

ZANZIBAR NURSES AND MIDWIVES COUNCIL



SCOPE OF PRACTICE

FOR NURSES AND MIDWIVES IN ZANZIBAR

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Foreword

Nursing and Midwifery Services in Zanzibar has a long history. The Government of Zanzibar and the Ministry of Health through Zanzibar Nurses and Midwives Council (ZNMC), over the past more than 60 years has worked hard to promote quality caring Nursing Services in Zanzibar. The purpose of ZNMC is to protect the public and ensure that nurses and midwives in Zanzibar are providing the care according to their educational standards and within their professional regulations throughout their practice.

Development of this Scope of Practice for Nurses and Midwives in Zanzibar was done following the review of the Zanzibar Nurses and Midwives Registration Act of 1986. The current Act No. 5 of Zanzibar Nurses and Midwives Council of the year 2014, aimed at recognizing the different levels of nurses and midwives so as to assist individual practitioners to function within their mandated scope of practice and so will make every individual, responsible, committed and answerable to his/her work.

This document has involved several experts, several documents and scope of practice from global arena, adaptation process of the Scope of practice for Tanzania Mainland followed by a consultative process between ZNMC, Tanzania Nursing and Midwifery Council (TNMC) and colleagues from within Zanzibar and Tanzania Mainland, under the guidance of a consultant, is subjected to nursing and medical validation for ownership and every individual will be responsible, committed and answerable to her/his own acts.

In view of this, ZNMC believes that each Nurse and Midwife in Zanzibar will utilize its concept of competence, compassion, collaboration, respect and its use will guide them in the delivery of quality care throughout the time. In addition, it is important to note that a number of graduate nurses from Zanzibar are doing specialist courses in Tanzania universities and outside Tanzania. These include Master in Midwifery, Paediatrics Nursing, Critical care, Mental Health and we are expecting them to be agents of change in quality care and training other nurses to improve their competencies in those specialties.

Assist. Prof. Amina Abdulkadir Ali

Chairperson, ZNMC

Acknowledgment

The development of this Scope of Practice for Nurses and Midwives in Zanzibar was done by many individuals from different national experts and professionals and Consultant, Madam Lena Mfalila, The Registrar of The Tanzania Nursing and Midwifery Council (TNMC) has been successful through several factors.

Firstly, the Zanzibar Nurses and Midwives Council (ZNMC), would like to sincerely thank Hon Dr. Ali Mohamed Shein, The President of Zanzibar Revolutionary Government and the Chairman of the Revolutionary Council, for his gracious contribution, support and pressure to make the ZNMC Act No. 5 of 2014 successfully passed by the Zanzibar House of Representatives so that he could approve and sign it for implementation.

Secondly, the ZNMC would like to thank UNFPA, Canadian Support and Ministry of Health Zanzibar for their effort of Strengthening Health Outcome through their technical and financial support which made the preparation of the Scope of Practice for Nurses and Midwives for Zanzibar possible. Not only that but particular thanks should go to the Chairperson of the ZNMC, Assistant Professor Amina A. Ali for her personal effort and technical consultation and facilitation in collaboration with TNMC Registrar, Madam Lena Mfalila in the development of this document.

Lastly but not least, ZNMC would like to extend its gratitude to the individuals who were carefully selected and participated actively in the development and finalization of this document. These includes:- Mussa Rashid Mussa (Chief Nursing Officer - Zanzibar), Omar Juma Ali (Asst. Chief Nursing Officer - Pemba), Margaret S. Tayari (Matron - Mnazi Mmoja Hospital Zanzibar), Mansab Ramadhan Mansab (Dean of Students College of Health Sciences Zanzibar), Talaa M. Said (Academic Officer Zanzibar School of Health), Asha A. Khamis (Skill Lab Coordinator - College of Health Sciences Zanzibar), Haji Haji Khamis (Retired Registrar ZNMC), Khadija Abass Mohamed (Head of Nursing Department - College of Health Sciences Zanzibar), Suluhu A. Hamza (Administrator - College of Health Sciences Zanzibar), Valeria R. Haroub (Chairperson of Zanzibar Nurses Association) and Dr. Haji Mwita Haji (Principal - College of Health Sciences Zanzibar).

Finally, much gratitude to the supportive staff that participated in one way or another in the production and validation of the Scope of Practice of ZNMC but not mentioned above. Their support and efforts are highly appreciated.

With Regards.

