



Republic of Namibia
Annotated Statutes

REGULATIONS

REGULATIONS MADE IN TERMS OF

Nursing Act 8 of 2004
section 59(1)

**Regulations relating to Minimum Requirements for Education
and Training Leading to Diploma in Nursing and Midwifery
Science for Registration as Nurse, Midwife or Accoucheur**

Government Notice 18 of 2019

(GG 6836)

came into force on date of publication: 1 February 2019

The Government Notice which publishes these regulations notes that they were made on the recommendation of the Nursing Council of Namibia. It also repeals GN 55/1999 (GG 2077) (which in turn repealed RSA GN R. 879 of 2 May 1975, RSA GN R. 2316 of 5 December 1975 and RSA GN R. 1570 of 12 August 1977).

Note that the word "Midwifery" is misspelt in the title of the regulations in the *Government Gazette*, as reproduced above.

ARRANGEMENT OF REGULATIONS

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
-

REGULATIONS
Nursing Act 8 of 2004

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

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;

[The verb “are” should be “is” to be grammatically correct.]

“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 accoucheur registered as such under the Act;

[The words “midwife” and “accoucheur” are both misspelt in the Government Gazette, as reproduced above.]

- (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

REGULATIONS
Nursing Act 8 of 2004

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

(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

REGULATIONS
Nursing Act 8 of 2004

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

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;

**REGULATIONS
Nursing Act 8 of 2004**

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

[There is a comma missing between the words “ear” and “nose”.]

- (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;

[The word “puerperium” is misspelt in the *Government Gazette*, as reproduced above.]

- (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.

[The word “spent” is misspelt as “spend” in paragraphs (b), (c) and (d) in the *Government Gazette*, as reproduced above.]

- (3) The clinical instruction and practicals referred to in subregulation (1) are extended over a minimum of 218 case studies, of which -

**REGULATIONS
Nursing Act 8 of 2004**

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

- (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;

[“PMTCT” could stand for “Prevention of Mother-to-Child Transmission, but it is not defined in the Act or the regulations. This acronym should be preceded by a comma, or some connecting word such as “and”.]

- (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

[The word “caesarean” is misspelt in the *Government Gazette*, as reproduced above.]

- (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;

REGULATIONS
Nursing Act 8 of 2004

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

- (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 –
 - [The phrase “on the number” should be “in the number”.]**
 - (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,

[The comma at the end of subparagraph (iii) should be a full stop; there are no additional words.]

(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

REGULATIONS
Nursing Act 8 of 2004

Regulations relating to Minimum Requirements for Education and Training Leading to Diploma in Nursing and Midwifery Science for Registration as Nurse, Midwife or Accoucheur

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.