))

CONDITIONS UNDER WHICH HOSPITALS MAY BE APPROVED AS TRAINING SCHOOLS FOR PUPIL NURSES FOR
ADMISSION TO THE ROLL OF NURSES

The Laws of Zambia

The authorities of any hospital or group of hospitals for which approval as a training school is sought, shall submit to the Council full particulars of the clinical experience available for training and of the arrangements which will be made to ensure systematic practical and theoretical instruction of the pupil nurses in the subjects prescribed for admission to the Roll of Nurses.

In every case before a hospital, or group of hospitals, is recognised as a training school inspection of such hospital or hospitals shall be carried out by the Council's inspectors.

The following are the general requirements relating to the practical and theoretical instruction of pupil nurses:

1. The hospital, or group of hospitals, must satisfy the Council that adequate clinical experience is available for the training.

2. Satisfactory arrangements must be made for the supervision and teaching of the pupil nurses by registered nurses in all the wards and departments, both by day and night.

3. An experienced sister or charge nurse interested in teaching and preferably having attended a recognised course for teachers of pupil nurses for the Roll, should be responsible for teaching the students. The minimum overall ratio of nurse teachers to pupils should be one to thirty. A total strength of registered nurses in the training school should not be less than eight at any one time for a 150-bed hospital. Where suitable arrangements can be made teaching should be under the overall guidance of a registered nurse tutor. There must also be adequate secretarial and clerical assistance in teaching departments.

4. A teaching department should comprise as follows:

- (a) one spacious lecture room;
- (b) one large demonstration room to accommodate one or two beds;
- (c) a library which may accommodate at least one-quarter of the total number of students;
- (d) a tutor's office;
- (e) a clerk's office;
- (f) cooking facilities for demonstration;
- (g) teaching aids which should include a skeleton, anatomical charts, slides, film strips, slide and film strip projector and a 16 mm projector.

This department should be in close proximity to the hospital, in order to facilitate integration of teaching and practice.

5. The standards of nursing practice, the equipment and facilities in the wards and departments of the hospital must be such as to permit the teaching of good nursing care and the principles taught to be put into practice on the wards. It is essential that adequate domestic services (including domestic supervision) be available.

6. There should be an Education Committee whose membership should include the Matron and/or Chief Male Nurse, representatives of the teaching staff, ward and departmental sisters and/or charge nurses, members of the medical staff participating in the teaching of the pupil nurses and, where possible, a member from the field of general education. The Education Committee should meet regularly to discuss methods of procedure, in order to co-ordinate ward and classroom teaching. There should be co-operation between hospital administrators and teaching staff with regard to allocation of duties and the teaching programme.

7. Accommodation of the following standards should be available:

- (a) pupils can be accommodated in two-, four- or six-bedroomed units with individual wardrobe and dressing table facilities;
- (b) a sitting and recreation room;
- (c) a visitors' room;
- (d) a dining room;
- (e) adequate kitchen facilities;
- (f) a laundry room;
- (g) a linen room or linen cupboards;
- (h) toilets and bathrooms/showers, 1:6 not less than 1:8;
- (i) outdoor recreational facilities such as netball, tennis, etc.;
- (j) housekeeper's accommodation.

The Laws of Zambia

Training for the Pupil Nurses in General Nursing

A training school for admission to the general part of the Roll of Nurses is required to have a minimum of 150 beds (of which not less than ninety beds are acute general beds) and the necessary departments including Casualty/Accident Centre, Out-Patient Clinics and Operating Theatres.

Every pupil nurse is required to complete the following minimum clinical experience before entry to the final examinations:

- Preliminary Training School-4-6 weeks
- Male Medical-8 weeks
- Female Medical-8 weeks
- Male Surgical-8 weeks
- Female Surgical-8 weeks
- Paediatrics-12 weeks
- Theatre-4 weeks
- Public Health, Child Health Clinics-4 weeks
- Casualty and/or O.P.D.-4 weeks
- Gynaecology or Obstetrics-4 weeks
- Experience in one or more of the following:
 - Orthopaedic, E.N.T. Ophthalmic-4 weeks
 - Night duty not less than 16 weeks and not more than 24 weeks.

Such experience may be consecutively or intermittently gained during the course of the nurse's training.

Hours of duty, not exceeding 42 hours per week. Lecture periods should be counted as duty.

THIRD SCHEDULE

(Rule 4(4))

The following hospitals are recognised by the Council as Zambia Enrolled Nurses' Training Schools:

1. Chitambo Hospital, P.O. Kanona
2. Kalene Hills Hospital, P.O. Ikelenge
3. Lewanika Hospital, P.O. Box 147, Mongu
4. Livingstone Hospital, P.O. Box 91, Livingstone
5. Macha Mission Hospital, Private Bag 11XC, Choma
6. Mbereshi Hospital, P.O. Box 94, Kazembe
7. Monze Mission Hospital, P.O. Box 29, Monze
8. Mukinge Mission Hospital, P.O. Kasempa
9. Mwami Mission Hospital, P.O. Box 169, Chipata
10. Nchanga North Hospital, P.O. Box 63, Chingola
11. Our Lady's Hospital, Chilonga, P.O. Mpika
12. Roan Antelope Hospital, P.O. Box 98, Luanshya
13. Ronald Ross Hospital, P.O. Box 197, Mufulira
14. Salvation Army Hospital, Chikankata, Private Bag S2, Mazabuka
15. St Francis Hospital, P.O. Box 16, Katete
16. Wusikili Hospital, P.O. Box 1900, Kitwe

FOURTH SCHEDULE

(Rule 7)

A candidate shall be eligible for admission to a training school if, and only if-

- (a) the candidate meets the following educational requirements:
 - (i) Form II or equivalent up to 1970;
 - (ii) Form III from 1970 with passes in English, one Science subject and two other subjects;
- (b) the candidate shall have attained the age of seventeen years on the last day of the month in which the course commences;
- (c) the candidate should have passed a medical examination and received a certificate from a registered medical practitioner stating that she is free from disease and is medically fit to undergo training.

FIFTH SCHEDULE

(Rule 11)

The Laws of Zambia

SYLLABUS OF SUBJECTS FOR EXAMINATION FOR ADMISSION TO THE ROLL OF NURSES (Z.E.N.)

1st Year

1. INTRODUCTORY

Section I:

Hospital and Health Services
Nurse
Ward
Patient
Nursing Procedure and Other Procedures
Care of the Sick Child
Medicine and Poisons
First-Aid

Section II:

1. Personal Development
2. Anatomy and Physiology
3. (a) Personal Hygiene
 (b) Communal Hygiene
4. Nutrition and Simple Cookery
5. Microbiology

2nd Year

Section I:

Advanced Nursing Procedures

Section II:

Public Health and Health Education

Section III:

1. General Medical and Surgical Conditions
2. Tropical, Parasitical and Infectious Diseases
3. Nutritional Conditions

Section IV:

Ward Management

SECTION I

PRINCIPLES AND PRACTICE OF NURSING

The Laws of Zambia

1. *The Hospital and Health Services:*

- Brief history of nursing
- The health services of Zambia
- Hospital departments and functions
- The role of the enrolled nurse

2. *The Nurse:*

- Personal qualities
- Professional attitude in relation to patients, relatives, visitors and staff
- Ethical conduct
- Uniform

3. *The Ward:*

- Ward routine, and its general management
- The environment of the patient
- Cleanliness, ventilation, heating and lighting
- Elimination of noise
- Safety measures within the hospital
- Care of rubber goods
- Economy
- Care, storage and handling of food
- Disposal of refuse

4. *The Patient:*

- Admission, transfer and discharge
- Care of patients' clothes, property and valuables
- Observations of the patient's condition, weighing of patients
- Bed making
- Positions
- Bed accessories
- Care of mouth
- Special beds
- Bathing in bed or bathroom
- Lifting and moving patients
- Total nursing care of ambulant and bed patients
- The use of urinals and bedpans
- Care of infants and children

5. *Nursing Procedures:*

A-Routine Nursing Care of Patient

- Temperature, pulse and respiration
- Observation, disposal and disinfection of urine, faeces, vomit and sputum
- Measuring and recording fluid intake and output
- Preparation for serving of meals
- Urine testing
- Care of the hair
- Treatment of verminous patients
- Feeding helpless patients
- Preparation for and assisting in routine medical examination
- Collection of specimen
- Simple dressing

B-Other Nursing Procedures

- Ward dressings
- Administration of oxygen
- Inhalation and steam tents
- Simple enemas and suppositories
- Rectal and colonic lavage
- Barrier nursing and isolation care
- Taking and recording of blood pressure
- Local application including linaments, ointments, poultices and compresses
- Sponging of patient-Tepid sponging
- Eye treatment-Swabbing, irrigation and instillation of drops and ointments
- Preparation for ear syringing
- Ear treatment

Preparation for assisting in special examination of eye, ear, nose, throat, rectum and vagina

- Preparation of patient for X-ray
- Care of patient with continuous bladder drainage
- Giving, receiving and writing of ward reports
- Care of the dying and last offices

