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Government Notices

MINISTRY OF HEALTH AND SOCIAL SERVICES

No. 17 2019

REGULATIONS RELATING TO UNIFORMS, BADGES AND OTHER DISTINGUISHING
DEVICES WORN BY REGISTERED PERSONS OR ENROLLED PERSONS:
NURSING ACT, 2004

In terms of section 59(1) of the Nursing Act, 2004 (Act No. 8 of 2004), and on the recommendation of the of the Nursing Council of Namibia, I -

- (a) make the regulations set out in schedule; and
- (b) repeal the Regulations published under Government Notice No. 56 of 9 April 1999 and Government Notice No. 116 of 22 May 2009.

DR. K. SHANGULA
MINISTER OF HEALTH AND SOCIAL SERVICES

Windhoek, 16 January 2019

SCHEDULE

ARRANGEMENT OF REGULATIONS

1. Definitions
2. Epaulettes
3. Badge
4. Wearing of distinguishing devices
5. Accessories
6. Registered and enrolled persons who are members of the police, military or prison services
7. Offences and penalties

Definitions

1. In these regulations, a word or an expression to which a meaning has been assigned in the Act has that meaning, and unless the context otherwise indicates -

“distinguishing devices” means a cloth epaulette of the appropriate colour as prescribed by regulation 2, worn with a badge as prescribed by regulation 3;

“enrolled nurse” includes enrolled midwife or accoucheur;

“midwife” includes an accoucheur;

“registered midwife” includes a person authorised under section 62(4) of the Act to practice as a midwife;

“registered nurse” includes a person authorised under section 62(4) of the Act to practice as a nurse; and

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

Epaulettes

2. (1) A person registered as a midwife must wear epaulettes of a green colour.
- (2) A person enrolled as a nursing auxiliary must wear epaulettes of a navy blue colour.
- (3) A person enrolled as a nurse must wear epaulettes of a royal blue colour.
- (4) A person registered as a nurse must wear epaulettes of a maroon colour.

(5) A person registered as a nurse or midwife must wear a colour coded bar of approximately 25 millimetres by five millimetres on every epaulette to indicate the additional qualification, or the additional qualifications registered against that person’s name -

Colour of bar

Additional Qualification

Green
Yellow
Silver
White
Black

Midwifery;
Community Health Nursing Science;
Nursing Management;
Nursing Education;
Psychiatric Nursing Science.

Badge

3. The badge of the Council must be the design appearing below and must be of a silver colour with the outer lettered border enameled blue:

**Wearing of distinguishing devices**

4. (1) Subject to regulation 6, a registered nurse, registered midwife, enrolled nurse and nursing auxiliary must, in all areas of clinical nursing and midwifery practice, wear the distinguishing devices applicable to them, as prescribed by these regulations.

(2) The badge referred to in regulation 3 must be affixed to the distinguishing device, unless the Council determines otherwise.

(3) A distinguishing device must be worn as set out in subregulation (1) and may not be worn as part of or in combination with any device or badge other than the badge referred to in regulation 3.

(4) Distinguishing devices must be worn on a uniform that is of -

- (a) a plain tailored style which may include respectable full length tailored trousers, and in the case of men, may include long trousers and in the case of woman, the skirt must be at knee length; and
- (b) a plain colour.

Accessories

5. The accessories to a uniform referred to in regulation 4(4) must be -

- (a) plain matching shoes in a matching colour;
- (b) full length stockings for females; and
- (c) a tailored jacket, jersey, coat of a plain colour.

Registered persons who are members of police, military or prison services

6. A registered nurse, registered midwife, nursing auxiliary or enrolled nurse who is a member of -

- (a) the Namibian Police Force; or

- (b) the nursing services of the Namibian Defence Force or the Namibian Correctional Service,

do not have to wear the distinguishing devices referred to in these regulations when wearing a uniform of the Namibian Police Force, the Namibian Defence Force or the Namibian Correctional Service.

Offences and penalties

7. A -

- (a) person who manufactures, sells or supplies any distinguishing device referred to in these regulations without the written authority of the Council;
- (b) registered midwife who contravenes or fails to comply with regulations 2(1), 4 or 5;
- (c) nursing auxiliary enrolled who contravenes or fails to comply with regulations 2(2), 4 or 5,
- (d) enrolled nurse who contravenes or fails to comply with regulations 2(3), 4 or 5; or
- (e) registered nurse who contravenes or fails to comply with regulations 2(4), 4 or 5,

commits an offence and is liable to a fine not exceeding N\$ 4000 or to imprisonment for a period not exceeding 12 months, or to both such fine and such imprisonment.

