



NURSING AND MIDWIFERY COUNCIL OF ZAMBIA

(Nurses and Midwives Act No. 10 of 2019)

CODE OF ETHICS FOR NURSES AND MIDWIVES

2024



**NURSING AND MIDWIFERY COUNCIL OF ZAMBIA
(Nurses and Midwives Act No. 10 of 2019)**

**CODE OF ETHICS FOR NURSES AND MIDWIVES
IN
ZAMBIA**

August 2024

TABLE OF CONTENT

INTERPRETATIONS 4

FOREWORD..... 5

ACKNOWLEDGEMENT 6

PART I..... 7

 INTRODUCTION..... 7

 PURPOSE..... 7

 TARGET AUDIENCE OF THE CODE 8

 ETHICAL PRINCIPLES 8

 1. Autonomy..... 8

 2. Justice 8

 3. Beneficence 9

 4. Non-maleficence 9

 5. Veracity 9

 6. Fidelity..... 9

 7. Accountability..... 9

PART II 10

 GUIDING FRAMEWORK 10

 CODE OF ETHICS – VALUE STATEMENTS..... 10

 VALUE STATEMENT 1..... 10

 VALUE STATEMENT 2..... 11

 VALUE STATEMENT 3..... 12

 VALUE STATEMENT 4..... 12

 VALUE STATEMENT 6..... 14

PART III 15

 ADMINISTRATION OF THE CODE OF ETHICS..... 15

A. PRACTITIONERS.....	15
B. EMPLOYERS.....	15
C. CONSUMERS.....	15
D. BREACH OF THE CODE OF ETHICS.....	15
E. GRIEVANCE.....	15
PART IV: DISCIPLINARY CODE OF CONDUCT FOR NURSES AND MIDWIVES	16
I. CONDUCTS IN CONTRAVENTION OF THE ACT	16
II. DISHONESTY CONDUCT	17
III. FRAUDULENT AND DECEITFUL CONDUCT	18
IV. UNLAWFUL DISCLOSURE OF INFORMATION	19
V. COURT PROCEEDINGS	21
VI. PREJUDICIAL AND DISREPUTABLE CONDUCT TO THE PROFFESION	21
VII. VARIOUS BREACHES OF THE CODE OF ETHICS.....	23
APPEALS.....	28
CONCLUSION	29
REFERENCES	30
APPENDIX 1: List of Contributors.....	31
APPENDIX 2: Nurses Pledge.....	32
ANNEX I: MEANING OF THE LAMP IN THE PLEDGE OF SERVICE	33

INTERPRETATIONS

In this Code, unless the context otherwise requires; the following interpretations shall apply:

“Accountability” means being responsible for one’s actions, omissions, decisions and advice, legally, morally and professionally.

“Caring” Feeling and exhibiting concern and empathy for others.

“Caution” means to warn and advise the erring practitioner to refrain from all types of professional misconduct.

“Censure” means to condemn and severely warn the erring practitioner.

“Code of Ethics” means the Code of Ethics for nurses and midwives developed and published in accordance with section 65 of the Nurses and Midwives Act.

“Confidentiality” Duty to respect and safeguard any information received by the nurse and midwife in the course of duty.

“Dignity” The quality or state of being worth of esteem or respect.

“Empathy” Identification with and understanding of another’s situation, feelings and motives.

“Equality” The right of different groups of people to receive the same treatment.

“Erasure” means to remove a nurse/midwife from the register for a period determined by the Council.

“Honest/truthfulness” Fairness and straightforwardness of conduct.

“Integrity” Strict adherence to moral values and principles.

“Midwife” means a person registered as a midwife in accordance with the Nurses and Midwives Act.

“Nurse” means a person registered as a nurse in accordance with the Nurses and Midwives Act.

“Practicing Certificate” means a certificate issued to a nurse or midwife in accordance with section 25 of the Nurses and Midwives Act, authorizing the holder to practice as a nurse or midwife.

“Practitioner” A nurse and/or a midwife registered under the Nurses and Midwives Act.

“Respect” Polite attitude shown towards someone or something that is important.