C-Advanced Nursing Procedures

The Laws of Zambia

SECTION II

THE HUMAN INDIVIDUAL AND HIS ENVIRONMENT

1. *Personal Development of the Individual:*

The patient as a person, his relationship to family, community

The effect of illness and separation from familiar background on the behaviour of child and adult

The child; its normal growth and development

2. *The Structure and Function of the Human Body:*

The body and how it works

A simple outline and function of all body systems

3. *The Promotion of Individual and Communal Health:*

A. Personal Hygiene

B. Communal Hygiene; water supply, sanitation, housing, pests, vermin and parasites

The factor which causes breakdown of health, welfare and other social services

4. *Public and Health Education:*

The nurse in relation to the teaching of health participation in National, Provincial or District Programmes which contributes to the promotion of public health:

(a) Vaccinations

(b) Child Health Clinics (Under Fives Clinic)

(c) Health Education

5. *Nutrition and Simple Cookery:*

(a) Basic principles of nutrition:

1. Constituents of food

2. Body requirements

3. Balanced diet

(b) Effects of inadequate or unsuitable diet

(c) Dietetics

(d) Invalid cookery

6. *Micro-Organisms (Microbiology):*

Bacteria

Body defence mechanism

Immunisation

Infection-its spread and prevention

Sterilisation

SECTION III

AN OUTLINE OF CAUSE, COURSE AND TREATMENT OF DISEASE

The Laws of Zambia

1. *General Medical and Surgical Conditions:*

Respiratory: Upper respiratory tract disorders, asthma, bronchitis, pneumonia, tuberculosis, pleural effusion (menstron)

Circulatory: Anaemia, heart disease, hypertension, haemorrhoids, varicose veins, thrombosis, embolism, gangrene, congenital heart disease

Digestive: Ulcer, obstruction, cholecystitis, cirrhosis of the liver, gastroenteritis, jaundice, dysentery, carcinoma and appendicitis

Urinary: Nephritis, pyelitis, renal failure, uraemia, calculi, trauma, cystitis, prostatic hypertension, urethral strictures

Skin: Eczema, scabies, dermatitis, boils, psoriasis, styes, urticaria, ring-worm

Skeletal/Muscular: Fractures, arthritis, amputations, dislocations, osteomyelitis, sprains, rickets

Nervous: Epilepsy, meningitis, cerebro-vascular, accident, Parkinson's disease, congenital conditions, peripheral neuritis

Endocrine: Diabetes mellitus, thyroxicosis, simple goitre

Reproduction: Abortions, pelvic infections, ectopic pregnancy, traumatic conditions, tumours, menstrual abnormalities, infertility, venereal diseases, emergency midwifery

Ophthalmic: Trachoma, conjunctivitis, spring catarrh, cataract, glaucoma

2. *Tropical Parasitical and Infectious Diseases:*

Bilharzia (Schistosomiasis); malaria; leprosy; cholera; rabies; typhoid; measles; smallpox; mumps; whooping cough; diphtheria; poliomyelitis; chickenpox; trypanosomiasis; hookworm; threadworm; roundworm; tetanus

3. *Nutritional:*

Kwashiorkor, marasmus, P.C.M. malnutrition, vitamin deficiencies

SECTION IV

WARD MANAGEMENT

4. A. Responsibility towards patients and other ward staff

B. Running and the supervision of the ward

C. The principles of ordering stores for the ward

D. Preparation for a doctor's ward round

E. Care of equipment and inventory

5. *Conduct of Normal Labour:*

Signs and symptoms of pregnancy

Aims of antenatal care (*briefly*)

Complications of pregnancy (*briefly*)

Brief outline of normal labour

Conduct of normal delivery

HOURS OF TEACHING IN EACH DEPARTMENT

The Laws of Zambia

Introductory Course:

				<i>Hours</i>
Nursing Theory and Demonstration	..	..		24
Personal Hygiene and Communal Health	..	..		16
Nutrition and Diabetics	..	..		7
First-Aid Theory and Practice	..	..		5
Anatomy and Physiology	..	..		22
Visits	..	..		5
Practice	..	..		41
			TOTAL	<u>120 hours</u>

1st Year:

					<i>Hours</i>
Nursing	..	..	..	..	40
Microbiology	..	..	..	..	8
Pharmacology	..	..	..	..	8
Nutrition	..	..	..	..	8
Anatomy and Physiology	..	..	..	..	24
Paediatrics	..	..	..	..	8
Public Health and Health Education	..	..	..	..	16
			TOTAL		<u>112 hours</u>

2nd Year

					<i>Hours</i>
Surgery	..	..	..	..	24
Medicine	..	..	..	..	24
Paediatrics	..	..	..	..	16
Other Specialities	..	..	..	..	24
			TOTAL		<u>88 hours</u>
			GRAND TOTAL		<u>320 hours</u>

SIXTH SCHEDULE

(Rule 12 (2))

ZAMBIA ENROLLED NURSES' EXAMINATION

....., 19.....

The Laws of Zambia

ENTRY FORM

Candidates for examination are asked to enter all details required below and to return the form immediately to the General Nursing Council of Zambia together with the examination fee.

Surname (IN BLOCK LETTERS):

Other Names:

Age:..... day..... month..... year.....

Place of Birth :

Training School:

Permanent Address:

Date of Commencement of Training:

To the best of my knowledge this is a true statement.

.....
Signature of Candidate

Date.....

SEVENTH SCHEDULE

(Rule 12 (2) (a) and (b))

Examination Fee 40 fee units

CERTIFICATE OF TUTOR AS TO PROGRESS OF TRAINING PRIOR TO SITTING OF THE EXAMINATION FOR ZAMBIA ENROLLED NURSES' ENTRY*

Name of Applicant:

Age of Applicant:

Date of Entry into Training:

Number of Days Absent (casual leave and sick leave):.....

Comments of Tutor as to progress of candidate during training and suitability of candidate to practise as a Zambia Enrolled Nurse:

.....
.....
.....

*State whether 1st, 2nd or 3rd entry.

.....
Tutor in Charge of Applicant Training

Date.....

(As amended by Act No. 13 of 1994)

THE ZAMBIA ENROLLED MIDWIVES (TRAINING) RULES

ARRANGEMENT OF RULES

Rule

1. Title
2. Interpretation
3. Institution of Zambia Enrolled Midwives' Certificate
4. Midwifery schools
5. Supervisor of midwifery school
6. Training to be at midwifery school
7. Admission to midwifery school
8. Period of training
9. Instruction of pupil midwife
10. Institution of examination
11. Syllabus for examination
12. Entry to examination
13. Tests comprising examination
14. Marking of examination
15. Examiners for examination
16. Publication of examination results
17. Grant of Zambia Enrolled Midwives' Certificate

FIRST SCHEDULE-Zambia Enrolled Midwives' Certificate

SECOND SCHEDULE-Requirements to be fulfilled by a hospital to be approved as a midwifery school

THIRD SCHEDULE-Hospitals recognised as midwifery schools

FOURTH SCHEDULE-Requirements for admission to midwifery school

FIFTH SCHEDULE-Syllabus of subjects for admission to the register of enrolled midwives for candidates with no previous experience

SIXTH SCHEDULE-Zambia Enrolled Midwives' Examination-Entry Form

SEVENTH SCHEDULE-Prescribed fee

EIGHTH SCHEDULE-Certificate of suitability to enter Zambia Enrolled Midwives'
Examination

SECTIONS 32 AND 33-THE ZAMBIA ENROLLED MIDWIVES (TRAINING) RULES

Rules by the Medical Council of Zambia with the approval of the Minister

*Statutory Instrument
61 of 1970
Act No.
13 of 1994*

1. These Rules may be cited as the Zambia Enrolled Midwives (Training) Rules.

Title

2. In these Rules, unless the context otherwise requires-

Interpretation

"examination" means the Zambia Enrolled Midwives' Examination held in accordance with the provisions of these Rules;

"midwifery school" means a hospital recognised under rule 4 (1) or deemed to have been recognised under rule 4 (3) as a midwifery school for the purposes of these Rules;

"pupil midwife" means a person undergoing the course of training prescribed by these Rules;

"training period" means the period prescribed by rule 8 (1) for the course of training of a pupil midwife.

3. (1) For the purpose of enabling persons to carry on the practice of a midwife, the Council may grant a certificate of competency, to be styled the Zambia Enrolled Midwives' Certificate, to such persons as have qualified under these Rules for the grant thereof.

Institution of Zambia
Enrolled Midwives'
Certificate

(2) Every Zambia Enrolled Midwives' Certificate shall be in the form prescribed in the First Schedule.

4. (1) Subject to the provisions of this rule, the Council may, on application being made to it, recognise any hospital within the Republic as a midwifery school for the purposes of these Rules if, in the opinion of the Council, it provides the facilities necessary for training pupil midwives.

Midwifery schools

(2) The Council shall not recognise a hospital as a midwifery school for the purposes of these Rules unless the Council is satisfied that the requirements as specified in the Second Schedule have been substantially complied with.

The Laws of Zambia

(3) The hospitals set out in the Third Schedule shall be deemed to have been recognised by the Council as midwifery schools for the purposes of these Rules.

