



STANDARDS OF NURSING AND MIDWIFERY EDUCATION AND PRACTICE IN KENYA

3RD EDITION, MARCH 2024

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NURSING COUNCIL OF KENYA- VISION, MISSION AND CORE VALUES



Our Vision

A safe and healthier world



Our Mission

Regulate and enforce standards in nursing or midwifery education and practice that inspire public safety and confidence.



Our Core Values

The following are our beliefs and principles that articulate the culture of the organization. It is our standards that describe how our employees and the organization are expected to behave internally and externally. They serve as our basis for decision-making and influence actions in everyday situations. Our core values are named **INSPIRED** as follows: -

I – Integrity: We are committed to acting in an honest, doing good for the whole, accountable, trustworthy, and transparent manner in all our undertakings.

N -Nurture: We are committed to fostering team spirit and growth, respecting diversity and empathy.

S-Socially Responsible: We are responsible for caring for the environment and needs of our clients. It includes a commitment to sustainability and to acting in an environmentally friendly way.

P – Professionalism: We are dedicated to the highest levels of achievement obtainable through competencies and critical skills.

I - Innovation: We thrive on creativity and new ideas. We seek inventions that are evidence-based and data-driven to bring positive change to the Council.

R – Responsiveness: We act with a sense of urgency, make timely decisions, and provide responsible solutions that meet the needs of our stakeholders.

E – Excellence: We pledge the highest levels of outstanding practices and results.

D – Devotion: We are dedicated to creating a safe and supportive work environment where there is an opportunity to participate and contribute to the success of our vision.

FOREWORD



The Nursing Council of Kenya (NCK) is a statutory regulatory body in Kenya, established under Nurses and Midwives Act of Kenya, with a mission to ensure the delivery of safe and effective nursing and midwifery care through the enforcement of standards in education and practice. With a focus on public safety and confidence, the Council strives to optimize the capacity of nurses and midwives, regulate their conduct, and collaborate with national and international

organizations. The Council believes that Nursing and Midwifery professions are dynamic and further recognizes that the mode of health care delivery must continuously change to meet the emerging healthcare needs. Pursuant to this, the Council regularly reviews regulatory tools in order to align to current health care needs and trends.

This is the third review of the standards document and has involved a consultative process of the stakeholders. The revision has been done in reference to the Constitution of Kenya 2010, Nurses and Midwives Act CAP 257 Laws of Kenya, Kenya Health Policy (2014-2030), National Nursing and Midwifery Policy (2022-2032), Kenya Vision 2030, Sustainable Development Goals (SDGs) and other development blue prints. The revision also considered several changes that affect the health systems to include: an enlightened clientele with increasing needs, technological and scientific advancement in health care provision and the expanding roles of the nurse or midwife locally and globally.

Thus, this document informs stakeholders, the public and policy makers on the expected standards against which the performance of nurses and midwives is measured. This will guarantee quality education and practice. The utilization of this document is envisaged to continue upholding Nursing and Midwifery professionalism.

Prof. Eunice Ndirangu-Mugo

**Council Chairperson,
Nursing Council of Kenya**

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LIST OF ABBREVIATIONS AND ACRONYMS

CAP	Chapter
COD	Chair of Department
CPD	Continuing Professional Development
ICM	International Confederation of Midwives
ICN	International Council of Nurses
ICT	Information Communication Technology
KCSE	Kenya Certificate of Secondary Education
KECHN	Kenya Enrolled Community Health Nurse
KEM	Kenya Enrolled Midwife
KEN	Kenya Enrolled Nurse
KRCHN	Kenya Registered Community Health Nurse
KRM	Kenya Registered Midwife
KRN	Kenya Registered Nurse
KRNM	Kenya Registered Nurse-Midwife
KRNMHP	Kenya registered Nurse -Mental Health Psychiatry
MOH	Ministry of Health
NCK	Nursing Council of Kenya
NToK	Trained Outside Kenya
PhD	Doctor of Philosophy
WHO	World Health Organization

OPERATIONAL DEFINITIONS OF TERMS

The following definitions shall apply in this document:

1. **Standards:** - A level of quality or achievement that is acceptable by the nursing and midwifery profession.
2. **Educator:** - Any professional who facilitates a nursing or midwifery students to acquire desired competencies either in a classroom or clinical setup.
3. **Core courses:** - Courses that relate directly to nursing and midwifery practice such as midwifery, general nursing and community health nursing.
4. **Non-core courses:** - Courses that support understanding and /or practice of nursing and midwifery such as basic sciences and behavioral sciences.
5. **Learner:** - An individual who has been enrolled in a nursing and/or midwifery programme.
6. **Clinical instructor:** - A nurse and/or midwife educator appointed by an institution to teach and supervise students in clinical settings.
7. **Council:** Refers to the Nursing Council of Kenya Board as established under the Nurses and Midwives Act Chapter 257 of the Laws of Kenya.
8. **Programme:** A set or sequence of educational activities designed and organized to achieve pre-determined learning outcomes over a specified period, resulting in a qualification.
9. **Midwife:** A individual who has successfully completed a midwifery training program approved by NCK.
10. **Nurse:** A individual who has successfully completed a nursing training program approved by NCK.
11. **Nurse/midwife:** A individual who has successfully completed a nursing and midwifery training program approved by NCK.
12. **Private practitioner:** A registered/enrolled nurse or midwife who is licensed to practice independently.

INTRODUCTION

The NCK regulates Nursing and Midwifery standards in the interests of the public and the profession. Professional Nurses and Midwives are expected to observe specific minimum standards of practice at all times as they work in their various capacities that include clinical practitioners, researchers, educators and managers. This document provides a legal and professional framework to guide the aforementioned minimum standards for Nursing and Midwifery practice and education in Kenya.

The review of this document took into consideration the provisions in the Constitution of Kenya, 2010 and the Nurses and Midwives Act CAP 257, Laws of Kenya. In addition, the global, regional and national dynamics in Nursing and Midwifery education and practice were considered. References were also made to various national, regional and global legal/standards documents in nursing education and practice.

The document is divided into sections that articulates standards governing nursing and Midwifery; -

1. Education.
2. Clinical practice.
3. Management, leadership, governance and research.
4. Professional ethics and conduct.

Under each of these broad categories, specific standards are described followed by the indicators that will be used to measure whether the standards are adhered to.

SECTION I: STANDARDS OF NURSING AND MIDWIFERY EDUCATION

Preamble

This section stipulates standards of Nursing and Midwifery education in the aspects of curricula, education resources, facilities, faculty, students, graduates of the program and continuing education.

The overarching aim of these standards is to ensure preparation of competent nursing and midwifery practitioners who will function effectively as both members and leaders in health care delivery system as guided by their scope of practice.

Specifically, the standards aim to: -

1. Provide a framework of reference for the nursing and midwifery education programs in the country.
2. Ensure nursing and midwifery education programmes are designed to equip learners with appropriate and adequate competencies.
3. Foster continuous improvements in nursing and midwifery education.
4. Ensure clinical placement sites meet the minimum NCK standards to support and enhance competencies for nursing and midwifery learners.

Standard 1: Curricula

Nursing and Midwifery education curricula shall be designed to:

1. Enable the learner to acquire the nursing and/or midwifery competencies necessary for scope and standard of nursing or midwifery practice.
2. Be in line with Article 43 (1) of the Kenya Constitution, 2010 i.e. respond to the health needs of Kenyan communities with the aim of providing the highest attainable standard of health care.
3. Be in line with current global best practices and trends in nursing and midwifery education and practice.

Indicators

Each curriculum shall conform to the minimum NCK syllabus and curriculum development guidelines for a specific nursing or midwifery programme and :-

1. Have a philosophy, a goal and distinct learning outcomes of the programme.
2. Address and meet professional and community expectations.
3. Address current trends, best practices, emerging issues, contemporary knowledge and enable development of evidence-based practice.
4. Adopt innovative teaching strategies/methods and information communication technology in nursing and midwifery education and health.
5. Define the system of assessment, monitoring, evaluation and feedback to the students and faculty.
6. Have defined learning outcomes to be achieved by each course/subject/unit.
7. Be reviewed every 5 years or less as need arises to be in tandem with changing nursing, midwifery and health care needs.