FOREWORD

The Code of Ethics for nurses and midwives is not a stand-alone document. It is supplementary to the legal framework that regulates the nursing and midwifery professions and institutions in Zambia. Therefore, this Code must be read together with the Nurses and Midwives Act as well as the Nursing and Midwifery Regulations provided for in various Statutory Instruments (SIs).

This Code is generated at a time when the Nursing and Midwifery Council of Zambia's (NMCZ) mandate to register and regulate nurses and midwives professional conduct, education and training, has generated a lot of interest not only among the nursing and midwifery fraternity but also among the members of the general public.

The need for NMCZ to generate the Code of Ethics could not have come at a more opportune time. The Nurses and Midwives Act demand that more accountability from nurses and midwives as their scope of practice has not only increased but is widened to include among others the prescription and dispersing of drugs, the ownership of nursing agents, Homes and colleges.

The nursing and midwifery professionals will now have to rise through the challenge of providing quality nursing and midwifery care that will add back value to the profession of nursing and midwifery. The Code of Ethics will usher nursing and midwifery in Zambia into a new era. The challenge is now on the professionals to put the Code into practice and really work to ensure that the quality of health care delivery does not only improve but provide compliance to standard of education, training and practice.

Thank you



Prof. Patricia Katowa Mukwato
BOARD CHAIRPERSON

ACKNOWLEDGEMENT

Nursing and Midwifery Council of Zambia (NMCZ) would like to express sincere gratitude to all the experts who immeasurably contributed to the generation of the Code of Ethics for nurses and midwives. In this regard, special thanks go to the Ministry of Health, Ministry of Justice and Ministry of Home Affairs through the office of the Inspector General.

The Council is indebted to the NMCZ staff from Lusaka, Northern region and south west regions for their inputs in the generation of this Code of Ethics for nurses and midwives.

On behalf of the Council, management and staff and indeed on my own behalf, I wish to express my gratitude.



Beauty Siansende Zimba (Mrs).
REGISTRAR/CEO

PART I

INTRODUCTION

The Nursing and Midwifery Council of Zambia (NMCZ) is a regulatory body established by an Act of Parliament (Nurses and Midwives Act No 10 of 2019). One of the responsibilities of the Council among others is to set standards and enforce compliance through regulation of:

- i. Education and Training of Nurses and Midwives
- ii. Professional Conduct of Nurses and Midwives
- iii. Higher Education Institutions approved to offer nursing or midwifery programs.
- iv. Nursing and Midwifery facilities

In view of the changes in the delivery of health care services in Zambia and the need to keep abreast with the trends locally, regionally and internationally, the Code of Ethics for nurses and midwives is imperative to achieve and maintain quality standards of nursing and midwifery education and practice.

The Code of Ethics is designed to guide the practitioners in the execution of their duties in order to maintain quality standards of nursing and midwifery education and practice. This Code outlines the nursing and midwifery profession's commitment to respect, promote, protect and uphold the fundamental rights of people who are consumers of nursing and midwifery care.

The Code of Ethics should be utilized in conjunction with the following documents:

- i. *Nurses and Midwives Act, 2019*
- ii. *Nurses and Midwives (Professional Misconduct) Regulations*
- iii. *Nurses and Midwives (Disciplinary) Rules*
- iv. *Professional Regulatory Framework*
- v. *Scope of Nursing and Midwifery Practice*
- vi. *Nursing and Midwifery Standards*

The above documents, together with other published standards provide a framework for accountable and responsible nursing and midwifery practice in all clinical, management, education and research areas.

PURPOSE

The purpose of the Code of Ethics for Nurses and Midwives is to guide the practitioners in the execution of their duties in order to maintain quality standards of nursing and midwifery education and practice. This can be achieved through empowering nurses and midwives to:

- i. Maintain the fundamental ethical standards and values that are incorporated in other endorsed professional nursing and midwifery guidelines and standards of conduct, to which the two sister professions are committed to.
- ii. Provide a reference point for nurses and midwives when reflecting on their conduct and those of others in the two professions.
- iii. Guide nurses and midwives' ethical decision-making in both education and practice

- iv. Indicate to nurses and midwives, the standards of practice and ethical values that the community expects them to uphold.