5. (1) The person in charge of a midwifery school (in these Rules referred to as the supervisor of the midwifery school) shall be a person who is registered both as a midwife and as a general nurse. Supervisor of midwifery school

(2) The supervisor of a midwifery school shall be responsible for ensuring that pupil midwives admitted to that midwifery school are trained in accordance with the provisions of these Rules and shall designate one or more midwives as midwifery teachers for the purposes of these Rules.

6. Every person wishing to qualify for the Zambia Enrolled Midwives' Certificate shall undergo the course of training prescribed by these Rules at a midwifery school. Training to be at midwifery school

7. A person shall be eligible for admission to a midwifery school for the purpose of undergoing the course of training prescribed by these Rules if, and only if, she complies with the requirements specified in the Fourth Schedule. Admission to midwifery school

8. (1) The course of training of a pupil midwife shall extend over a period of not less than- Period of training

(a) one year in case of a pupil midwife who holds the Zambia Enrolled Nurses' Certificate; or

(b) two years in the case of any other pupil midwife.

(2) The period prescribed in sub-rule (1) shall be inclusive of vacation leave not exceeding two weeks per year and sick or compassionate leave not exceeding two weeks per year.

(3) Subject to the provisions of sub-rules (2), (4) and (5), the training period of a pupil midwife shall be continuous throughout the whole period of the course of training and, on any interruption thereof, no recognition shall be accorded to the pupil midwife in respect of any period of the course of training undergone by her prior to such interruption.

(4) If the period of training of a married pupil midwife is interrupted by reason of her pregnancy-

(a) during the first six months of commencement of training, she may be re-admitted to recommence her training period;

The Laws of Zambia

- (b) during the second six months, she may be re-admitted to undertake nine months of further training at the end of which she will be deemed to have completed one year of her training period;
- (c) during the third six months, she may be re-admitted to undertake fifteen months of further training at the end of which she will be deemed to have completed two years of her training period;
- (d) during the fourth six months, she may be re-admitted to undertake nine months of further training at the end of which she will be deemed to have completed two years of her training period:

Provided that in all cases mentioned in paragraphs (a) to (d)-

- (i) re-admission shall be at the discretion of the supervisor of the midwifery school;
- (ii) the period of interruption shall not be longer than one year; and
- (iii) there is evidence of proper provision having been made for the child of such pregnancy.

(5) Where the course of training of a pupil midwife is interrupted for a period not exceeding two years, and the Council considers that the reasons for such interruption are sufficient having regard to all the circumstances of the case, it may recognise the whole or any part of the period of training undergone by the pupil midwife prior to such interruption as counting towards the period of the course of training prescribed by sub-rule (1).

9. (1) During the course of her training, a pupil midwife shall receive theoretical and practical instruction in the syllabus prescribed for the examination.

Instruction of pupil
midwife

(2) Without derogation from the generality of the provisions of sub-rule (1), every pupil midwife shall, during her course of training-

- (a) attend lectures on the syllabus prescribed for the examination, including lectures on the infant; and
- (b) attend not less than forty-four clinical teaching sessions; and
- (c) conduct ante-natal examinations on not less than fifty pregnant women and receive instruction in the care and supervision of women during the course of pregnancy, including the booking of the cases and the keeping of the records; and

The Laws of Zambia

- (d) receive clinical instruction in the conduct of labour, including the witnessing of not less than ten labours; and
- (e) perform not less than ten vaginal examinations and be taught the procedure for rectal examination; and
- (f) attend not less than twenty labours, under the supervision of a person trained in midwifery, in each case making a full examination during the course of labour, personally delivering the infant and the after-birth and keeping records of each case; and
- (g) attend and nurse puerperal women and their infants during the period that the patients are in the hospital; and
- (h) attend not less than ten infant welfare clinics which may include post-natal examination; and
- (i) attend a number of lectures on mothercraft and health education.

(3) The instruction of every pupil midwife shall be generally supervised by a midwifery teacher and be conducted throughout training in the maternity and associated departments of a midwifery school.

10. For the purposes of these Rules, examinations, to be styled the Zambia Enrolled Midwives' Examination, shall be held from time to time, not being less frequently than twice in each year. Institution of examination

11. The syllabus for the examination shall be as prescribed in the Fifth Schedule. Syllabus for examination

12. (1) A pupil midwife shall be eligible to be entered for the examination if, and only if, by the date fixed for the commencement of the examination- Entry to examination

- (a) she will have completed not less than eleven months of her training period, if undergoing a one year course, or not less than twenty-two months if undergoing a two year course; and
- (b) she will have attended courses of lectures and demonstrations extending over the whole syllabus prescribed for the examination; and
- (c) the supervisor of the midwifery school is satisfied that her health is such that no danger to her patients would be involved by her engaging in the duties of a midwife.

The Laws of Zambia

(2) Application for entry to the examination shall be in the form set out in the Sixth Schedule and it shall be accompanied by-

- (a) the appropriate examination fee prescribed in the Seventh Schedule; and
- (b) a certificate in the form prescribed in the Eighth Schedule, issued by the supervisor of the midwifery school at which the applicant is undergoing her training, stating that the applicant is eligible to be entered for the examination.

13. The examination shall consist of-

Tests comprising examination

- (a) a written test in accordance with current recommendations for which the time allowed shall be two hours; and
- (b) an oral and practical test of one hour's duration, of which the candidate should spend twenty minutes with the patient, on the syllabus prescribed by rule 11 for the examination.

14. (1) Marks for the tests forming part of the examination shall be allotted as follows:

Marking of examination

- (a) 100 marks shall be allotted to the written test;
- (b) 100 marks shall be allotted to the oral and practical test.

(2) To satisfy the examiners in the examination, it shall be necessary for a candidate to obtain not less than fifty per centum of the aggregate of the marks allotted to both tests of the examination.

15. Every examiner appointed by the Examinations Committee for the purposes of the examination shall be a registered midwife and general nurse who is actively involved in midwifery training.

Examiners for examination

16. The list of successful candidates in the examination shall be published in alphabetical order.

Publication of examination results

17. A pupil midwife who has-

Grant of Zambia Enrolled Midwives' Certificate

- (a) completed the course of training prescribed by these Rules; and
- (b) passed the examination; and
- (c) attained the age of nineteen years;

shall be qualified for and shall be entitled to be granted the Zambia Enrolled Midwives' Certificate.

The Laws of Zambia

FIRST SCHEDULE

(Rule 3 (2))

ZAMBIA ENROLLED MIDWIVES' CERTIFICATE

This is to certify that who has attained the age of nineteen years, has completed the course of training prescribed by the Zambia Enrolled Midwives (Training) Rules, and has passed the Zambia Enrolled Midwives' Examination held by the Medical Council of Zambia on, 19....., at

She is hereby granted the Zambia Enrolled Midwives' Certificate.

Date

.....
Registrar, Medical Council of Zambia.

LUSAKA,
ZAMBIA.

SECOND SCHEDULE

(Rule 4 (2))

REQUIREMENTS TO BE FULFILLED BY A HOSPITAL TO BE APPROVED AS A
MIDWIFERY SCHOOL

1. The permanent medical and midwifery staff employed at the hospital shall be satisfactory in the opinion of the Council and, without derogation from the generality of the foregoing, such staff includes-

- (a) a medical practitioner with special experience in obstetrics; and
- (b) experienced midwives in relation to the size of the hospital.

2. The annual average of confinements taking place in the hospital amounts to not less than 130.

3. The hospital-

- (a) contains ante-natal beds associated with an ante-natal clinic and a post-natal department; and
- (b) contains satisfactory accommodation for lectures and demonstrations and the equipment, models and facilities necessary for the proper instruction of pupil midwives; and
- (c) is able to provide facilities for infant welfare experience.

THIRD SCHEDULE

(Rule 4 (3))

HOSPITALS RECOGNISED AS MIDWIFERY SCHOOLS

The following hospitals are recognised by the Council as midwifery schools:

- 1. Batoka Hospital, P.O. Box 91, Livingstone.
- 2. St Francis' Hospital, P.O. Katete.
- 3. Our Lady's Hospital, Chilonga, P.O. Mpika.
- 4. Mbereshi Hospital, P.O. Kawambwa.
- 5. Salvation Army Hospital, Chikankata, Private Bag S.2, Mazabuka.
- 6. Wusikili Hospital, P.O. Box 1900, Kitwe.
- 7. Nchanga North Hospital, P.O. Box 63, Chingola.
- 8. Monze Mission Hospital, P.O. Box 29, Monze.

FOURTH SCHEDULE

The Laws of Zambia

(Rule 7)

REQUIREMENTS FOR ADMISSION TO MIDWIFERY SCHOOL

A person shall be eligible for admission to a midwifery school if, and only if-

- (a) she possesses the former Standard VI Certificate or a Form II Certificate;
- (b) she shall have attained the age of seventeen years on the last day of the month in which the course commences;
- (c) she shall have passed a medical examination and received a certificate from a registered medical practitioner stating that she is free from disease and infection and is medically fit to undergo training.