Vuai Kombo Haji
Registrar, ZNMC

List of Abbreviations

AIDS	-	Acquired Immune Deficiency Syndrome
ANP	-	Advanced Nurse Practitioner
APN	-	Advanced Practice Nursing
ART	-	Anti-Retroviral Therapy
ARV	-	Anti-Retroviral (medication)
BScM	-	Bachelor of Science in Midwifery
BScN	-	Bachelor of Science in Nursing
CHSZ	-	College of Health Sciences Zanzibar
CN	-	Certificate Nurses (= EN)
CTC	-	Care and Treatment Center
DHMT	-	District Health Management Teams
EAC	-	East Africa Community
EmONC	-	Emergency Obstetric and Newborn Care
FANC	-	Focused Ante Natal Care
FBO	-	Faith Based Organization
HIV	-	Human Immunodeficiency Virus
HRH	-	Human Resource for Health
ICM	-	International Confederation of Midwives
ICN	-	International Council of Nurses
ICT	-	Information Communication Technology
IEC	-	Information Education and Communication
IMCI	-	Integrated Management of Childhood Illnesses
IPC	-	Infection Prevention and Control
MoH	-	Ministry of Health.
MMH	-	Mnazi Mmoja Hospital
MDG	-	Millennium Development Goals
MOHSW-	-	Ministry of Health and Social Welfare
PBA	-	Pemba

PHCU	-	Primary Health Care Unit
PHCC	-	Primary Health Care Center
PITC	-	Provider Initiated Testing and Counselling
PITC	-	Provider Initiated Testing and Counselling
PMTCT	-	Prevention of Mother to Child Transmission
PPP	-	Public Private Partnership
RN	-	Registered Nurse
RNM	-	Registered Nurse Midwife
SUZA	-	State University of Zanzibar
TNMC	-	Tanzania Nursing and Midwifery Council
TZ	-	Tanzania
UNFPA	-	United Nation Fund for Population Activities
UMCA	-	University Mission of Central Africa
VCT	-	Voluntary Counselling and Testing (HIV)
ZANA	-	Zanzibar Nursing Association
ZFDB	-	Zanzibar Food and Drug Board
ZHMT	-	Zanzibar Health Management Teams
ZNZ	-	Zanzibar
ZSH	-	Zanzibar School of Health
ZNMC	-	Zanzibar Nurses and Midwives Council

1. Introduction

Zanzibar being very rich in history like centre of trade in East Africa, slave trade, the Arab ruling and culture it is also rich in the history of nursing because of its connectedness with the founder of modern nursing Florence Nightingale. Margaret Breay, the Vice President for Life of British College for Nurses and the first treasurer of the International Council of Nurses (1904-1925) also participant in the forum with Florence Nightingale in early 1890s under University Mission of Central Africa (UMCA) worked in Zanzibar as Matron for Zanzibar hospitals while teaching bedside nursing to the native of Zanzibar. Consequently, what she was teaching in Zanzibar was a cream of Nightingale.

The ZNMC Basic Principal of Nursing has its original in Florence Nightingales Note on Nursing that has cumulated over more than 100 years. Nursing and Midwifery is about interventions (skills, procedures tasks) done by nurses for patients in Health facilities and the interventions and skills are key to nursing activities where patients would do for themselves if they have the necessary strength, will or knowledge as well as support and education of the wellbeing.

While the world medical dominated policies reflect causes and cure of diseases as has been with the Zanzibar Health Policies which lastly was revised in its third version of the year 2011 – whereby it was stipulated that Health Services be the priority for every Zanzibari for their development and the development of the nation in general. The ZNMC Act No. 9 of 1986 was revised and repealed. The current Act No. 5 of the year 2014 can bring a change and much progress for the people of Zanzibar through what can be done by Nurses and Midwives by using the theory and philosophy of International Council for Nurses Basic Principles of Nursing Care.

The practice of midwifery in Zanzibar is organized in a manner that the practitioner requires to be a nurse. Therefore, a nurse- midwife is a person who is legally registered and licensed to practice the full scope of nursing and midwifery. In regard to nurse-midwives and the practice of midwifery, International Council of Nurses (ICN) holds its beliefs that, Nursing and Midwifery share common purpose including promotion of health, prevention of illness and alleviation of suffering. Nurse-midwives are qualified and credentialed to practice within the full range of nursing practice, but in addition, like midwives, they have particular expertise in the care of women during pregnancy, delivery and post-partum period and care of the neonate (ICN, 2007).

Nursing and midwifery is regulated by professional legislation which defines, describes and sets condition for practice of the profession. As a profession, nursing and midwifery has the privilege of self-regulation. This means that certain responsibilities for regulation are granted to professional body by the legislation.

The term "Scope of Practice" is used to define the actions, procedure, etc. that are permitted by the law for a specific profession. It outlines restrictions to what the law permits, based on specific experience and educational qualifications. "Scope of Practice is also defined as the range of roles, functions, responsibilities and activities which a nurse is educated for, competent in accountable for and authorized to perform. It defines the accountability and limits or boundaries of professional practice" (Linda Haskins 2013). It is imperative that you know not only your scope of practice but you should also know the scope of practice of the others who make up a part of your nursing team and provide patient care. Remember, if you delegate an activity or task to another caregiver, you remain accountable for the delegation in terms of its appropriateness.