TARGET AUDIENCE OF THE CODE

The Code of Ethics is intended for all categories of nurses and midwives who provide healthcare services to the public. It is also intended to guide the recipients of nursing and midwifery services, the public, policy makers, employers, and other professionals, on what is expected of nurses and midwives as they provide care.

ETHICAL PRINCIPLES

Ethical principles are moral values and constitute the basis for a nurse's and midwife's decisions on consideration of consequences and universal moral principles when making clinical judgments. They provide a foundation for nursing practice. Below are the basic moral principles inherent in the practice of nursing and midwifery in Zambia.

1. Autonomy

Autonomy in nursing and midwifery refers to the ability of nurses and midwives to make independent decisions within the scope of their practice. This includes assessing, diagnosing, planning, implementing and evaluating patient care based on evidence-based practices and the individual need of the patient. Autonomy is important in nursing and midwifery practice as it improves patient outcomes, promotes job satisfaction and efficiency (Gaines, 2023).

Autonomy also involves the provision of adequate information to the patients and allow them to make their own decisions based on their beliefs and values. Additionally, it requires nurses and midwives to provide health care to all patients and make independent decisions about the treatment of the patient without being influenced by biasness or prejudice.

2. Justice

Justice in nursing means treating all patients equally and fairly. Patients should not be judged unfairly or treated any differently based on their race, religion, sex and socioeconomic status. Nurses and midwives are therefore at all times expected to act fairly and equitably where there is competition of interest among parties, groups or individuals.

Interest could arise in cases relating to access of health care resources, prioritizing care or any situation that may be perceived or regarded as unequal. For example, fairness in distribution of resources, equal access and rights to services, fair opportunity rule, non-discrimination, and equal movement of clients through levels of care. It is therefore imperative that nurses and midwives pursue justice and endeavor to advocate on behalf of vulnerable and disadvantaged health care users and be able to justify their decisions and actions.

3. Beneficence

The principle of beneficence means that nurses and midwives should act in the best interests of their patients. This includes providing care that is likely to improve the patient's health, avoiding actions that could harm the patient, and respecting the patient's choices about the care they receive. In practice, nurses and midwives are expected to balance the potential benefits and risks of any proposed treatment. Nurses and midwives are, therefore, required to be good and to choose the best options of care given and act with kindness at every given time.

4. Non-maleficence

Non - maleficence means doing all you can to prevent harmful effects from happening to the patient, thus providing safe care. The nurse or midwife is required to consciously refrain from doing harm of any nature whatsoever to health care users, individuals, groups and communities.

5. Veracity

This is the duty to tell the truth. The nurses and midwives are required to act with truthfulness and honesty and ensure that the information provided to and on behalf of patients/clients is safely guarded and not shared without consent from the health care user. This also entails being honest about a patient's diagnosis, prognosis, treatment options, and the risks and benefits of those options

6. Fidelity

The quality of being loyal and not betraying the trust of patients/clients. This entails respecting, protecting, and maintaining confidential information pertaining to the delivery of health care, including health records of health care users.

7. Accountability

Accountability in nursing and midwifery means being answerable for one's actions and decision, including acknowledging and rectifying mistakes. It ensures that nurses and midwives uphold professional and ethical standards, which is essential for maintaining trust and delivery of high-quality patient care. For example, if a medication error occurs, a nurse or midwife must report it immediately and take steps to mitigate any potential harm.

PART II

GUIDING FRAMEWORK

This Code contains six value statements. Nurses and midwives are encouraged to use the statements as a guide when reflecting on the degree to which their clinical, managerial, educational or research practice demonstrates and upholds those values. Nurses and Midwives are personally accountable for their practice and in their exercise of professional accountability, they must observe and practice professional ethical responsibilities.