FIFTH SCHEDULE

(Rule 11)

SYLLABUS OF SUBJECTS FOR ADMISSION TO THE REGISTER OF ENROLLED MIDWIVES FOR CANDIDATES
WITH NO PREVIOUS EXPERIENCE

The Laws of Zambia

FIRST YEAR

1. *The Hospital and Health Services:*
Health services of Zambia; hospitals and various departments and their functions.
2. *The Nurse:*
Personal qualities and attitudes; standards of ethical conduct; relationships between nurse, patient and relatives.
The place of the Enrolled Midwife in the hospital team.
3. *The Ward:*
The environment of the patient.
Cleanliness, ventilation and the prevention of cross-infection; and heating.
Elimination of noise.
Safety measures, including fire precautions.
Care and use of ward linen and equipment.
4. *Personal Hygiene:*
The meaning of health; personal cleanliness; care of skin, hair, hands and feet; care of personal clothing; value of recreation, exercise, fresh air and sleep; excretory system.
5. *The Structure of the Human Body:*
The body as a whole.
Chief cavities and contents.
How it moves.
Simple outline of body systems.
Introduction to Midwifery.
6. *Nursing Procedures:*
Bedmaking-ordinary, admission and operation beds.
General care of patients:
Prevention of pressure sores.
Lifting and turning patients.
Positions commonly used in nursing.
Shaving.
Tepid sponging.
Feeding and preparation of meals.
Feeding of helpless patients.
Taking and recording of temperature, pulse and respiration.
Range of temperatures.
Normal and abnormal pulse and respiration.
Observation, disposal and disinfection of urine, faeces and sputum.
Collection of specimens; blood slides.
Intake and output charts.
Medicines, drugs and poisons-weights and measures; administration of medicine and dosages; methods of administering drugs; regulations regarding dangerous drugs and poisons; preparation and dilution of lotions in common use.
Preparation of equipment for and the care of the patient during a routine medical examination.
Enemata and suppositories.
Hypodermic and intramuscular injections.
Pre-operative care-general and skin preparation.
Post-operative care.
Simple ward dressings.
Removal of stitches and clips.
Catheterisation.
Preparation for sub-cutaneous and intra-peritoneal infusions, intravenous infusions and blood transfusions.
Prevention of cross-infection.
Last offices.

Emphasis must be placed at all times on bedside teaching.

7. *The Principal Causes of Disease:*
To be introduced with emphasis on recognition, implications for preventive measures and health education, *avoiding all detail not absolutely essential to effective midwifery and child welfare.*
Malnutrition, e.g. Kwashiorkor.
Infection and infestation, e.g.:
inflammation-cross-infection, causes and prevention.
tuberculosis.
pneumonia.
meningitis.
gastro-enteritis, dysentery.
measles, smallpox, mumps, whooping cough, diphtheria.
poliomyelitis.
malaria. trypanosomiasis.
leprosy.
hook worm and other intestinal parasites.
bilharziasis (Schistosomiasis).

The Laws of Zambia

SIXTH SCHEDULE

(Rule 12 (2))

ZAMBIA ENROLLED MIDWIVES' EXAMINATION

....., 19.....

ENTRY FORM

Candidates for examination are asked to enter all details requested below and return the form immediately to the Medical Council of Zambia together with the examination fee.

Surname (in BLOCK CAPITALS)

Other Names

Date of Birth

Place of Birth

Permanent Address

Training School

Date of Commencement of Training

To the best of my knowledge this is a true statement.

Signature of Candidate

Date

SEVENTH SCHEDULE

(Rule 12 (2) (a))

PRESCRIBED FEE

Examination Fee 60 fee units

(As amended by Act No. 13 of 1994)

EIGHTH SCHEDULE

(Rule 12 (2) (b))

CERTIFICATE OF SUITABILITY TO ENTER ZAMBIA ENROLLED MIDWIVES' EXAMINATION

The Laws of Zambia

Name of Applicant
Date of Entry into Training
Number of days absent (causal leave, sick leave and compassionate leave)
Comments regarding suitability to practise as a midwife
.....
I, being the supervisor in charge of
the Midwifery School at
.....
hereby certify that the applicant has fulfilled the requirements of the Zambia Enrolled Midwives (Training) Rules in every
respect, and is eligible to be entered for the examination.
Date

THE ZAMBIA ENROLLED PSYCHIATRIC NURSE (TRAINING) RULES

ARRANGEMENT OF RULES

Rule

1. Title
2. Interpretation
3. Institution of Zambia Enrolled Psychiatric Nurses' Certificate
4. Training school
5. Supervisor of training school
6. Training to be at training school
7. Admission to training school
8. Period of training
9. Instruction of student nurse
10. Institution of examination
11. Syllabus for examination
12. Entry to examination
13. Tests comprising examination
14. Examiners for examination
15. Marking of examination
16. Publication of examination results
17. Grant of Zambia Enrolled Psychiatric Nurses' Certificate
18. Transitional provisions

FIRST SCHEDULE-Zambia Enrolled Psychiatric Nurses' Certificate

SECOND SCHEDULE-Conditions under which hospitals are approved as training
schools for student nurses for admission to the roll of psychiatric nurses

THIRD SCHEDULE-Hospital recognised as training school

The Laws of Zambia

FOURTH SCHEDULE-Requirements for admission to training school

FIFTH SCHEDULE-Syllabus of subjects for Zambia Enrolled Psychiatric Nurses' Examination

SIXTH SCHEDULE-Zambia Enrolled Psychiatric Nurses' Examination-Entry form

SEVENTH SCHEDULE-Prescribed fee

EIGHTH SCHEDULE-Certificate of tutor as to progress of training prior to sitting of examination for Zambia Enrolled Psychiatric Nurses

SECTIONS 32 AND 33-THE ZAMBIA ENROLLED PSYCHIATRIC NURSE (TRAINING) RULES

*Statutory Instrument
63 of 1970*

Rules by the Medical Council of Zambia with the approval of the Minister

1. These Rules may be cited as the Zambia Enrolled Psychiatric Nurse (Training) Rules. Title

2. (1) In these Rules, unless the context otherwise requires-

Interpretation

"Council" means the Medical Council of Zambia;

"student nurse" means a person undergoing the training prescribed by these Rules;

"training period" means the period prescribed by rule 8 (1) for the course of training of a student nurse;

"training school" means a hospital or group of hospitals recognised or deemed to be recognised under rule 4 (4) as a training school for the purposes of these Rules;

"ward" means a ward of a training school.

(2) Save where the context otherwise requires, a reference in these Rules to the feminine gender shall be construed as including a reference to the masculine gender.

3. (1) For the purpose of enabling persons to become qualified to carry on the calling of a nurse, the Council may grant a certificate of competency, to be styled the Zambia Enrolled Psychiatric Nurses' Certificate, to such persons as have qualified under these Rules for the grant thereof.

Institution of Zambia
Enrolled Psychiatric
Nurses' Certificate

(2) Every Zambia Enrolled Psychiatric Nurses' Certificate shall be in the form set out in the First Schedule.

The Laws of Zambia

4. (1) The Zambia Enrolled Psychiatric Nurses' Training School will be situated at Chainama Hills Hospital, Lusaka. Training school

(2) The Council shall not recognise a hospital or group of hospitals as a training school unless the requirements specified in the Second Schedule have been substantially complied with.

(3) The Council shall cause an inspection of the hospital or group of hospitals which make an application for recognition as a training school before any such application is approved.

(4) The hospital set out in the Third Schedule shall be deemed to have been recognised by the Council as a training school for the purposes of these Rules.

5. (1) The person in charge of a training school (in these Rules referred to as the supervisor of the training school) shall be a person who is registered as a Registered Mental Nurse. Supervisor of training school

(2) The supervisor of a training school shall be responsible for ensuring that student nurses admitted to that training school are trained in accordance with the provisions of these Rules and shall designate one or more experienced sisters or charge nurses as teachers for the purposes of these Rules.

6. Every person wishing to qualify for the Zambia Enrolled Psychiatric Nurses' Certificate shall undergo the course of training prescribed by these Rules at one or more training schools. Training to be at training school

7. A person shall be eligible for admission to a training school for the purpose of undergoing the course of training prescribed by these Rules if, and only if, she fulfills the requirements specified in the Fourth Schedule. Admission to training school

8. (1) The course of training of a student nurse shall extend over a period of not less than twenty-four calendar months inclusive of- Period of training

(a) periods of vacation leave not exceeding eighteen days per year; and

(b) periods of sick leave not exceeding four weeks during the whole course of training.

The Laws of Zambia

(2) Save for the period of vacation leave or sick leave specified in sub-rule (1), or any period recognised by the Council under sub-rule (3), the training of a student nurse shall be continuous throughout the whole period of the course of training and, on any interruption thereof, no recognition shall be accorded to the student nurse in respect of any period of the course of training undergone by her prior to such interruption.

(3) Where the course of training of a student nurse is interrupted for a period not exceeding two years, and the Council considers the reasons for such interruption are sufficient, having regard to all the circumstances of the case, it may recognise the whole or any part of the period of training undergone by the student nurse prior to such interruption as accounting towards the period of twenty-four calendar months prescribed by sub-rule (1).