2. Scope of Nursing Practice Framework

This scope of practice framework consists of three main thematic areas including, levels of academic qualifications; the general and specific scope of practice. Scope of Nursing Practice is based on the following eight main principles:

1. Nursing is an autonomous, self-regulating profession.
2. Nursing practice is based on the application of nursing process in provision of care.
3. Nursing practice responds to individual, family, groups and the community health needs along the continuum of health.
4. Nursing interventions include promotive, curative, preventive, rehabilitative and palliative care.
5. Nursing practice embraces knowledge, skills and attitude to ensure that individuals, families, groups and communities receive quality health care.
6. The nurse functions as a member of the multidisciplinary health care team to protect the interests and rights of the individual, family, groups and the community.
7. The nurse advocates for safe and supportive working environments that facilitate the provision of quality care in various settings using innovative strategies.
8. The nurse engages in advocacy activities through the professional organization to influence health and social care service policies and access to services.

3. The Nursing Process

The nursing process is synonymous with the discipline of nursing. It is a scientific, organized, systematic approach used by nurses as a framework for critical thinking to diagnose and treat human responses to actual or potential health problems. In that regard, nurses are able to meet individual health needs of their clients/patients by focusing on achieving desired outcomes in a cost effective manner.

The nursing process is referred to as a scientific method of problem solving where a nurse identifies the problem, collects data, forms a hypothesis, draws a plan of action, tests the hypothesis, interprets the results and evaluates the findings. The term process has been used to describe a series of steps which are dynamic, client-oriented and universally applicable. The five steps of nursing process can be summarized as the following:

Conduct Client/Patients' Assessment

This is the first step in the nursing process. The nurse gathers information about the client/patient from both primary and secondary sources, looking for evidence of abnormal function or risk factor that may contribute to health problem. The information can be collected through interview, health assessment and physical examination.

Make a Nursing Diagnosis

This is the second step in the nursing process, where the nurse identifies the client's problem by analysing and identifying actual or potential problems. This forms the basis for the plan of care. It is done within the scope of nursing practice. Nursing diagnosis has three parts, i.e., problem statement, aetiology and defining characteristics (evidence).

Planning

Planning is the third step of the nursing process. Several activities are undertaken at this stage, to include setting goals of care and desired outcomes, identification of appropriate nursing actions and prioritization of the list of nursing diagnosis. The nurse uses critical thinking, clinical judgment and professional knowledge to select appropriate interventions that will enable the client to reach their goals. The interventions identified can be independent (nurse-initiated), dependent (physician-initiated) or collaborative (initiated by multiple members of the team).

Implementation

This is the fourth step of the nursing process; where the nurse performs nursing actions identified during the planning phase while monitoring the person carefully with a view to determine the effectiveness of interventions. The nurse also documents the activities and reports any signs that require immediate actions. The actions may include teaching, further assessment and monitoring cost effectiveness of interventions.

Evaluation

The last step of nursing process is evaluation. This is done to determine if the goals are met, desired outcomes were achieved, interventions were effective, and any changes are to be made.

4. Levels of Preparation For Nurses and Midwives In Zanzibar

1. Diploma in Nursing/Midwifery

This level is for the registered nurse/midwife prepared at diploma level to provide care to, individual, family, groups and the community. Furthermore, he/she will provide supervision, leadership and management, clinical teaching, counselling and use research findings to improve practice. She/he is prepared and licensed to function at operational and managerial level.

2. Advanced Diploma in Nursing/Midwifery

This level is for a nurse who has gone through a higher diploma programme in a recognized nursing institution. Having been prepared in a programme which has more in depth scientific knowledge, nursing management, community health, teaching and research, he/she is to apply this knowledge in practice.

3. Bachelor's Degree in Nursing/Midwifery Sciences (BScN/M or equivalent qualification)

This level is for the registered nurse prepared at the degree level as a Clinical Practitioner, Nurse Educator, Supervisor, Advocate, Counsellor or Researcher. He/she is capable of providing leadership and management in major fields of nursing and health in general. Having been prepared in a programme which has more in-depth scientific knowledge, the BScN/M should be in a position to apply critical thinking in the process of solving individual, family, groups and the community health needs.

4. Master's Degree in Nursing/Midwifery (MScN/M)

This level is for the nurse prepared at the masters' level. He/she is a nurse prepared beyond the level of a nurse generalist and authorized to practice as a specialist with advanced expertise in a branch of the nursing field. Specialist practice includes clinical, teaching, leadership and management, research and consultancy roles.

5. Doctorate Degree or PhD in Nursing/Midwifery

This is the highest academic level of preparation of the nurse. It enables him/her to assume status of academia, research, leadership and management, and consultancy.

5. General Scope For Nurses and Midwives

Preamble

The purpose of this document is to increase understanding of the scope of practice for the regulated nursing and midwifery professions in Zanzibar by their level of academic and professional qualifications, including diploma, degree or equivalent qualification as well as advanced practitioner. Nursing encompasses care delivered through autonomous and collaborative practice targeted towards individuals of all ages, families, groups and communities, sick or well in all settings. Within this context, nursing includes the promotion of health, prevention of illness and the care of the ill, disabled and the dying. Additionally, advocacy, promotion of a safe environment, research, participation in shaping health policy and in-patient and health systems management and education are also key aspects of nursing (ICN, 2008). Nurses and midwives have to be prepared to think critically and act promptly with a caring mind, sound knowledge and competency in clinical and social skills.