Standard 2: Nursing or Midwifery Education Resources and Facilities

An institution offering Nursing and/or Midwifery programme should have the necessary resources to support teaching and learning. These resources include but not limited to financial, physical and human resources. The institution should also have the relevant policies in place.

Indicators

All training institutions and clinical placement sites shall:

1. Be approved by the NCK and other regulatory authorities.
2. Spell out the organizational structure and appropriate lines of authority.
3. Have adequate resources to achieve the programme learning outcomes. These shall include but not limited to classrooms, science labs, library, skills labs and transport facilities.
4. Facilitate student's indexing in accordance to NCK indexing guidelines.
5. Facilitate student's registration for licensing examination in accordance to NCK guidelines.

6. All educators of Nursing or Midwifery other than the principal /dean/ chairperson of department(COD) shall spend at least three (3) hours in clinical teaching and/or supervision every week.
7. At minimum, the clinical instructor shall have attained the level of qualification the trainees have enrolled for e.g. diploma for a diploma programme.
8. Have staff to student ratio/proportions for both classroom and clinical area as follows:
 - i. The nursing or midwifery educator-to-student ratio shall be 1:14 excluding the principal or dean or COD.
 - ii. The nursing or midwifery program shall have a clinical instructor to student ratio of 1:50.
 - iii. At least 60% of the faculty should be on full time employment and with nursing or midwifery background.
 - iv. The nurse or midwife to student ratio during clinical placement shall be as per the following table: -

Table 1: Showing nurse or midwife to student ratio in clinical area.

SERVICE DELIVERY AREA	NURSE OR MIDWIFE TO STUDENT RATIO
General wards	1:4
Specialized units	1:2
Labour ward	1:2
Outpatient department	1:6
Long term care, health centers and dispensaries	1:6

Standard 3: Faculty

All nursing and midwifery programmes shall have adequate educators with relevant expertise.

Indicators

1. Each educator in a nursing and midwifery programme irrespective of level should:
 - i. Demonstrate team work, mentorship, role modeling, preceptorship, clinical teaching and evaluation.

- ii. Demonstrate competencies related to the area of assigned clinical teaching responsibilities.
 - iii. Manage students during learning sessions.
 - iv. Have a valid NCK practice license if the educator is a nurse or a midwife.
 - v. Have been trained in pedagogy.
2. The head of nursing or midwifery programme shall be a licensed nurse and/or midwife who meets the following minimum qualifications:

i. Certificate Programme

- a. A minimum of Bachelor's degree in nursing or midwifery
- b. A minimum of one year of clinical experience
- c. A minimum of one year of teaching experience

ii. Diploma programme

- a. A minimum of a bachelor's degree in nursing or midwifery
- b. A minimum of one year of clinical experience
- c. A minimum of two years of teaching experience

iii. Higher diploma programme

- a. A minimum of a bachelor's degree in nursing or midwifery and a relevant post basic specialty qualification
- b. A minimum of one year of clinical experience
- c. A minimum of two years of teaching experience

iv. Bachelor's degree programme

- a. A bachelor's degree in Nursing or Midwifery **AND** a minimum of masters degree in relevant health-related field.
- b. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.
- c. A minimum of two years of clinical nursing and/or midwifery experience.
- d. A minimum of three years of teaching experience.

v. Masters degree programme

- a. A bachelor's degree in nursing or midwifery **AND** a doctoral degree in a relevant health-related field.
- b. A minimum of two years of clinical experience.
- c. A minimum of three years of teaching experience.
- d. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.