9. (1) During the course of her training, a student nurse shall receive theoretical and practical instruction and clinical experience in every subject contained in the syllabus. Instruction of student nurse

(2) For each student nurse there shall be kept a Student Nurse's Record of Practical Instruction and the supervisor of the training school shall enter therein the number of weeks undergone in each type of clinical experience by the student nurse.

10. For the purposes of these Rules, examinations, to be styled the Zambia Enrolled Psychiatric Nurses' Examination, shall be held from time to time, not being less frequently than twice in each year. Institution of examination

11. The syllabus for the Zambia Enrolled Psychiatric Nurses' Examination shall be as prescribed in the Fifth Schedule. Syllabus for examination

12. (1) A student nurse shall be eligible to be entered for the Zambia Enrolled Psychiatric Nurses' Examination if, and only if, by the date fixed for the commencement of the examination- Entry to examination

- (a) she will have completed not less than twenty months of her training period to the satisfaction of the person in charge of the training school;
- (b) she will have attended courses in the theoretical and practical instructions and clinical experience extending over the whole syllabus;
- (c) she is of good character and suitable to be an enrolled psychiatric nurse;
- (d) she is the holder of a certificate issued by a medical practitioner stating that he has medically examined her and declaring that her health is such that no danger to her patients would be involved by her engaging in the duties of a nurse.

The Laws of Zambia

(2) Every application for entry to the Zambia Enrolled Psychiatric Nurses' Examination shall be in the form prescribed in the Sixth Schedule and shall be accompanied by-

- (a) the appropriate examination fee prescribed in the Seventh Schedule; and
- (b) a certificate in the form set out in the Eighth Schedule by the supervisor of the training school certifying that the applicant has fulfilled the conditions mentioned in sub-rule (1) and that she is eligible to be entered for the Zambia Enrolled Psychiatric Nurses' Examination.

13. The Zambia Enrolled Psychiatric Nurses' Examination shall consist of the following, subject to any modifications the Examinations Committee may from time to time prescribe: Tests comprising examination

- (a) written tests consisting of-
 - (i) Paper A-comprising thirty short-answer questions; and
 - (ii) Paper B-comprising one long-answer question;
- (b) an oral test;
- (c) a practical test;

on the syllabus prescribed in rule 11.

14. Every examiner appointed by the Examinations Committee for the purposes of the Zambia Enrolled Psychiatric Nurses' Examination shall be either a qualified registered nurse or a qualified nurse tutor. Examiners for examination

15. To satisfy the examiner in an examination, it shall be necessary for a candidate to obtain not less than fifty per centum in all parts of the examination. Marking of examination

16. The list of successful candidates in an examination shall be published in alphabetical order classified into two divisions, to be designated the Honours Division and the Pass Division. Publication of examination results

- 17.** A student nurse who has- Grant of Zambia Enrolled Psychiatric Nurses' Certificate
- (a) completed the course of training prescribed by these Rules to the satisfaction of the Examinations Committee; and
 - (b) passed the examination; and
 - (c) attained the age of nineteen years;

shall be qualified for and shall be entitled to be granted the Zambia Enrolled Psychiatric Nurses' Certificate.

The Laws of Zambia

18. Any period of training, similar to the course of training prescribed by these Rules, undergone prior to the promulgation of these Rules, at the hospital mentioned in the Third Schedule, shall be deemed to have been a period of training undergone in terms of these Rules, and any examinations held prior to the promulgation of these Rules, in respect of such course of training, shall be deemed to have been the Zambia Enrolled Psychiatric Nurses' Examination held under the provisions of these Rules. Transitional provisions

FIRST SCHEDULE

(Rule 3(2))

ZAMBIA ENROLLED PSYCHIATRIC NURSES' CERTIFICATE

This is to certify that
has satisfactorily completed the course of training prescribed by the Zambia Enrolled Psychiatric Nurse (Training) Rules, and has passed in Division the Zambia Enrolled Psychiatric Nurses' Examination held by the Medical Council of Zambia on, 19..... at

The said is hereby granted the Zambia Enrolled Psychiatric Nurses' Certificate.

Date
Registrar, Medical Council of Zambia.

LUSAKA,
ZAMBIA

SECOND SCHEDULE

(Rule 4 (2))

CONDITIONS UNDER WHICH HOSPITALS ARE APPROVED AS TRAINING SCHOOLS FOR STUDENT NURSES FOR
ADMISSION TO THE ROLL OF PSYCHIATRIC NURSES

The Laws of Zambia

The authorities of any hospital or group of hospitals, for which approval as a training school is sought, are required to submit to the Council full particulars of the clinical experience available for training and of the arrangements which will be made to ensure the systematic practical and theoretical instruction of the student nurses in the subjects prescribed for admission to the Roll of Psychiatric Nurses.

In every case, a visit by the Council's Inspectors of Training Schools to the hospital, or group of hospitals, making such application will be carried out before approval is granted.

The following are the general requirements relating to the practical and theoretical instruction of student nurses:

1. The hospital, or group of hospitals, must satisfy the Council that adequate clinical experience is available for the training.
2. Satisfactory arrangements must be made for the supervision and teaching of the student nurses by registered nurses in all the wards and departments, both by day and night.
3. An experienced sister or charge nurse interested in teaching and preferably having attended a recognised course for teachers of student nurses for the Roll, should be responsible for teaching the students. The minimum overall ratio of nurse teachers to students should be one to thirty. A total strength of registered nurses in the training school should not be less than eight at any one time for a 150-bed hospital. Where suitable arrangements can be made the teaching should be under the overall guidance of a registered mental nurse tutor. There must also be adequate secretarial and clerical assistance in teaching departments.
4. A teaching department should comprise-
 - (a) lecture room-large enough to accommodate one or two beds. Shelving and cupboards to house teaching aids;
 - (b) library to house 300 to 400 books and small tables and chairs;
 - (c) Tutor's office;
 - (d) Clerk's office;
 - (e) cooking facilities for demonstration;
 - (f) teaching aids should include articulated skeleton, anatomical slides, film strips and projector and link projector.

This department should be in close proximity to the hospital, or one of the hospitals forming the training school, in order to facilitate integration of teaching and practice.

5. The standards of nursing practice, the equipment and facilities in the wards and departments of the hospital or hospitals must be such as to permit the teaching of good nursing care and allow the principles taught to be put into practice on the wards. It is essential that adequate domestic services (including domestic supervision) be available.

6. Where possible there should be an Education Committee whose membership, in addition to representatives of the Board of Governors or Management Committee, should include the Matron, Chief Male Nurse, or Chief Nursing Officer, representatives of the teaching staff, ward and departmental sisters and/or charge nurses, members of the medical staff participating in the teaching of the student nurses, a representative from the public health service and from the field of general education. There should also be a Ward or Chief Nursing Officer, representatives of the teaching staff, ward and departmental sisters and/or charge nurses in the hospital or group of hospitals, which should meet regularly to discuss methods of procedure in order to co-ordinate between hospital administrators and teaching staff with regard to the allocation of duties and the teaching programme.

7. The Council will require an assurance that accommodation of the following standard is available:
 - (a) students can be accommodated in two-, four- or six-bed-roomed units with individual wardrobe and dressing table facilities;
 - (b) sitting and recreation room;
 - (c) visitors' room;
 - (d) dining room;
 - (e) kitchenette facilities;
 - (f) laundry room;
 - (g) linen room or linen cupboards;
 - (h) toilets and bathrooms-showers, 1 to 6, not less than 1 to 8;
 - (i) outdoor recreational facilities such as netball and tennis.
8. Schemes of part-time training for the Roll may be approved by the Council.

TRAINING FOR STUDENT NURSES IN PSYCHIATRIC NURSING

The Laws of Zambia

A training school for admission to the Psychiatric part of the Roll is required to have a minimum of 150 beds (of which not less than 40 are acute beds) and the necessary departments including Out-Patient, Clinics, Occupational Therapy and Recreational. Such a school may comprise one or more hospitals.

Every student nurse is required to complete the minimum clinical experience to be gained in the following wards:

- (a) wards for long stay patients;
- (b) wards for acute patients;
- (c) wards for disturbed patients;
- (d) wards for psychopathic patients;
- (e) wards for epileptic and subnormal patients;
- (f) convalescent wards.

Long Stay patients:

Emphasis here is on the prevention of deterioration in patients who have been ill for a considerable time.

From this ward students will gain experience in accompanying patients to Occupational Therapy, Social and Recreational Therapy.

Convalescent patients:

Experience will be in participating with patients in preparation for their discharge. It is planned that students working in this ward will make visits to patients' homes accompanied by the psychiatric social worker. They will also visit the Matero "Half Way House".

Mentally subnormal patients:

Students will gain valuable experience in this very special type of nursing care.

A planned programme of practical experience covering the main outline of the training period must be drawn up and submitted to the Council. The number of weeks gained in each type of clinical experience will need to be entered in the Student Nurses' Record of Practical Instruction.

The length of the introductory course shall not be less than four weeks.