The Zanzibar Nurses and Midwives Act No. 5 of the year 2014, defines a nurse as “a person who has completed an approved programme recognized by the Council, registered and legally authorized to render services designed to promote health and prevent diseases, conduct research, alleviate the suffering and rehabilitate the needy”. The nursing context refers to the basic educational preparation, competence and experience of the nurse. Nurses are prepared to meet the entry level competences of their respective profession. While the nursing professions share some of the same theoretical preparation and basic competences, there are fundamental differences in their basic education programmes in terms of the focus, core content, and the depth and breadth of theory.

Nursing practice as defined by the Zanzibar Nurses and Midwives Act No. 5 (2014) means assisting individuals or groups of persons to maintain optimal health throughout the life process by assessing their health status, establishing nursing diagnosis, planning and implementing a strategy of care to accomplish defined goals, and evaluating responses for care and treatment, and shall include provision of nursing care, administration, supervision and teaching. Nursing practice is the integration and application of nursing and other basic sciences knowledge in the provision of care to enable people to promote, maintain and recover their health, to cope with health problems and to achieve the best quality of life. Nurses are accountable for their decisions and actions, and for ensuring their professional competence.

Midwifery is an art and science which aims at professional excellence in providing holistic, comprehensive and culturally sensitive care. It embraces responsibility, accountability, leadership, management, involvement in policy formulation, continuing enhancement of competence and ethical behaviour in order to ensure provision of sustainable quality midwifery care. The practice involves participation in research to generate new knowledge and utilize it for the improvement of client/patient midwifery care. Midwifery is carried out in collaboration with clients/patients and other health care partners. Available evidence indicates that improving maternal care through skilled attendance in addition to provision of family planning, timely access to Emergency Obstetric and New-born Care (EmONC) and Focused Antenatal Care (FANC) are critical strategies towards averting maternal and neonatal deaths and achieving targets of the Millennium Development Goals (MDGs) 4 and 5. These are by Sustainable Development Goals (SDGs) especially Goal 3, Good Health and Wellbeing as well Goal 5 of Gender Equality in transforming the world 2030 agenda.

Midwives are a key health workforce for the achievement of MDGs 4 and 5. In response to this, the country has put in place the midwifery training programmes of various durations and academic recognitions (diploma and degree), which require a direct entry, either as a post basic course after nursing training or as part of comprehensive care training that designates the person as a nurse-midwife upon successful completion. The regulated midwifery nursing profession in Tanzania includes licensed Registered Nurse Midwife (RNM). RNMs may be diploma, bachelor's degree and advanced degree holders. For the purposes of this document the term "midwives" is used to denote both groups.

5.1 General Nurses

The general scope of practice for nurses encompasses the roles and responsibilities of nurses at different levels. It involves the assessment of clients, families and communities, analysing findings to formulate nursing interventions and implementing care in priority. It promotes health, prevent ill health and restores health through promotive, preventive, curative, rehabilitative and palliative activities. The Zanzibar Nurses and Midwives Act (2014) requires that the nursing profession develops a continuing competences programme and monitors the competence of the members. Nurses are accountable to ensuring that they carry out the following:

1. Understand expectation and seek clarification;
2. Consult with others when faced with situations beyond their knowledge, skill and judgment.
3. Communicate effectively when collaborating and consulting and
4. Consider the client, the nursing context and environment in assignment decision.

The general scope of practice for nurses is premised on the nursing process approach and organized by the role definitions as follows:

Accountability, Ethical and Legal Practice

1. Apply ethical principles throughout provision of nursing care.
2. Assessing, diagnosing, treating, evaluating and managing client/patients with physical, social and mental health needs.
3. Obtaining nursing/medical/psychosocial histories.
4. Provide all the necessary information to the customers of nursing services to gain full benefits from goods and services of reasonable quality.
5. Apply Information Communication Technology and other technology for improvement of nursing care
6. Caring for the dying patient and performing last offices

Care provision, Health promotion, Leadership and Management

7. In the shortage of medical clinician the nurse shall prescribe medicine, perform minor surgical procedures, and carry out other complex tasks requiring special knowledge (as per relevant protocols and according to the providers knowledge, skill and judgment
8. Prescribing medicine for some acute, emergency conditions and chronic illness following protocols.

9. Prescribing physical therapy and other rehabilitative treatments in line with existing protocols.
10. Providing information including all aspects of reproductive, child and adolescent health
11. Observing infection prevention and control process while carrying out nursing care including procedures.
12. Providing care for patients /clients in all settings including emergency care settings
13. Promoting exercise, rest and sleep with a view to healing and rehabilitation of individuals, families and communities.
14. Providing prenatal, post natal care and family planning services.
15. Provide well –child care, including screening and immunizations.
16. Performing minor surgery as per protocol and facilitating major surgical procedures.
17. Counselling and educating patients on healthy behaviours, self-care skills and treatment options.
18. Promoting and maintaining healthy nutritional status of patient/client
19. Facilitating therapeutic communication between patients, relative and staff.
20. Documenting and maintaining accurate, timely and relevant information regarding patient care.
21. Developing health information messages for clients in different settings
22. Referring clients/patients as per protocols