CODE OF ETHICS – VALUE STATEMENTS

- i. Value statement 1 – Nurses and Midwives value quality nursing and midwifery care for all people
- ii. Value statement 2 – Nurses and Midwives value quality nursing and midwifery practice
- iii. Value statement 3 – Nurses and Midwives value professional integrity
- iv. Value statement 4 – Nurses and Midwives value research
- v. Value statement 5 – Nurses and Midwives value policy and advocacy
- vi. Value statement 6 – Nurses and Midwives value leadership and management

VALUE STATEMENT 1

1.0 NURSES AND MIDWIVES VALUE QUALITY NURSING AND MIDWIFERY CARE FOR ALL PEOPLE

1.1 Nurses and Midwives ethical responsibilities:

A nurse or midwife as a provider of care must:

- 1.1.1 Develop partnerships with patients/clients in the provision of care
- 1.1.2 Support the rights of individuals, families and communities in participation of their care
- 1.1.3 Act without discrimination to those in his/her care
- 1.1.4 Be responsible for safeguarding and maintaining trusting relationships with patients/clients
- 1.1.5 Provide and promote privacy and confidentiality to patients and clients under care
- 1.1.6 Protect patient/client from harmful and unethical practices.
- 1.1.7 Advocate for patient and client safety
- 1.1.8 Respect the culture, values and beliefs of patients and clients
- 1.1.9 Provide nursing and midwifery services to promote health and wellbeing of patients and clients
- 1.1.10 Treat all patients and clients equally and without judgement
- 1.1.11 Endeavor to communicate politely with all patient relatives and colleagues

VALUE STATEMENT 2

2.0. NURSES AND MIDWIVES VALUE QUALITY NURSING AND MIDWIFERY PRACTICE

2.1. Nurses and Midwives ethical responsibilities

A nurse or midwife as a provider of care must:

- 2.1.1. Ensure safety and quality care to different groups of clients receiving nursing and midwifery care according to standards.
- 2.1.2. Respect human rights and dignity
- 2.1.3. Be accountable and responsible for own acts and omissions while practicing nursing and midwifery
- 2.1.4. Practice within one's qualifications, competences, knowledge and experience, and consult and/or refer clients for further management.
- 2.1.5. Keep clear and accurate records of the discussions had, assessment made treatment and medicines given and how effective they have been.
- 2.1.6. Complete records as soon as possible after an incident has occurred.
- 2.1.7. Make sure any entries made in clients records are clearly and eligibly signed dated and timed
- 2.1.8. Apply infection prevention and control at all times to ensure safe practice environment
- 2.1.9. Provide care to individuals, families, groups and communities with respect and cultural diversity while also working to eliminate harmful practices
- 2.1.10. Actively seek personal, intellectual and professional growth throughout his/her nursing and midwifery career integrating it with practice.
- 2.1.11. Maintain a standard of personal health such as the ability to provide care as not compromised
- 2.1.12. Obtain consent before providing any treatment or care
- 2.1.13. Protect all Confidential Information concerning the clients obtained in the course of professional practice and make disclosures only with consent.
- 2.1.14. Ensure that use of technology and scientific advances are compatible with the safety, dignity and rights of patients and clients.
- 2.1.15. Maintain standards of personal conduct which reflects well in the professional to enhance its public image at all times

VALUE STATEMENT 3

3.0. NURSES AND MIDWIVES VALUE PROFESSIONAL INTEGRITY

3.1. Nurses and Midwives ethical responsibilities

A nurse or midwife as a provider of care must:

- 3.1.1. Be responsible for own registration and licensure and that of colleagues
- 3.1.2. Be responsible for own decisions and actions and accountable for related outcomes in the care of patients and clients.
- 3.1.3. Refuse to participate in activities for which they hold deep moral opposition; notwithstanding that emphasis on individual conscience do not deprive patient/client or essential health services.
- 3.1.4. Must be open and honest act with integrity and uphold the reputation of the professional at all times.
- 3.1.5. Resolve conflicts within professional through consultations with other professional bodies and authorities.
- 3.1.6. Refuse any gift, favour or hospitality from clients currently under their care which might be interpreted as a bribe, nepotism or seeking to extend influence to obtain preferential consideration.
- 3.1.7. Participate in the development and implementation of health policies that promote the health of individuals, families, communities and the entire population.
- 3.1.8. Desist from soliciting for money from patients and clients.