THIRD SCHEDULE

(Rule 4 (4))z

HOSPITAL RECOGNISED AS TRAINING SCHOOL

The following hospital is recognised by the Council as a Zambia Enrolled Psychiatric Nurses' Training School:
Chainama Hills Hospital, P.O. Box 43, Lusaka.z

FOURTH SCHEDULE

(Rule 7)

REQUIREMENTS FOR ADMISSION TO TRAINING SCHOOL

A candidate shall be eligible for admission to a training school if, and only if-

- (a) the candidate meets the following educational requirements:
 - (i) Standard VI, if obtained before 1965; or
 - (ii) Full Junior School Certificate;
- (b) the candidate shall have attained the age of seventeen years on the last day of the month in which the course commences;
- (c) the candidate shall have passed a medical examination and received a certificate from a Government Medical Officer stating that she is free from disease and infection and is fit to undergo training.

FIFTH SCHEDULE

The Laws of Zambia

(Rule 11)

SYLLABUS OF SUBJECTS FOR ZAMBIA ENROLLED PSYCHIATRIC NURSES' EXAMINATION

The Laws of Zambia

1. *The Hospital and the Health Services:*
The health services of Zambia.
Hospitals, their various departments and functions, and their relation to other health services.
2. *The Nurse:*
Personal qualities and attitudes required.
Standards of ethical conduct.
Relationships between nurse, patient and relatives.
The place of the enrolled nurse in the hospital team.
3. *The Ward:*
The environment of the patient.
Cleanliness, ventilation and the prevention of cross-infection; heating.
Elimination of noise.
Safety measures, including fire precautions.
Care and use of ward linen and equipment, including bed accessories, utensils and instruments in common use.
4. *The Patient:*
Admission, transfer and discharge.
General and regular observation of patient's condition and changes therein.
Routine washing and bathing in bed and bathroom.
Care and prevention of pressure sores; mouth toilet.
Use of urinals and commodes.
The nursing care of:
 - (a) the ambulant patient;
 - (b) the patient, mobile in bed;
 - (c) the patient confined to bed for a long period;
 - (d) the patient at complete rest in the supine position;
 - (e) the patient being nursed upright;
 - (f) the febrile patient;
 - (g) the unconscious patient;
 - (h) the incontinent patient;
 - (i) the infectious patient;
 - (j) the paralysed patient;
 - (k) the mentally-disturbed patient;
 - (l) pre- and post-operative patients;
 - (m) patients in plaster and extension;
 - (n) the dying (plus last offices, care of relatives).Special nursing of infants and children: bathing, feeding.
5. *Nursing Procedures:*
Observation, disposal and disinfection of urine, faeces, vomit and sputum -collection of specimens of these excretions.
Measuring and recording fluid intake and output.
Simple urine testing (clinitest range).
Taking and recording temperature, pulse and respiration.
Roller bandaging-application of strapping-elastoplast.
Preparing for and serving of meals.
Treatment of verminous patients.
Sponging the patient.
Simple enemas and suppositories.
Passing a flatus tube.
Local applications:
applications of cold compress and fomentations;
preparation and application of kaoline poultices, linaments and ointments;
preparation of equipment for immobilising a limb-application of a Thomas's splint;
rectal and colonic lavage;
preparation for and examination of ears, nose, throat, eyes;
swabbing and bathing the eyes;
preparation for syringing the ears;
preparation for and examination of the vagina and rectum.
Medicines and poisons:
weights and measures;
storage and safe custody of medicines and drugs;
various methods of administering drugs into the body;
preparation for and giving medicines;
use and regulations regarding poisons and dangerous drugs;
preparation and dilution of lotions in common use.

The Laws of Zambia

SIXTH SCHEDULE

(Rule 12 (2))

ZAMBIA ENROLLED PSYCHIATRIC NURSES' EXAMINATION

....., 19.....

ENTRY FORM

Candidates for examination are asked to enter all details requested below and return the form immediately to the Medical Council of Zambia together with the examination fee.

Surname (in BLOCK CAPITALS)

Other Names

Age Date of Birth

Place of Birth

Permanent Address

Training School

To the best of my knowledge this is a true statement.

Date Signature of Candidate

SEVENTH SCHEDULE

(Rule 12 (2) (a))

PRESCRIBED FEE

Examination Fee 60 fee units

EIGHTH SCHEDULE

(Rule 12 (2) (b))

CERTIFICATE OF TUTOR AS TO PROGRESS OF TRAINING PRIOR TO SITTING OF EXAMINATION FOR ZAMBIA ENROLLED PSYCHIATRIC NURSES

Name of Applicant

Age of Applicant

Date of Entry into Training

Comments of tutor as to progress of candidate and suitability of candidate as a Zambia Enrolled Psychiatric Nurse.

I certify that the candidate has fulfilled the conditions mentioned in rule 12 (1) of the Zambia Enrolled Psychiatric Nurse (Training) Rules, and that the candidate is eligible to be entered for the Zambia Enrolled Psychiatric Nurses' Examination.

Date

Supervisor of the Training School

(As amended by Act No. 13 of 1994)

THE ZAMBIA REGISTERED MIDWIVES (TRAINING) RULES

ARRANGEMENT OF RULES

Rules

1. Title
2. Interpretation
3. Zambia Registered Midwives' Certificate
4. Registered midwifery schools
5. Supervisor of registered midwifery school
6. Training to be at registered midwifery school
7. Admission to registered midwifery school
8. Period of training
9. Married student midwives
10. Instruction of student midwife
11. Institution of examination
12. Syllabus for examination
13. Tests comprising examination
14. Marks for examination
15. Examiners for examination
16. Publication of examination results
17. Grant of Zambia Registered Midwives' Certificate

FIRST SCHEDULE-Zambia Registered Midwives' Certificate

SECOND SCHEDULE-Requirements to be fulfilled by a hospital to be approved as a registered midwifery school

THIRD SCHEDULE-Hospital recognised as registered midwifery school

FOURTH SCHEDULE-Requirements for admission to registered midwifery school

FIFTH SCHEDULE-Syllabus of subjects for the Zambia Registered Midwives' Examination

SIXTH SCHEDULE-Zambia Registered Midwives' Examination-Entry form

SEVENTH SCHEDULE-Prescribed fee

EIGHTH SCHEDULE-Certificate of suitability to enter Zambia Registered Midwives'
Examination

SECTION 32 AND 33-THE ZAMBIA REGISTERED MIDWIVES (TRAINING) RULES

Rules by the Medical Council of Zambia with the approval of the Minister

*Statutory Instrument
62 of 1970
44 of 1979
Act No.
13 of 1994*

1. These Rules may be cited as the Zambia Registered Midwives (Training) Rules. Title

2. In these Rules, unless the context otherwise requires- Interpretation

"Council" means the Medical Council of Zambia.

"examination" means the Zambia Registered Midwives' Examination held in accordance with the provisions of these Rules;

"registered midwifery school" means a hospital recognised under rule 4 (1) or deemed to have been recognised under rule 4 (3) as a registered midwifery school for the purposes of these Rules;

"student midwife" means a person undergoing the course of training prescribed by these Rules;

"training period" means the period prescribed by rule 8 for the course of training of a student midwife.

3. For the purpose of enabling persons to carry on the practice of a midwife, the Council may grant a certificate of competency, to be styled the Zambia Registered Midwives' Certificate, to such persons as have qualified under these Rules for the grant thereof. Zambia Registered Midwives' Certificate

(2) Every Zambia Registered Midwives' Certificate shall be in the form prescribed in the First Schedule.

4. (1) Subject to the provisions of this rule, the Council may, on application being made to it, recognise any hospital within the Republic as a registered midwifery school for the purposes of these Rules if, in the opinion of the Council, it provides the facilities necessary for training student midwives. Registered midwifery schools

The Laws of Zambia

(2) The Council shall not recognise a hospital as a registered midwifery school for the purposes of these Rules unless the Council is satisfied that the requirements as specified in the Second Schedule have been substantially complied with.

(3) The hospital set out in the Third Schedule shall be deemed to have been recognised by the Council as a registered midwifery school for the purposes of these Rules.

5. (1) The person in charge of a registered midwifery school (in these Rules referred to as the supervisor of the registered midwifery school) shall be a person who is in possession of the Midwife Teachers Diploma.

Supervisor of registered midwifery school

(2) The supervisor of a registered midwifery school shall be responsible for ensuring that student midwives admitted to that registered midwifery school are trained in accordance with the provisions of these Rules and shall designate one or more registered midwives as midwifery teachers for the purposes of these Rules.

6. Every person wishing to qualify for the Zambia Registered Midwives' Certificate shall undergo the course of training prescribed by these Rules at a registered midwifery school.

Training to be at registered midwifery school

7. A person shall be eligible for admission to a registered midwifery school if, and only if, she complies with the requirements specified in the Fourth Schedule.

Admission to registered midwifery school

8. (1) The course of training shall extend over a period of not less than one year inclusive of-

Period of training

(a) periods of casual leave not exceeding two weeks per year; and

(b) periods of sick leave or compassionate leave not exceeding two weeks per year.