vi. PhD

- a. A bachelor's degree in nursing or midwifery **AND** a master's and doctorate qualifications in nursing, midwifery or health related field.
 - b. A minimum of three years of teaching experience
 - c. Two years of clinical experience.
 - d. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.
3. A Nursing or Midwifery educator teaching nursing and midwifery core courses shall be a licensed nurse or midwife who meets the following minimum qualifications: -

i. Certificate Programme

- a. a minimum of bachelor's degree in nursing or midwifery
- b. A minimum of one year of clinical experience

ii. Diploma programme

- a. A minimum of a bachelor's degree in nursing or midwifery
- b. A minimum of one year of clinical experience

iii. Higher diploma programme

- a. A minimum of a bachelor's degree in nursing or midwifery and a relevant post basic specialty qualification
- b. A minimum of one year of clinical experience

iv. Bachelor's degree programme

- a. A bachelor's degree in Nursing or Midwifery **AND** a minimum of masters degree in relevant health-related field.
- b. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.
- c. A minimum of two years of clinical experience.

v. Masters degree programme

- a. A bachelor's degree in Nursing or Midwifery **AND** a doctoral degree in a relevant health-related field.
- b. A minimum of two years of clinical experience.
- c. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.

vi. PhD

- a. A bachelor's degree in nursing or midwifery **AND** a master's and doctorate qualifications in nursing, midwifery or health related field.
 - b. Two years of clinical experience.
 - c. Have evidence of participation in scholarly activities such as conducting research and publishing articles in peer reviewed journals.
4. Faculty teaching non-core nursing or midwifery courses who are not nurses or midwives shall possess the equivalent qualification for the level of nursing or midwifery faculty in their area of instruction.

Standard 4: Students and Graduates of the Programme

Students of Nursing or Midwifery programme must meet the admission criteria set by the NCK. Further, the student shall demonstrate progress in achieving the required competencies, pass the licensure examinations and be registered/enrolled by NCK.

Indicators

A student in a nursing and/or midwifery programme shall:

1. Be fit to practice nursing and/or midwifery as per Nurses and midwives Act CAP 257.
2. Undergo medical examination to establish that s/he is healthy to take up the profession of nursing and/or midwifery.
3. Have gone through a process of effective and fair recruitment strategies adopted in selection and admission.
4. Be indexed as per NCK indexing guidelines
5. Register for licensure examinations according to NCK on-line examination guidelines.
6. Have attained the prescribed competencies for the relevant level for which they seek to register or enroll in if they trained outside Kenya.
7. Have met the minimum entry requirements as follows:

i. Certificate Programme

Aggregate of C- (minus) in KCSE or its equivalent with the following mandatory subjects: -

- a. English or Kiswahili, C- (minus)
- b. Biology or Biological Sciences, C- (minus),
- c. Physical science or Physics or Chemistry or Mathematics, D+(plus)

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

ii. Diploma programme

Direct entry (pre-service) diploma program

Aggregate of C plain in KCSE or its equivalent with the following mandatory subjects: -

- a. English or Kiswahili, C plain
- b. Biology or Biological Sciences, C plain
- c. Physical science or Physics or Chemistry or Mathematics, C- (minus)

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

Up-grading (in-service) diploma programme

- a. A KECHN or KEN and KEM certificate issued by the NCK.
- b. A valid NCK practice license.
- c. One (1) year relevant nursing or midwifery experience

iii. Higher national diploma programme

- a. A minimum of a relevant diploma in nursing or midwifery
- b. A valid NCK license.

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission.

iv. Bachelor's degree programme

Direct entry (pre-service) bachelor's programme

Aggregate of C +(plus) in KCSE or its equivalent with the following mandatory subjects: -

- a. English or Kiswahili, C + (plus)
- b. Math or Physical science or Physics, C+(plus)
- c. Biology or Biological Sciences, C + (plus),
- d. Chemistry, C+ (plus)

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

Upgrading (in-service) Bachelors Programme

- a. A KRCHN, KRN, KRNM or KRNMHP registration certificate issued by the Nursing Council of Kenya
- b. A valid NCK practice license
- c. One (1) year relevant nursing or midwifery experience

For those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

v. Master's degree programme

- a. A Bachelor's degree in nursing or midwifery from a recognized university

- b. A valid NCK practice license.
- c. One (1) year relevant nursing or midwifery experience

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

vi. Fellowship

A master's degree or PhD

vii. PhD

A relevant master's degree from a recognized university

Those with foreign qualifications shall be required to obtain an equation from relevant Kenyan authorities before admission

Standard 5: Continuing Professional Education and Competencies

Each nurse or midwife shall maintain and continually improve own competence by participating in continuing professional education as prescribed by the NCK.