Professional, Personal and Quality Development

23. Advocating for patient to obtain optimum and quality health care.
24. Demonstrating leadership and advocating positive practice environments in all settings
25. Promoting and maintaining therapeutic environment which assures the physical and mental well-being of patients, relatives and staff.
26. Participate in the clinical teaching and learning of a student nurses, including continuing education programmes for nurses.
27. Managing and assuring quality of equipment and other health commodities
28. Conducting research/and using findings to improve nursing care in all settings
29. Responding and participating in emergency and disaster situations
30. Participating in quality improvement and quality assurance procedures

GENERAL SCOPE FOR NURSES		
CERTIFICATE NURSE	REGISTERED	
NURSING CATEGORY	DIPLOMA	DEGREE
ACCOUNTABILITY, ETHICAL AND LEGAL PRACTICE		
	<p>Accountability, ethical and legal</p> <ul style="list-style-type: none"> • Practice independently and in collaboration with other health professionals • Perform general nursing functions and delegate to and direct subordinate and others • Work in collaboration with clients/patients, families and community • Be accountable for their professional judgments, action and practice in accordance with legislative and licensure. • Disseminate and reinforce the professional code of conduct to subordinate • Take appropriate action against nurses who do not practice according to professional code of conduct and ethics <p>Care provision</p> <ul style="list-style-type: none"> • Apply nursing process in providing care to clients/patient and families • Perform daily ward/health facility procedures • Ordering medical, non medical supply and equipments • Provide health education and counseling to clients and families on health issues • Assist clients/patient with daily living activities, 	<p>In addition to scope of practice at diploma level:</p> <ul style="list-style-type: none"> • Critically analyze nursing care to determine appropriate intervention for the clients • Participate in development and interpret relevant policies for clients/patient in provision of health care • Provide comprehensive nursing care and carry out nursing management independently • Identify staff requirement and allocate to the patient according to workload • Perform clinical teaching • Collect, analyses and interpret relevant health statistics • Advocate and lobby for adequate staff recruitment to improve quality care • Prepare guidelines to nurses in the provision nursing care • Conduct and/or participate in nursing

	<p>observe changes and act according to his/her competence.</p> <ul style="list-style-type: none"> • Prescribe medicine for acute, chronic ill and emergency in absence of clinician as per protocol • Administer medicine for acute, chronic ill and emergency as per protocol • Provide information including all aspects of reproductive child health to adolescent and elderly at different level of health care setting and families • Prepare, giving and receiving ward reports (daily, monthly, quarterly and yearly) • Adhere to the infection prevention control protocol • Assist patients in feeding • Maintain safe and conducive environment for patients /clients • Assist and manage different emergency situations <p>Professional, personal development</p> <ul style="list-style-type: none"> • Be updated with knowledge, attitude, practice, and skills to provide quality care • Perform managerial and leadership activities • Conduct operational research • Perform on job training to subordinate and students • Provide supportive supervision and mentoring. 	<p>research and utilize findings to improve nursing care</p>
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5.2 MIDWIVES

The International Confederation of Midwives (ICM) recommends strengthening midwifery worldwide by preparing fully qualified midwives to provide high-quality, evidence-based health services for women, newborns, and childbearing families. Skilled midwife attendance at birth is considered to be the single most critical intervention for ensuring safe motherhood, because it hastens the timely delivery of EmONC when life-threatening complications arise.

During pregnancy, childbirth, and throughout their lifetime, women require care that is not only safe but that also meets their individual psychosocial, emotional, physical, social, and spiritual needs. The practice of midwifery therefore needs to focus on meeting the holistic needs of the woman in a sensitive and competent manner, acting as her advocate and working in partnership with her and her family to promote a safe and satisfying experience of childbirth and motherhood. The midwife understands, promotes and facilitates the physiological processes of pregnancy and childbirth, identifies complications that may arise in mother and baby, accesses appropriate medical assistance, and implements emergency measures as necessary. When women require referral, midwives provide midwifery care in collaboration with other health professionals.

Midwives have an important role in health and wellness promotion and education for the woman, her family and the community. Midwifery practice involves informing and preparing the woman and her family for pregnancy, birth, breastfeeding and parenthood and women's health, family planning, HIV/AIDS (PMTCT+) and infant well-being.

The midwife may practice in any setting, including the home, the community, hospitals, or in any other maternity service. In all settings, the midwife remains responsible and accountable for the care she provides. The legal authority for midwives' scope of practice is found in the Zanzibar Nurses and Midwives Act 5 (2014).