(2) Subject to the provisions of rule 9 and save for periods of casual leave, sick leave or compassionate leave, the training of a student midwife shall be continuous throughout the whole period of the course of training and, on any interruption thereof, no recognition shall be accorded the student midwife in respect of any period of the course of training undergone by her prior to such interruption.

9. Married student midwives whose training is interrupted owing to pregnancy-

Married student
midwives

- (a) during the first six months, shall be re-admitted (at the discretion of the supervisor of the registered midwifery school) to recommence training;
- (b) during the second six months, may be re-admitted to undertake nine months of further training.

In each of the above cases, the interval should be no longer than one year and there should be evidence of proper provision having been made for the child of such pregnancy.

10. (1) During the course of her training, a student midwife shall receive theoretical and practical instruction in the syllabus prescribed for the examination.

Instruction of student
midwife

(2) Without derogation from the generality of the provisions of sub-rule (1), every student midwife shall, during the course of her training-

- (a) attend lectures on the syllabus prescribed for the examination;
- (b) receive concurrent clinical instruction;
- (c) conduct ante-natal examinations on not less than fifty pregnant women;
- (d) witness ten normal deliveries;
- (e) perform not less than twenty vaginal examinations;
- (f) conduct not less than twenty normal labours under the supervision of a registered midwife, in each case making a full examination during the course of labour, personally deliver the infant and after-birth and keep records of each case;
- (g) attend and nurse puerperal women and their infants during the period that the patients are in hospital;
- (h) visit not less than ten puerperal women and their babies in the women's own homes;
- (i) attend not less than ten child welfare clinics;
- (j) give not less than ten health education talks to pregnant or puerperal women and keep records of each.

The Laws of Zambia

(3) The instruction of every student midwife shall be generally supervised by a qualified midwifery tutor and be conducted throughout the period of training in the maternity and associated departments of a registered midwifery school.

11. For the purposes of these Rules, examinations, to be styled the Zambia Registered Midwives' Examination, shall be held from time to time but not less frequently than twice in each year. Institution of examination

12. The syllabus for the examination shall be as prescribed in the Fifth Schedule. Syllabus for examination

(1) A student midwife shall be eligible to be entered for the examination if, and only if-

- (a) she will have completed not less than eleven months of her training period;
- (b) she will have attended courses of lectures and completed experience under rule 10(2)(a) to (g);
- (c) the supervisor of the registered midwifery school is satisfied that her health is such that no danger to her patients would be involved by her engaging in the duties of a midwife.

(2) Every application for entry to the examination shall be in the form prescribed in the Sixth Schedule and shall be accompanied by-

- (a) the appropriate examination fee prescribed in the Seventh Schedule; and
- (b) a certificate in the form prescribed in the Eighth Schedule, issued by the supervisor of the registered midwifery school at which the applicant is undergoing training, stating that the applicant is eligible to be entered for the examination.

13. The examination shall consist of-

- (a) a written test in accordance with current recommendations for which the time allowed shall be three hours;
- (b) an oral and practical test of one hour's duration, of which the candidate shall spend twenty minutes examining the patient, twenty minutes with the Consultant Obstetrician examining and twenty minutes with the Midwifery Tutor examining.

Tests comprising examination

14. (1) Marks for the tests forming the examination shall be allotted as follows:

Marks for examination

- (a) 100 marks for the written part of the test;
- (b) 100 marks for the oral and practical part of the test.

The marks shall be equally divided as follows:

The Laws of Zambia

- (i) Consultant Obstetrician-50 marks;
- (ii) Midwifery Tutor-50 marks.

(2) To satisfy the examiners, it shall be necessary for a candidate to obtain not less than fifty per centum of the marks allotted to each test of the examination.

(As amended by S.I. No. 44 of 1979)

15. Every examiner appointed by the Examinations Committee for the purposes of the examination shall be actively involved in midwifery training, that is to say-

Examiners for examination

- (a) a practising obstetrician; or
- (b) a qualified midwifery tutor.

16. The list of successful candidates in the examination will be published in alphabetical order.

Publication of examination results

17. A student who has-

- (a) completed the course of training prescribed by these Rules; and
- (b) passed the examination;

Grant of Zambia Registered Midwives' Certificate

shall be qualified for and shall be entitled to be granted the Zambia Registered Midwives' Certificate.

FIRST SCHEDULE

(Rule 3 (2))

ZAMBIA REGISTERED MIDWIVES' CERTIFICATE

This is to certify that
has completed the course of training prescribed by the Zambia Registered Midwives (Training) Rules, and has passed the Zambia Registered Midwives' Examination held by the Medical Council of Zambia on.....
....., 19....., at

The said is hereby granted the Zambia Registered Midwives's Certificate.

Date

LUSAKA.....
ZAMBIA,

.....
Registrar,
Medical Council of Zambia.

SECOND SCHEDULE

(Rule 4 (2))

The Laws of Zambia

REQUIREMENTS TO BE FULFILLED BY A HOSPITAL TO BE APPROVED AS A REGISTERED MIDWIFERY SCHOOL

1. The permanent medical and midwifery staff employed at the hospital shall be satisfactory in the opinion of the Council and, without derogation from the generality of the foregoing, such staff includes:
 - (a) a medical practitioner with special experience in obstetrics; and
 - (b) a qualified midwifery tutor; and
 - (c) experienced midwives in relation to the size of the hospital.
2. The annual average number of confinements taking place in the hospital amounts to not less than 150.
3. The hospital-
 - (a) contains ante-natal beds associated with an ante-natal clinic;
 - (b) conducts a post-natal clinic;
 - (c) contains satisfactory accommodation for lectures and demonstrations;
 - (d) has satisfactory equipment, teaching aids and facilities necessary for the proper instruction of student midwives;
 - (e) is able to provide facilities for infant welfare and health education experience;
 - (f) has satisfactory accommodation for student midwives in training.

THIRD SCHEDULE

(Rule 4 (3))

HOSPITAL RECOGNISED AS REGISTERED MIDWIFERY SCHOOL

The following hospital is recognised by the Council as a registered midwifery school:
University Teaching Hospital, Lusaka.

FOURTH SCHEDULE

(Rule 7)

REQUIREMENTS FOR ADMISSION TO REGISTERED MIDWIFERY SCHOOL

A candidate shall be eligible for admission to a registered midwifery school if, and only if-

- (a) the candidate shall be in possession of the Zambia Registered Nurses' Certificate; or be in possession of a certificate recognised by the Council as being equivalent to the Zambia Registered Nurses' Certificate;
- (b) the candidate shall have completed one year of experience as a Registered Nurse in Zambia, this may have been in:
 - (i) a Government hospital;
 - (ii) a Mine hospital; or
 - (iii) a Mission hospital;
- (c) the candidate shall have passed a medical examination and received a certificate from a registered medical practitioner stating that she is free from disease and infection and is medically fit to undergo training.

FIFTH SCHEDULE

(Rule 12)

The Laws of Zambia
SYLLABUS OF SUBJECTS FOR THE ZAMBIA REGISTERED MIDWIVES' EXAMINATION

INTRODUCTORY TRAINING:

Two weeks prior to entry to wards and departments:

Theoretical and practical introduction to the following:

1. Normal pregnancy.
2. Normal labour.
3. Normal neonate.
4. Normal puerperium.
5. Danger signs in midwifery (*briefly*) to facilitate reporting.

TRAINING SYLLABUS:

Obstetric Anatomy and Physiology (includes pregnancy changes) (Midwifery Tutor):

1. The pelvis.
2. External genitalia and vagina.
3. The uterus.
4. Fallopian tubes and ovaries.
5. Menstrual cycle.
6. Fertilisation and, *briefly*, embryology.
7. The placenta-foetal circulation.
8. Pelvic floor.
9. Breasts.
10. Foetal skull and moulding.
11. Hormones.

Normal pregnancy (Midwifery Tutor):

1. Signs and symptoms (revise physiological changes).
2. Uterine changes.
3. Examination of ante-natal patient:
 - (a) booking and general examination;
 - (b) abdominal examination;
 - (c) special examinations.
4. Ante-natal care.
5. Mothercraft and health education:
 - (a) nutrition;
 - (b) general health and hygiene;
 - (c) methods of health education.
6. Minor disorders of pregnancy.

Normal labour (Midwifery Tutor):

1. Physiology of labour-all stages.
2. Management of labour-all stages.
3. Care of newborn.
4. Mothercraft:
 - (a) labour talks;
 - (b) preparation for and care of newborn in the village;
 - (c) dangers of local medicine and practices.
5. Perineal laceration and repair.

The newborn (Midwifery Tutor):

1. Normal physiology.
2. Examination and cord treatment.
3. First bath and daily observations.
4. Breast feeding and problems of breast feeding.
5. Common infections and prevention.
6. Child welfare.
7. Immunisation and vaccination.
8. Artificial feeding.