Indicators

Each individual nurse and/or midwife shall: -

1. Engage in a minimum of 20 hours of continuing professional development (CPD) per annum in a relevant professional discipline as per the NCK CPD guidelines.
2. Have an obligation for their own professional development and for sharing knowledge and skills with others.
3. Engage in and utilize research findings in order to provide theoretically sound and evidence-based rationale for all their decisions and actions.
4. Provide constructive feedback regarding education and practice to peers that encourage professional growth.
5. Utilize information sources that are useful for the professional growth and practice.
6. Collaborate with colleagues, public and private health care providers in order to expand the existing body of knowledge through meaningful exchange programmes.

SECTION II: STANDARDS OF NURSING AND MIDWIFERY PRACTICE

Preamble

Nursing and Midwifery practice responds to patients/clients' actual, emerging and potential health care needs throughout the life cycle. The practice is based on the nursing and midwifery processes and incorporates the aspect of evidence-based practice through research.

In providing care, the nurse and/or midwife functions as a member of the health care team within his or her area of practice. Nursing and Midwifery practice involve promotion and provision of holistic care. It aims at providing the highest attainable standards of health to the public.

This section on Nursing and Midwifery practice describes standards on: -

1. Registration/ enrollment and licensing.
2. Provision of nursing care.
3. Documentation of care.
4. Emergency and disaster management.
5. Human resource management.
6. Nurses' and midwives' retention system.
7. Occupational safety.
8. Private practice.

Standard 1: Registration or Enrollment and Licensing

A nurse or a midwife practicing in Kenya is required to be registered/enrolled and licensed with the NCK in accordance with the section 13 of The Nurses and Midwives Act CAP 257 of the Laws of Kenya. Nurses Trained Outside Kenya (NToK) should have attained the prescribed competencies for the relevant level for which they seek to register or enroll.

Indicators

A practicing nurse and/or midwife shall: -

1. Have a registration/enrollment certificate.
2. Be a holder of a valid practicing license.
3. Have a valid license for private practice by the NCK, If in private practice.

Standard 2: Provision of Nursing and Midwifery Care

The practice of nursing and midwifery is based on the scientific application of the nursing and midwifery process. The procedures are carried out in line with the NCK manual of clinical procedures in nursing and midwifery, the scopes of practice as well as national and institutional policies and guidelines.

Indicators

A practicing nurse and/or midwife shall:

1. Conduct comprehensive health assessment for every patient or client under their care as per their scope of practice.
2. Articulate accurately and comprehensively the health information of each patient under their care.
3. Utilize nursing and midwifery process for every patient under their care. The nursing care plan should include the following at minimum: -
 - i. Patient particulars and bio data.
 - ii. Patient assessment data.
 - iii. Nursing or midwifery diagnoses in order of priority.
 - iv. Nursing or midwifery goal /expected outcomes.
 - v. Planned interventions in order of priority.
 - vi. Nursing or midwifery interventions implemented.
 - vii. Evaluation on whether the expected outcomes were met or not.
4. Revise care based on the evaluation findings.
5. Implement care promptly without undue delay in line with national and facility service delivery charter and standard operating procedures.
6. Practice in line with the best available evidence as provided in relevant national and institutional guidelines.

7. Recognize and work within the limits of their scope of practice and refer/consult when necessary.
8. Carry out nursing or midwifery interventions with involvement of clients, family and other healthcare team members.
9. Respect patient rights and respond to any complaints professionally.
10. Communicate effectively to patients, their significant others and healthcare team members.
11. Organize and mobilize the available resources to carry out planned activities.
12. Foster teamwork with other healthcare team members.
13. Promote patient and public safety.
14. Advocate for mechanisms of receiving feedback from patients/clients on quality of nursing and midwifery care.
15. Advocate and participate in quality improvement in the hospital.