MINISTRY OF HEALTH AND SOCIAL SERVICES

No. 18

2019

REGULATIONS RELATING TO MINIMUM REQUIREMENTS FOR EDUCATION AND TRAINING LEADING TO DIPLOMA IN NURSING AND MIDWIFERY SCIENCE FOR REGISTRATION AS NURSE, MIDWIFE OR ACCOUCHEUR: NURSING ACT, 2004

Under section 59 of the Nursing Act, 2004 (Act No. 8 of 2004), and on the recommendation of the Nursing Council of Namibia, I have -

- (a) made the regulations set out in the Schedule; and
- (b) repealed the Regulations published under Government Notice No. 55 of 9 April 1999.

DR. K. SHANGULA

MINISTER OF HEALTH AND SOCIAL SERVICES

Windhoek, 14 January 2019

SCHEDULE

1. Definitions
2. Conditions for approval of educational institution
3. Qualifications of lecturers
4. Objective of course of study
5. Curriculum for course of study
6. Duration of course of study
7. Theoretical and clinical instruction and practical
8. Examinations
9. Completion and termination of course of study

10. Registration
11. Language of forms and documents

Definitions

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

“academic year” means a period of study as approved by an educational institution;

“comprehensive health care” means health care which are promotive, preventive, curative and rehabilitative;

“comprehensive health services” means health services which are promotive, preventive, curative and rehabilitative;

“course of study” means a programme of education and training approved in terms of section 18 of the Act, leading to a qualification which confers on the holder of that qualification the right to register as a nurse, midwife or an accoucheur;

“health resources” means health facilities personnel, material, finances, information and time;

“student” means a student enrolled at an educational institution approved by the Council for a course of study; and

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

Conditions for approval of educational institution

2. The Council may, under section 16 of the Act, approve an educational institution, for the purpose of educating and training in nursing, midwifery or accoucheury professions, provided that the Council is satisfied with the minimum requirements of the curriculum and the standards of education and examination determined by the educational institution.

Qualifications of lecturers

3. (1) The following health practitioners may teach a course of study in nursing, midwifery or accoucheury at an educational institution approved by the Council -

- (a) a nurse, midwife or an acoucheur registered as such under the Act;
- (b) a pharmacist registered as such in terms of the Pharmacy Act, 2004 (Act No. 9 of 2004);
- (c) a social worker or psychologist registered as such in terms of the Social Work and Psychology Act, 2004 (Act No. 6 of 2004);
- (d) an allied health professional with a qualification of not less than four years and registered as such in terms of the Allied Health Professions Act, 2004 (Act No. 7 of 2004); or
- (e) any other person who has the necessary experience to teach the course of study.

(2) A person who participates in the theoretical and clinical instruction of students in the subjects nursing, midwifery, community health or mental health nursing must be registered with the

Council and must have a post-graduate qualification in nursing education to the satisfaction of the Council.

(3) An owner, a manager or a person in charge of an educational institution approved by the Council for the purposes of educating and training in nursing must -

- (a) be registered with the Council as a nurse, midwife or an accoucheur;
- (b) have an additional qualification in nursing education; and
- (c) hold a nursing qualification that is a level higher than the highest qualification offered by the educational institution or if the highest qualification offered is a doctoral degree, a nursing qualification at an equal level.

Objective of course of study

4. The objective of the course of study is to enable a registered nurse, midwife or an accoucheur to -

- (a) provide comprehensive health services to individuals, vulnerable groups, families and the community;
- (b) provide effective and comprehensive nursing, midwifery or accoucheury care that responds to the health needs of the community, including the referral of clients to all levels of health care;
- (c) practise nursing and midwifery within a multicultural context, according to the ethical and moral codes of the profession, the nursing philosophy and within the limits permitted by the laws of Namibia;
- (d) participate in action oriented research and utilise the results to improve health care and service delivery;
- (e) plan and manage health resources efficiently for optimal health service delivery;
- (f) initiate and facilitate education for the community, clients, colleagues and for himself or herself, through effective communicative and inter-personal skills according to needs;
- (g) initiate and facilitate community based activities in partnership with community members based on identified needs; and
- (h) initiate and sustain intersectoral linkages with bodies such as non-governmental organisations, churches and other offices, ministries and agencies for health status improvement at community level.

Curriculum for course of study

5. (1) The curriculum for the course of study consists of the following subjects -

- (a) general nursing science I, II, III (theory and practical);
- (b) ethos and professional practice I and II;
- (c) applied biological sciences, anatomy, physiology, pharmacology, parasitology, pathology and applied chemistry I and II;

- (d) midwifery I, II, III theory and practical;
- (e) community nursing science I, II, theory and practical;
- (f) introduction to mental health; and
- (g) social sciences I and II.

(2) An educational institution must submit the curriculum for the course of study to the Council for approval in accordance with section 16(1) of the Act.

(3) Teaching of the subjects under the curriculum referred to in subregulation (1) must be aimed at the integration of the various fields of study, particularly in their clinical application.