VALUE STATEMENT 4

4.0. NURSES AND MIDWIVES VALUE RESEARCH

4.1. Nurses and Midwives ethical responsibilities

A nurse and midwife as a provider of care must:

- 4.1.1. Deliver care based on the best available evidence or best practices
- 4.1.2. Ensure that any advice given is evidence based if he or she is suggesting health care services or products
- 4.1.3. Conduct, disseminate and utilize the research results to provide evidence-based nursing care
- 4.1.4. Develop core research professional knowledge supporting evidence-based practice
- 4.1.5. Ensure ethically acceptable research that will contribute to nursing and midwifery education, practice and management
- 4.1.6. Develop and share nursing and midwifery knowledge through a variety of processes such as peer review and research.
- 4.1.7. Ensure that their professional status is not used to promote commercial product.

- 4.1.8. Declare any financial or other interest in relevant organizations providing goods and services and ensure that their professional judgement is not influenced by any commercial consideration

VALUE STATEMENT 5

5.0. NURSES AND MIDWIVES VALUE POLICY AND ADVOCACY

5.1. Nurses and Midwives ethical responsibilities

A nurse or midwife as a provider of care must:

- 5.1.1 Advocate for health policies and decision-making procedures that are comprehensive and promote fairness and inclusiveness in health resource allocation.
- 5.1.2 Promote appropriate and ethical care at the institutional and community levels by participating in the development, review and implementation of policies and procedures desired to make the best use of resources of current knowledge and research.
- 5.1.3 Participate in the formulation of sound policies that promote the growth of the profession and improve the quality of nursing and midwifery care
- 5.1.4 Advocate for and participate in the development of policies that affect nursing and midwifery including appropriate staffing patterns that are responsive to increased disease burden and heavy workloads.
- 5.1.5 Advocate for improvement of health welfare for all patients and clients including vulnerable populations.
- 5.1.6 Advocate for policies that safeguard, protect and preserve client and patient's confidentiality and intervene if the security of confidential information is jeopardized.
- 5.1.7 Work in collaboration with stakeholders to ensure availability, accessibility and affordability of health care services at all levels of health care delivery system.

VALUE STATEMENT 6

6.0. NURSES AND MIDWIVES VALUE LEADERSHIP AND MANAGEMENT

6.1. Nurses and Midwives ethical responsibilities

A nurse or midwife as a provider of care must:

- 6.1.1. Allocate appropriate personnel with relevant skills to provide quality nursing and midwifery services.
- 6.1.2 Uphold the standards of Nursing and Midwifery practice by maximizing utilization of available resources.
- 6.1.3 Uphold the principles of leadership, accountability, partnership and sustainability in the delivery of health care; recognising and respecting the contributions of other members of the health care team.
- 6.1.4 Report to an appropriate authority or person any circumstances in the environment of care which could jeopardize standard of practice and quality of care.
- 6.1.5 Report to an appropriate person or authority when it appears that the health or safety of colleagues is at risk as such circumstances may compromise the standards of practice and care.
- 6.1.6 Conduct Supportive Supervision to nursing and midwifery staff under one's charge.
- 6.1.7 Develop and maintain mentorship systems that strengthens nursing and midwifery services and their management.
- 6.1.8 Support professional colleagues in the context of their knowledge, experience and sphere of responsibility to develop their professional competence and assist others in the health care team to contribute safely to the provision of quality care to a level appropriate to the roles.
- 6.1.9 Develop innovating approaches for management of resources and health services utilizing various models of care that do no compromise quality of care and professional standards.
- 6.1.10 Advocate and initiate clear structures that promote clinical and management career progression within the health service provider organization structures

PART III

ADMINISTRATION OF THE CODE OF ETHICS

Application of the Code of Ethics for Nurses and Midwives

A. PRACTITIONERS

- i. It is the responsibility of the individual practitioner to acquire a copy of the Code of Ethics from NMCZ.
- ii. It is the responsibility of the individual practitioner to ensure that he or she reads and understands the obligations placed upon him or her through the Code of Ethics for Nurses and Midwives.