The puerperium (Midwifery Tutor):

1. Physiology.
2. Routine observations.
3. Nursing care.
4. Breast care.

Abnormal pregnancy (Obstetrician):

1. Hyperemesis gravidarum.
2. Vaginal discharges.
3. Abortion and allied subjects.
4. Pre-eclampsia and eclampsia.
5. Diseases associated with pregnancy:
 - (a) anaemia;
 - (b) tuberculosis;
 - (c) renal and urinary tract diseases;
 - (d) cardiac;
 - (e) diabetes;

The Laws of Zambia

SIXTH SCHEDULE

(Rule 12 (2))

ZAMBIA REGISTERED MIDWIVES' EXAMINATION

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ENTRY FORM

Candidates for examination are asked to enter all details requested below and return the form immediately to the Medical Council of Zambia together with the examination fee.

Surname (BLOCK CAPITALS)

Other Names

Date of Birth

Place of Birth

Permanent Home Address

.....

Training School

Date of Commencement of Training

To the best of my knowledge this is a true statement.

Date

.....
Signature of Candidate

SEVENTH SCHEDULE

(Rule 12 (2) (a))

PRESCRIBED FEE

Examination Fee 60 fee units

EIGHTH SCHEDULE

(Rule 12 (2) (b))

CERTIFICATE OF SUITABILITY TO ENTER ZAMBIA REGISTERED MIDWIVES' EXAMINATION

The Laws of Zambia

Name of Applicant
Date of Entry into Training
Number of days absent (casual leave, sick leave and compassionate leave).....

Comments regarding suitability to practise as a Registered Midwife.....

I, being the Supervisor in charge of the Registered Midwifery School at hereby declare that the applicant has fulfilled the requirements of the Zambia Registered Midwives (Training) Rules in every respect and is eligible to be entered for the Zambia Registered Midwives' Examination.

Date
Supervisor, Registered Midwifery School

(As amended by Act No. 13 of 1994)

SECTION 17-NURSES AND MIDWIVES (SICK CHILDREN'S NURSES PRIMARY QUALIFICATIONS) REGULATIONS

Statutory Instrument 247 of 1969

Regulations by the Minister after consultation with the Medical Council of Zambia

1. These Regulations may be cited as the Nurses and Midwives (Sick Children's Nurses Primary Qualifications) Regulations. Title

2. The certificates specified in the Schedule shall be primary qualifications for the purposes of registration on the register of fully registered sick children's nurses. Primary qualifications of fully registered sick children's nurses

SCHEDULE

(Regulation 2)

SICK CHILDREN'S NURSES

A certificate of qualification as a sick children's nurse granted by any of the following examining authorities:

- General Nursing Council for England and Wales.
- General Nursing Council for Scotland.
- An Bord Altranais (Republic of Ireland).
- Joint Nursing and Midwives Council for Northern Ireland.

NURSES AND MIDWIVES

Statutory Instrument 283 of 1969

SECTION 17-THE MEDICAL AND ALLIED PROFESSIONS (ENROLLED NURSES PRIMARY QUALIFICATIONS) REGULATIONS

Regulations by the Minister after consultation with the Medical Council of Zambia

The Laws of Zambia

1. These Regulations may be cited as the Medical and Allied Professions (Enrolled Nurses Primary Qualifications) Regulations. Title
2. The certificates specified in the Schedule shall be primary qualifications for the purposes of registration on the register of fully enrolled nurses. Primary qualifications of fully enrolled nurses

SCHEDULE
(Regulation 2)

ENROLLED NURSES

<i>Examining Authority</i>	<i>Qualification</i>
Medical Council of Zambia.	Zambia Enrolled Nurses' Certificate.
Department of Health, Republic of Zambia	Certificate of Zambian Enrolled Nurse Training.
Any of the Hospitals in the Third Schedule to the Zambia Enrolled Nurse (Training) Rules:	Certificates of training granted prior to Department of Health or Council recognition
Chitambo Hospital.	Female Nursing Assistant's Certificate.
Kaonde Hospital (now Mukinge).	Practical Nursing Certificate.
Batoka Hospital.	Hospital Assistant's Certificate.
Mbereshi Hospital (London Missionary Society).	Nursing Certificate.
General Nursing Council for England and Wales.	Medical Assistant's Certificate
General Nursing Council for Scotland.	Orderly's Certificate.
Professional College Schools for Nurses (Scuola Convitto Professionale per Infermiere) recognised by the Ministry of Health, Italy.	Enrolled Assistant Nurse Certificate (to August, 1961).
Medical Department of the Seventh Day Adventist Church, Zambesi Union:	Enrolled Nurse Certificate (from August, 1961)
Kanye Hospital, Botswana	Enrolled Assistant Nurse Certificate (to August, 1961).
Malamulo Hospital Training School, Malawi.	Enrolled Nurse Certificate (from August, 1961)
Medical Council of Southern Rhodesia.	Diploma of Professional Nurse (Diploma di Infermiera Professionale).
Hospitals recognised by the International Red Cross.	General Medical And Surgical Nurse Certificate.
Department of Health of the Federal Republic of Germany.	Medical Assistant Certificate.
Nurses and Midwives Council of Malawi.	Enrolled Nurse's Certificate.
Nurses and Midwives and Nursing Assistants Council of Uganda.	Assitant Nurse's Certificate.
Nurses and Midwives Council of Tanzania.	Nurse's Certificate.
	Nursing Sister's Certificate.
	Enrolled Nurse's Certificate.
	Nursing Assistant's Certificate.
	Auziliary Nurse's Certificate.

SECTION 17-THE MEDICAL AND ALLIED PROFESSIONS (MENTAL PRIMARY QUALIFICATIONS) REGULATIONS

Statutory Instrument
310 of 1967

Regulations by the Minister after consultation with the Medical Council of Zambia

The Laws of Zambia

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| <p>1. These Regulations may be cited as the Medical and Allied Professions (Mental Nurses Primary Qualifications) Regulations.</p> | Title |
| <p>2. The certificates specified in the Schedule shall be primary qualifications for the purposes of registration on the register of fully registered mental nurses.</p> | Primary qualifications of fully registered mental nurses |

SCHEDULE

(Regulation 2)

MENTAL NURSES

A certificate of qualification as a mental nurse granted by any of the following examining authorities:

- General Nursing Council for England and Wales;
- General Nursing Council for Scotland;
- An Bord Altranais (Republic of Ireland);
- Joint Nursing and Midwives Council for Northern Ireland;
- South African Nursing Council;
- The "B" Certificate granted by the Medical Officer of Health The Hague;
- Nursing Council of Nigeria.

SECTION 17-THE MEDICAL AND ALLIED PROFESSIONS (NURSES AND MIDWIVES PRIMARY QUALIFICATIONS) REGULATIONS	<i>Statutory Instrument</i> 14 of 1967
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Regulations by the Minister after consultation with the Medical Council of Zambia

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| <p>1. These Regulations may be cited as the Medical and Allied Professions (Nurses and Midwives Primary Qualifications) Regulations.</p> | Title |
| <p>2. The certificates specified in the First Schedule shall be primary qualifications for the purposes of registration on the register of fully registered nurses.</p> | Primary qualifications of fully registered midwives |
| <p>3. The certificates specified in the Second Schedule shall be primary qualifications for the purposes of registration on the register of fully registered midwives.</p> | |

FIRST SCHEDULE

(Regulation 2)

NURSES

The Laws of Zambia

A certificate of qualification as a general nurse granted by any of the following examining authorities:

General Nursing Council for England and Wales.
General Nursing Council for Scotland.
Joint Nursing and Midwives Council for Northern Ireland.
An Bord Altranaias (Republic of Ireland).
Nurses' Registration Board of Australian Capital Territory.
Nurses' Registration Board of New South Wales.
Nurses' and Masseurs' Registration Board of Queensland.
Nurses' Board of South Australia.
Nurses' Registration Board of Tasmania.
Victorian Nursing Council.
Nurses' Registration Board of Western Australia.
Nurses' and Midwives' Board of New Zealand.
Alberta Association of Registered Nurses.
Manitoba Association of Registered Nurses.
Saskatchewan Registered Nurses' Association.
Nurses' Board of Ghana.
Nurses' and Midwives' and Nursing Assistants' Council of Uganda.
Medical Council of Southern Rhodesia.
South African Nursing Council.
Nurses' and Midwives' Council of Kenya.
Association of Nurses of the Province of Quebec.
The "A" Certificate granted by the Medical Officer of Health-The Hague.

SECOND SCHEDULE

(Regulation 3)

MIDWIVES

A certificate of qualification as a midwife granted by any of the following examining authorities:

Central Midwives Board for England and Wales.
General Nursing Council for Scotland.
Joint Nursing and Midwives Council for Northern Ireland.
An Bord Altranais (Republic of Ireland).
Nurses' Registration Board of Australian Capital Territory.
Nurses' Registration Board of New South Wales.
Nurses' and Masseurs' Registration Board of Queensland.
Nurses' Board of South Australia.
Nurses' Registration Board of Tasmania.
Victorian Nursing Council.
Nurses' Registration Board of Western Australia.
Nurses' and Midwives' Board of New Zealand.
Nurses' Board of Ghana.
Medical Council of Southern Rhodesia.
South African Nursing Council.
The "A" Certificate granted by the Medical Officer of Health-The Hague.