Duration of course of study

6. The duration of the course of study is three years and six months.

Theoretical and clinical instruction and practical

7. (1) A student must throughout the course of study receive both theoretical and clinical instruction and must undergo practicals in the subjects referred to in regulation 5.

(2) The clinical instruction and practicals referred to in subregulation (1) are extended over a minimum of 2000 hours of which at least -

- (a) 740 hours must be spent on general nursing science in -
 - (i) medical nursing;
 - (ii) geriatrics;
 - (iii) oncology;
 - (iv) surgical nursing;
 - (v) orthopaedic nursing;
 - (vi) paediatric nursing;
 - (vii) gynaecology;
 - (viii) ear nose and throat;
 - (ix) outpatient department; and
 - (x) casualty or trauma and operating room;
- (b) 700 hours must be spend on midwifery and neonatal care in -
 - (i) ante-natal care;
 - (ii) labour;
 - (iii) pueperium;

- (iv) post-natal care; and
- (v) new born and premature babies;
- (c) 400 hours must be spend on community health nursing science in -
 - (i) immunization, family planning, tuberculosis or human immune deficiency virus or acquired immune deficiency syndrome;
 - (ii) monitoring of child under five years, school health;
 - (iii) adolescent friendly services;
 - (iv) assessment of all patients and prevention of diseases;
 - (v) community assessment and involvement;
 - (vi) health information and nutritional needs assessment; and
 - (vii) family care and counselling;
- (d) 160 hours must be spend on introductory mental health in -
 - (i) mental health care in hospitals and clinics;
 - (ii) assessment of the mental health patient;
 - (iii) counselling of the mental health patient and the family; and
 - (iv) caring for the mental health patient in and out of health facilities.
- (3) The clinical instruction and practicals referred to in subregulation (1) are extended over a minimum of 218 case studies, of which -
 - (a) 30 cases must be in ante-natal patients examined;
 - (b) five cases must be in abnormal abdominal palpations or complications;
 - (c) five cases must be in the number of pregnant women examined and counselled (pre and post counselling for HIV/AIDS) PMTCT;
 - (d) five cases must be in normal deliveries witnessed under supervision;
 - (e) five cases must be in abnormal deliveries witnessed under supervision;
 - (f) five cases must be in witnessing and assisting in repairing episiotomies;
 - (g) 25 cases must be in parturient women personally attended to by the student during the first stage of labour (student must have been in actual attendance on the patient for the major part of the first stage of labour in which the patient was under surveillance of the delivery team);
 - (h) 15 cases must be in the number of vaginal examinations done by students;
 - (i) four cases must be in the number of partographs completed by the student -

- (i) two cases in normal progress; and
- (ii) two cases in abnormal progress;
- (j) 12 cases where the student -
 - (i) assisted midwife with delivery - five cases;
 - (ii) witnessed complicated deliveries e.g. forceps or breech delivery or vacuum extractions - five cases;
 - (iii) assisted with a caesarian section - two cases
- (k) 95 cases must be spent on deliveries by the student of which -
 - (i) 15 cases must be in a hospital;
 - (ii) 15 cases must be in the number of placenta examinations;
 - (iii) 15 cases must be in the number of Apgar assessments done by the student;
 - (iv) 10 cases must be in the number of physical examinations of the infant undertaken by the student for detection of physical abnormalities of the new-born;
 - (v) 20 cases must be in the number of patients followed up by the student for at least two days after delivery;
 - (vi) 20 cases must be in the number of new-born infants followed up by the student for at least two days after delivery;
- (l) 12 cases must be on the number of infants nursed by the student, of which -
 - (i) five cases with low birth weight infants;
 - (ii) two cases with baby at risk or sick new-born; and
 - (iii) five cases with post-natal six weeks follow up,

(4) A student must, for a minimum period of three months, be assigned to night shifts during the course of training.

(5) A student must receive clinical instruction and clinical learning experience at a health facility approved by the Council.

Examinations

8. An educational institution approved by the Council must conduct examinations in all subjects referred to in regulation 5.

Completion and termination of course of study

9. (1) Where a student -
- (a) has successfully completed the course of study;

- (b) has for any reason withdrawn from the course before completing it; or
- (c) is transferred to another educational institution,

the person in charge of the educational institution concerned must notify the Council of that fact within a period of 30 days.

(2) The notice referred to in subregulation (1) must contain a record of the theoretical and clinical training which the student concerned has undergone.

Registration

10. The Council must issue a student who has passed the examination in the course of study and has complied with all other requirements set out in these regulations with a certificate of registration as a nurse, midwife or an accoucheur upon payment of a fee as determined by the Council.

Language of forms and documents

11. (1) Subject to subregulation (2), any form or document required to be submitted to the Council in terms of these regulations must be in the English language.

(2) Any form or document referred to in subregulation (1) which is not in the English language must be accompanied by a sworn translation of that form or document into the English language and which translation is acceptable by the Council.