In addition to scope of practice for general nursing, midwife will:

1. Apply ethical principles throughout pre-pregnancy, pregnancy, labour, delivery and postpartum period.
2. Demonstrate communication, interpersonal and client-midwife interaction skills.
3. Identify and educate on Reproductive Health matters.
4. Provide cultural sensitive midwifery care to the woman during pregnancy, labour, delivery and postnatal period

DURING PREGNANCY

- Identify and manage minor disorder during pregnancy
- Provide Focused Antenatal care to the pregnant woman.
- Perform pre and post test counseling on HIV/AIDS to all pregnant woman and their partner
- Provide Prevention of Mother To Child Transmission (PMTCT) of HIV/AIDS services
- Counsel pregnant woman living with HIV and assist her to attend to CTC for services
- Counsel and administer tetanus toxoid vaccine to pregnant woman where applicable
- Identifying high risk pregnancies, manage and or refer
- Perform /order routine laboratory investigation
- Educate pregnant woman according to the schedule or problem identified.
- Assess, diagnose and manage abnormal pregnancies
- Manage life threatening condition during pregnancy by Applying:
 - Advanced Basic life saving skill in obstetric care
 - Comprehensive Emergency Obstetric Care according to protocol
- Interpret laboratory results, assessment done to pregnant woman and provide care according to the problem identify.
- Offering support and advice following events such as miscarriage, stillbirth, neonatal abnormality and neonatal death.
- Give appropriate medicine according to protocol.

DURING LABOUR

- Provide care to the woman during labour and monitor condition of the fetus
- Practice proper filling of the partograph
- Interpret findings in the partograph and take appropriate action
- Conduct normal deliveries
- Identify and manage abnormal labour and or refer
- Identify and manage minor complication of labour
- Conduct abnormal deliveries
- Manage obstetric emergencies or refer

NEW BORN

- Conduct immediate care of the newborn baby
- Initiate exclusive breast feeding
- Perform examination of the newborn baby, record and refer any abnormalities
- Educate on immunization and administer vaccine as per protocol
- Identify and manage danger signs of the new born or refer

POSTNATAL PERIOD

- Perform postpartum assessment within 24hours
- Perform postpartum assessment according to the protocol
- Identify danger signs to mother and newborn and take appropriate action
- Educate mother on danger signs of the new born baby and refer as appropriate.
- Educate and provide family planning services to mothers and partners
- Involve family in the care of the mother and new born
- Educate family and community on important of postnatal visit.

LEADERSHIP AND MANAGEMENT

- Practice proper record keeping
- Practice Health Management Information System (HIMS) for proper recording.
- Prepare report writing , monthly , quarterly and annual report
- Conduct on job training to subordinates and students
- Compile and analyze data
- Provide supportive supervision to students, and other subordinates
- Ensure availability of all necessary equipment and supplies at work place.
- Ensure regular maintenance of equipment
- Maintain inventories of essential equipment
- Conduct operational research and use the findings to improve maternal, newborn and child health services.

6. Specific Scope of Practice

6.1 Mental Health and Psychiatric Nurses

Preamble

Mental disorders contribute greatly to disease burden in Tanzania and other countries, causing vast suffering. People with these disorders are often subjected to stigma and discrimination, poor quality of life and increased mortality. These disorders are the cause of staggering economic and social costs.

International Council of Nurses defines mental health as a state of well-being in which the individual realizes his or her own capabilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make contribution to his or her community (ICN, 2009). Mental health and psychiatric nursing is a specialized area of nursing practice which focuses on meeting the mental health needs of the consumer, family and community. The nurses are committed to promoting mental health through assessment, diagnosis and treatment of human responses to mental health problems and psychiatric disorders.

Mental health and psychiatric nurses provide comprehensive patient centred mental health and psychiatric care and outcome evaluation in a variety of settings across the entire continuum of care.

NURSING CATEGORY	DIPLOMA LEVEL
MENTAL HEALTH NURSE	In addition to scope of practice for general nursing, mental health nurse will; <ul style="list-style-type: none">• Adhere to legal and related ethical issues in provision of mental health services• Make assessment of the patient by using proper history taking and mental status evaluation• Maintain nutritional status of the mental ill patient• Administer medicines and other prescribed medical treatments to patients• Encourage the patient to perform daily living activities• Provide care in emergency situations• Maintain safe environment for patients• Prevent and control infection• Provide health education to patient, family and community• Plan and provide rehabilitative care of patients, including discharge planning and care• Teach students and co-workers• Supervise subordinate• Prepare drug requisitions• Collect relevant health statistics and document appropriately• Conduct operational research and use findings to improve care• Perform administrative duties• Conduct community mental health services• Prescribe drugs in absence of psychiatrist

6.2 Ophthalmic Nurses

Preamble

Ophthalmic nurses provide nursing care for patients with disorders or diseases of the eye and patients having or recovering from eye surgery. Ophthalmic nurses work in eye clinics, hospitals or in the community. Effective ophthalmic care aims to optimize the level of wellbeing in patients and promote their independence. Ophthalmic nurses have been contributing in provision of these services to the public and sometimes assuming expanded scope of practice (Task sharing).