Standard 3: Documentation and Communication of Care

Nurses and midwives shall consistently and accurately document and report all the relevant information concerning the client's /patient's situation. In addition, they should document the care given so as to facilitate the continuity of care in accordance with documentation reference handbook.

Indicators

A practicing Nurse or Midwife shall: -

1. Record patient's/client's information in relevant documents related to patient's / client's care including nursing cardex and nursing/midwifery care plans.
2. Communicate plan of care to other members of multi-disciplinary team and clients.
3. Utilize documented information to improve the patient's/client's care.
4. Ensure privacy and confidentiality including shared confidentiality of any information under their care.
5. Ensure transparency and accountability in their nursing and midwifery care documentations.
6. Utilize up-to-date nursing and midwifery care documentation tools.

7. Ensure safe custody of data as per institution's policy.
8. Ensure use of abbreviations, symbols and acronyms that are universally acknowledged.
9. Provide supervision to nursing and midwifery students concerning proper documentation of care and co-signing against the learners' documentation.

Standard 4: Emergency and Disaster Management

Nurses and midwives shall respond efficiently and effectively to emergency and disaster situations in order to save life, prevent disability and ensure public safety. A nurse or midwife should be competent in the application of emergency treatment, lifesaving skills and disaster management.

Indicators

Each Nurse or midwife practicing in an emergency situation shall:

1. Keep up-to-date with and adhere to existing and emerging policies at the international, regional and national level for emergency management.
2. Initiate and participate in planning and provision of care in emergency situations.
3. Anticipate and address the needs of clients and family in order to mitigate the impact of the emergency and disaster situation.
4. Participate as a multi-sectoral team member in carrying out interventions that promote health and prevent complications.
5. Participate in regular and relevant training on emergency and disaster management.
6. Participate in decision making and escalation of appropriate care across multidisciplinary health providers.

Standard 5: Human Resource Management

Nursing and Midwifery human resource should be planned and managed based on NCK scope of practice, National, County, institutional policies and labour laws.

Indicators

As prescribed by National/County human resource norms, standards and the scheme of service. Nurse to patient or midwife to patient ratio in the clinical practice shall be as per the table below:

Table 2: Nurse to patient or midwife to patient ratio

Service areas	Ratio (Nurses/ Midwives: patient)
Accident and Emergency	1:5
Intensive Care Units	1:1
HDU	1:3
General medical wards	1:6
General Paediatric ward	1:5
General surgical wards	1:5
Gynaecology Unit	1:6
Maternity	
LW	2:1
PNW	1:4
ANC ward	1:4
Newborn Unit	1:5
Oncology	1:6
Outpatient department	1:50
Intra operative room	2:1
Post Anesthesia Care Unit	1:2
Psychiatric Ward	1:7

Renal unit	1:4
Burns unit	1:4
MCH/CWC/FP	1:30

Standard 6: Nurses and Midwives Retention System

Nurses' and midwives' retention system is a mechanism established by the NCK for purposes of creating and maintaining a data bank on registration and enrollment of nurses and midwives in the country.

Indicators

A Nurse or Midwife shall: -

1. Have a valid NCK practicing license.
2. Undertake organized continuous professional development as per NCK CPD guidelines.
3. Renew his/her practice license as stipulated by NCK.
4. Have temporary licensure renewal if foreign.

Standard 7: Occupational Health Safety

The employer shall ensure safety and reasonable working conditions at all times, according to the International Labour Organisation (ILO) Convention 155(1981), WHO on occupation safety and health to ensure a safe and positive working environment, and be in line with current Occupational Safety and Health Administration (OSHA) regulations.

Indicators

A health institution management shall ensure a safe working environment to include: -

1. Availability of and adherence to occupational health and safety policy.
2. Provision of adequate personal protective equipment to the nurses or midwives while on duty.
3. Provision of adequate security while on duty.