NURSING CATEGORY	DIPLOMA LEVEL
OPHTHALMIC NURSES	<p>In addition to scope of practice for general nursing, ophthalmic nurse will;</p> <ul style="list-style-type: none">• Assess, identify and manage patients with eye conditions• Assess, identify and manage patients with eye conditions• Prescribe and administer ophthalmic medicine as per protocol• Provide health education and health promotion activities on ophthalmic services• Provide health education and health promotion activities on ophthalmic services• Conduct operational research and utilize findings to improve ophthalmic care• Maintain safety and supportive working environment• Prepare equipment and instruments for ophthalmic surgery• Perform minor eye surgeries per protocol• Assist in ophthalmic surgeries• Conduct primary eye health care services• Conduct managerial and leadership activities• Provide supportive supervision and mentorship to subordinate and students

6.3 Operating Theatre Nurses

Preamble

Peri-operative nurse is a specialized nurse trained in operating theatre nursing to manage operating rooms and provide care to patients during pre-operative phase, intra-operative phase, and post-operative phase. The nurse is mainly concerned with the quality of life for the patient, control of infection and control of pain. For that reason, she/he works together with other members of the team to ensure patients are prepared for the psychological and physical consequence of surgery, are observed during surgery and are managed properly during recovery and adaptation.

6.4 Nurse Anaesthetist

This is a professional nurse who has completed training in the administration of anaesthesia who functions under the responsibility of operating surgeon. The profession has emerged due to the changing nursing and medicine roles and can be described as one of the expanded roles of the nurse. The scope of nurse anaesthetists therefore embodies the broad continuum of nurse anaesthesia services while acknowledging the role of inter-professional collaboration. The nurse anaesthetists assess the patient's condition prior to surgery, administer anaesthesia, reverse the anaesthesia and monitor the patient's condition post-surgery.

NURSING CATEGORY	DIPLOMA/ADVANCED LEVEL
SPECIFIC SCOPE ANAESTHETIC NURSE	In addition to general nursing roles anaesthetic nurse will:- <ul style="list-style-type: none">• Perform preoperative assessment to identify any condition that can compromise administration of anaesthesia as per protocol guideline• Assess patient's health status as it relates to the risk related to anaesthetic agents• Develop and implement an anaesthetic plan• Interpret laboratory investigation results correctly• Administer an appropriate anaesthetic agent• Take appropriate corrective measure in case of any problem that might happen during or after surgery• Provide pre and post operative care for the patient to undergo surgery using the anaesthetic guide line• Perform minor surgical procedures as per protocol• Monitor the patient until he/she regains consciousness if general anaesthesia is introduced• Demonstrate the ability to execute managerial skills• Ensure proper maintenance of equipment periodically• Teach and support subordinates and students

SPECIFIC SCOPE FOR THE THEATRE NURSE	<p>In addition to general nursing roles theatre nurse will:-</p> <ul style="list-style-type: none">• Provide pre, intra and post operative care for the patient to undergo surgery• Ensure proper equipment for surgical procedure are available and functioning• Lead and manage operating rooms• Ensure appropriate measures for infection prevention and control are maintained• Keep records related to theatre procedures and patient conditions• Perform minor surgical procedures as per protocol• Engage in professional development plans• Demonstrate the ability to execute managerial skills• Teach and support subordinates and students• Keep and maintain inventory of equipment and supplies used for providing theatre services.
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6.5 Public Health Nurses

Preamble

A public health nurse is registered nurse trained in public health in providing care and health guidance to individuals, families and other population group at home, school, health centres and community. A public health nurse must have a Diploma, Advanced Diploma or a BScN and public health. At the level of Master and PhD this nurse will be referred as a nurse specialist in Public Health.

The population socio-demographic pattern and disease profiles has changed and so the change in public health care needs, public health nursing education and practice, technology and Health Sector Reforms worldwide. At the national level the pace of change in the national health policy, health priorities and society demands calls for a substantial effort in developing public health nursing scope of practice to meet these challenges.

The introduction of this scope of practice for public health nursing is geared towards increasing opportunities for public health nurses to demonstrate competencies in knowledge, skills and attitude and thereafter improve the quality of Public Health Services. It targets fulfilment of the labour market demands, legal and professional needs that currently exist, responsibility for the allocation of resources, policy, planning, execution and evaluation.

Nursing Category	DIPLOMA/ Advanced Diploma level	BScN and Equivalent level
PUBLIC HEALTH NURSE	<p>In addition to general nursing roles the Public Health Nurse will:</p> <ul style="list-style-type: none"> • Apply nursing process in implementing primary health care activities in the community • Participate in health promotion and prevention activities • Assist in the collection of relevant community information/data • Collaborate with others in preventing and controlling epidemics • Apply the concepts of public health and principles of Primary Health Care and 	<p>In addition to scope for Diploma;</p> <ul style="list-style-type: none"> • Enforce public health policy in nursing practice • Participate in planning, implementation and evaluation of cost effective essential health interventions • Apply principles of basic sciences in implementing public health activities • Promote relevant international health interventions • Apply modern techniques in conducting public health surveillance, programme evaluation • Conduct research and use

	<p>Community-Based Health Care in health promotion</p> <ul style="list-style-type: none"> • Support health promotion activities including advocacy , Immunization programme, Family planning, Home-based care, School health programmes, Community IMCI, behavioural change communication and community-based initiatives • Manage and control epidemics and public health emergencies • Collect, record, organize, analyse and interpret health related data • Plan, implement and evaluate cost effective essential health interventions • Organize environmental health and sanitation services (hazardous waste; water, hygiene and sanitation; food control and hygiene; housing; occupational health and safety; by-laws and regulation related to environmental health and solid and liquid waste in health facilities environment) 	<p>findings to improve quality of care</p> <ul style="list-style-type: none"> • Apply evidence based decision making in promoting public health services • Apply principles of basic sciences in implementing public health activities
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7. Scope of Practice for Nurse Tutors/Nurse Educators

Preamble

Nurse Tutor or Nurse Educator is a registered nurse who holds a Bachelor of Science in Nursing, Master's or Doctoral degree with additional qualification of nursing education or teaching methodology who works in an academic faculty position.

The goal of a nurse tutor/educator is to empower student nurses with knowledge, skills and attitude for nursing education programmes and therefore must be a competent provider of health care bound ethically and legally, role model of professional nursing, committed for self-development, who has a strong critical thinking, communication and counseling skills.

SPECIFIC SCOPE FOR NURSE TUTORS/EDUCATORS	
Diploma level/ BScN	Master and PhD
<ul style="list-style-type: none"> • Plan, organize, direct, control and teach students according to the modules stipulated in the curriculum • Supervise students performance in clinical settings • Organize theory and practical examinations (including continuous assessment and end of semester examination) • Participate in effective invigilation of examinations (internal and external) • Counsel and coach students • Consult and counsel parents when need arise • Arrange and supervise community health nursing field practice • Perform management and leadership activities • Coordinate with other health team members in clinical areas • Monitor and evaluate academic performance • Participate in development or review of curriculum and teaching materials • Conduct research 	<ul style="list-style-type: none"> • In addition to the scope at the diploma level • Teach students at degree level • Steer creativity and innovativeness in response to challenges in teaching and health care delivery • Ensure proper implementation of educational standards and monitor their sustainability • Conduct research, disseminate and utilize findings for development or improvement of nursing /midwifery and improving educational standards • Plan , budget and influence effective utilization of resources for improving teaching and learning environment • Develop research and grant proposals for improving teaching and learning

<ul style="list-style-type: none">• Provide supportive supervision and mentoring of subordinates• Use information technologies skillfully to support the teaching-learning process.• Promote positive image of nursing profession• Promote accountability and professional responsibility in students• Act as an effective role model for teaching and learning team and nurses in general• Undertake personal evaluation and seek peer review feedback for the betterment of own performance	
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8. ADVANCED NURSING PRACTICE

Preamble

In the evolution of the nursing and midwifery profession in Tanzania, the Advanced Nurse Practitioner (ANP) is the highest qualified person that is prepared beyond the level of a generalist nurse and authorized to practice as a specialist with advanced expertise in a branch of the nursing or midwifery field. ANP entails evidence-based nursing, midwifery and health care grounded in research and scholarly work. Their specialist practice includes clinical practice relevant for the nationally identified clinical specialties, and competencies as stipulated in the standards of practice,¹ teaching, administration, research and consultant roles.

The foundation of practice for the ANP is a registered nurse with a BScN or equivalent qualification and the required higher education based on prescribed nursing specialties. The ANP have common baseline competencies in areas where they deal with ethical practice, accountability and responsibility, leadership and management, organization of care, supervision and continuing professional development (CPD).

It is therefore imperative that advancing the education of clinical nurses in areas for example Paediatrics, Midwifery, Anaesthesia, Oncology and Critical care prepares them to excel in their core business in clinical care for serving patients and their families and synonymously retain the best nurses in the clinical areas. The Advanced Nurse Practitioners will be expanded depending on the need as avails. However, the World Health Organization envisages that, assuring the quality and quantity of the nursing workforce is fundamental to achieve universal health care coverage (World Health Organization (2013)).

Glossary of Terms:

Accountable:

The nurse or midwife must be prepared to answer to others for their actions, decisions and advice legally or professionally. Accountability cannot be delegated.

Advanced Nursing Practice:

Refers to nursing knowledge and skills acquired beyond basic nursing education and training and may result in legal authority to perform procedures beyond the basic scope of nursing practice. Advanced nurse practitioners are educated to function autonomously and collaboratively in an advanced and expanded clinical nursing role. This may include direct care/referrals, prescribing medications and ordering diagnostic investigations.

Autonomy:

Self-direction and independent decision-making in nursing and midwifery.

Competence:

The combination of knowledge, skills, attitudes, values and judgment required to safely perform the prescribed role at a standard acceptable to clients and others in the profession.

Midwife:

A person who has successfully completed a prescribed education programme at diploma/advanced diploma or degree level and is licensed by the ZNMC to practice as a registered midwife.

Nurse:

A person who has successfully completed a prescribed general basic nursing education programme and is licensed by the ZNMC to practice nursing as a registered nurse.

Responsibility:

A nurse or midwife has an obligation or duty to perform a role or function to an expected standard. Responsibility can be delegated to a person competent to carry out the activity

Task Sharing:

Task sharing refers to functions within the scope of any profession that may be shared with other professions, individuals or groups depending on the environment, context, qualifications and experience, organizational culture and health needs of the population.

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