4. Adherence to infection prevention and control principles.
5. Availability of disaster preparedness plan and resources.
6. Training of all nurses and midwives on appropriate safety measures

Standard 8: Private Practice

Nurses and Midwives undertaking private practice should adhere to the Nurses and Midwives Act CAP 257 Laws of Kenya and the Regulations made thereunder:

Indicators

A nurse or midwife who wishes to undertake private practice shall: -

1. Be registered/ enrolled, and licensed as a nurse and/or midwife by the NCK.
2. Have valid private practice license as individual and/or clinic or nursing/maternity or home based nursing or maternity care.
3. Have a minimum of three years of clinical work experience post licensure under supervision of a qualified nurse and/or midwife.
4. State the services to be rendered and indicate the nearest health institution for referral.
5. Practice within their nursing and midwifery scope of practice.
6. Be fit to practice as per the Nurses and Midwives Act CAP 257 Laws of Kenya and the regulations made thereunder.
7. Maintain up-to-date documentation in the facility as per NCK documentation reference handbook.
8. Have the NCK undertake an inspection of the facility to ascertain the set standard of nursing and midwifery are met.
9. Submit names plus registration/enrolment numbers of any other nurse and midwife working with them to the NCK in line with NCK regulations.
10. Be accountable for legal liability relating to professional practice.
11. Be required to obtain indemnity cover from a registered insurance company.

SECTION III: STANDARDS OF NURSING LEADERSHIP, MANAGEMENT, GOVERNANCE AND RESEARCH

Preamble

The Nursing and Midwifery profession have advanced in many aspects over the years as a result of the dynamic trends in nursing and midwifery globally. In this regard, there is need to have clear guidelines on how the nurses and midwives conduct themselves as leaders, managers and researchers.

This section on Nursing and Midwifery practice describes standards on: -

1. Leadership, management and governance
2. Accountability and professionalism
3. Research and innovations

Standard 1: Leadership, Management and Governance

Nurse and midwife managers should plan, organize, implement and evaluate health care services. The manager should also give guidance and support to human resource deployed in their area of jurisdiction. Further, they should demonstrate and offer leadership in providing, facilitating and promoting the highest attainable health care to the public.

Indicators

The nurse and midwife leader and manager shall adhere to leadership, management and governance standards by:

1. Upholding and implementing the vision, mission and values of the nursing and midwifery profession.
2. Establishing and maintaining chains of communication to support quality services and research in health care.
3. Creating and advocating for a conducive work environment that supports quality health care practice.
4. Advocating, advising and coordinating for availability of quality resources required for provision of health care services.
5. Mobilizing appropriate resources for health care service provision.

6. Participate in procurement and management of health service commodities.
7. Providing technical advice in decision making on matters pertaining to nursing and midwifery.
8. Collaborating with clients, stakeholders and partners in health to maintain professional practice.
9. Providing mentorship and supportive supervision to staffs and students.
10. Participating in local, regional and international forums that influence policy and nursing /midwifery visibility.
11. Promoting cohesion, mutual working relationship and the general welfare of the nurses and midwives.
12. Applying innovative strategies in improving patients/clients and community health care.
13. Developing and implementing strategies to create opportunities for succession plan.
14. Creating an environment that encourages continuous professional development.
15. Developing and implementing orientation and induction programs for new staff.
16. Performing roles and functions of management at all levels of health care system.
17. Utilizing appropriate principles and styles of management and leadership at all levels of management.
18. Coordinating all aspects of patient care activities with other professionals and care givers.
19. Collaborating with policy makers to motivate staff, in terms of remuneration, scholarships and other benefits.
20. Participating in planning, policy and guidelines development and implementation in line with scope of practice and level of management.
21. Applying the principles of good governance at all levels of health care system.
22. Participating and coordinating activities pertaining to public private partnership.

Standard 2: Accountability and Professionalism

Nurses and midwives shall be accountable to the profession and are responsible for ensuring that their practice and conduct meets legal requirements and the standard of the

profession. Nurses and midwives are responsible for maintaining professional integrity and upholding professionalism.

Indicators

Nurses and midwives shall demonstrate accountability and professionalism by:

1. Maintaining up to date licensure with NCK
2. Practicing in accordance with the Nurses and Midwives Act Cap 257 as well as other by-laws and relevant acts.
3. Practicing in accordance to the established NCK scopes of practice, guidelines and standards.
4. Practicing in accordance to relevant institutional, national and global guidelines and standards.
5. Upholding integrity in all matters pertaining the profession.
6. Adhering to the code of ethics and conduct for nurses and midwives.
7. Subscribing to a recognized nursing and/or midwifery professional body.
8. Respecting the patient's/clients rights to include confidentiality, shared confidentiality and privacy.
9. Keeping up-to-date with the current nursing and midwifery knowledge and skills.
10. Advocating for clients' / patients' optimum health care.
11. Contributing to nursing and midwifery body of knowledge and utilizing it to inform practice.

Standard 3: Research and Innovations

Nurses and Midwives shall engage in research in accordance to their scope of practice and utilize findings to inform practice.

Indicators

Nurses and midwives shall demonstrate research practice in line with their scope of practice and level of training by:

1. Designing and conducting research to generate evidence for health care practice.
2. Adhering to principles of research ethics.
3. Subjecting research findings to peer review as necessary.

4. Disseminating research findings to relevant stakeholders.
5. Utilizing research findings to inform policy and improve service provision in health care practice, management and education.
6. Mobilizing resources for research and innovations.
7. Coordinate research teams at all levels of health care system.

SECTION IV: STANDARD FOR ETHICAL PRACTICE AND PROFESSIONAL CONDUCT FOR NURSES AND MIDWIVES

Preamble

The standards of ethical practice and professional conduct for nurses and midwives are guided by the Nurses and Midwives Code of Ethics and Conduct. This section on Nursing and Midwifery practice describes standards on: -

1. Ethical practice
2. Professional conduct

Standard 1: Ethical Practice

The nurse or midwife shall comprehend, uphold and promote the values and beliefs described in the Nurses and Midwives Code of Ethics and Conduct.

Indicators

The nurse and/or midwife shall:

1. Respect personal values and resolve any conflicts ethically and legally to the best interest of patients/clients and the profession.
2. Identify ethical dilemmas and communicate them to the relevant health care team members.

Standard 2: Professional conduct

The nurse or midwife ensure compliance with set provisions in the Nurses and Midwives Act, CAP257 and other relevant guidelines.

Indicators

The nurse and/or midwife shall:

1. Possess a valid practicing license.
2. Uphold professional dignity and self-discipline.
3. Maintain confidentiality and shared confidentiality on matters related to client's/patient's care.

4. Perform professional duties as per the scope of practice.
5. Observe ethical principles during practice at all levels.
6. Enhance equity in provision of care for clients or patients without discrimination and within existing legal framework.
7. Provide emergency care to all clients or patients as per NCK scope of practice.
8. Refer all cases beyond his/her scope of practice or which require specialized care.

Annexure 1: Guideline on Suspension and Closure of Programme.

The council upon approval of a nursing or midwifery programme is obligated to continually monitor the extent to which the institution is maintaining the standards of nursing and midwifery education. On evaluation of the audit report, the council makes various decisions that may include but not limited to: The institution to;

- i. Continue offering the programme
- ii. Suspension of intake/s in to the programme
- iii. Closure of the training institution
- iv. Improve on different aspects of the programme

Table 3: GUIDELINE ON SUSPENSION AND CLOSURE OF PROGRAMME

NO.	CRITICAL AREA	RECOMMENDED STANDARD	WARNING LETTER	SUSPENSION	CLOSURE
1.	Lecturer to student ratio	1:14	1:15-1:17	1:18	1:25
2.	Clinical Instructor to Student ratio	1:50	1:51-1:74	1:75	1:200
3.	Skills Lab space and mannikins			Inadequate	
4.	Lecturer Clinical Practice	3 hours /week		No Evidence	
5.	Students follow-up by Lecturers			No Evidence	

6.	Library Space and Materials	Accommodate 1/3 of total Population and Availability of E books		Inadequate	
7.	ICT Space	Accommodate 1/3 of total population.			
9.	Automatic closure on the following areas	i. Gross violation of NCK feedback ii. Intake of students after suspension iii. Inadequacy of placement sites			

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