B. EMPLOYERS

- i. It is the responsibility of the employer to acquire a copy of a Code of Ethics from NMCZ.
- ii. Each employer is responsible to ensure that the code of ethics is understood by all nurses and midwives including the stakeholders.
- iii. It is the responsibility of the employer to provide an enabling environment for the nurses and midwives to uphold the code of ethics.
- iv. It is the responsibility of the employers to ensure that they have in place a mechanism for implementing the Code of Ethics.

C. CONSUMERS

- i. The rights of the consumers shall be respected in the delivery of care through the Code of Ethics.

D. BREACH OF THE CODE OF ETHICS

Breach of the Code of Ethics will warrant disciplinary action to be taken against the offender as outlined in the Disciplinary Code.

E. GRIEVANCE

Any Nurse/midwife who has any grievance regarding the application of the Code of Ethics herein, can, after following the laid down procedures of the institution, complain in writing to the Registrar of the Council.

PART IV

DISCIPLINARY CODE OF CONDUCT FOR NURSES AND MIDWIVES

I. CONDUCTS IN CONTRAVENTION OF THE ACT

Section	Professional misconduct	Description of misconduct	Penalty
			1st Breach
Breaches Contravening the Act Section	Late Registration	Failure to register a qualification registrable by NMCZ within the stipulated time frame.	Administrative penalty
	Failure to display practicing certificates	Failure to display practicing certificates at the place of work- (Sec25)	Counsel
	Failure to notify the Registrar	Failure to notify the Registrar of changes in the registration particulars -(Sec20)	Counsel
	Transfer of practicing certificate	Transfer of practicing certificate by a Nurse or Midwife to a third party (Sec30)	Cancellation of registration certificate
	Failure to surrender the cancelled Registration or practicing certificate	Failure to surrender the cancelled Registration or practicing certificate by a Nurse or Midwife to the Council within 7 days of cancellation-(Sec32)	Administrative Penalty fee
	Prescribing of a listed medicine and allied substances without a certificate of competence.	A nurse/midwife who prescribes a listed and allied medicine without a certificate of competence - (Sec51(2))	Censure

II. DISHONESTY CONDUCT

Section	Professional misconduct	Description of professional misconduct	Penalty	
			1st Breach	
Theft and other dishonesty acts	Theft	Theft of property from the health facility and/or nursing or midwifery institution	Cancellation of registration certificate	
	Any other theft against the laws in place	Committing any other form of theft not described or outlined in this document	Cancellation of registration certificate	
	Other acts of dishonesty/unprofessionalism	Offer of and/ or acceptance of bribes and other favour		Censure
		Nepotism: exerting one's influence to favour a category of clients, colleagues, religious, political or any other grouping		Censure
		Being involved in any corrupt practices as a nurse or midwife		Cancellation of registration certificate
		Plagiarism – use of another person's work, words or ideas such as NMCZ documents without giving appropriate credit		Censure
		Use of one's professional status for pecuniary benefit		Censure
		Use of one's professional status to gain sexual advantage over student nurses and/or midwives and clients		Cancellation of registration certificate
		Practicing outside the scope of nursing and midwifery practice		Caution

		Getting involved and/or aiding examination malpractice	Cancellation of registration certificate
		Use of a badge or uniform for which a person is not registered for under this Act	Censure
		Use of another practitioner's registration or practicing certificate	Cancellation of registration certificate
		Masquerading to be any other professional other than that of a nurse and or midwife	Cancellation of registration certificate
Impersonation	Impersonating another licensed nurse, midwife or specialist or another person to use practitioner's certificate	Acting or pretending to be another person or practicing outside the scope of nursing and midwifery practice.	Cancellation of registration certificate

III. FRAUDULENT AND DECEITFUL CONDUCT

Section	Professional misconduct	Description of professional misconduct	Penalty	
			1 st Breach	2 nd Breach
Fraudulent and Deceitful Conduct	Fraudulent	Unjustifiably claiming or being credited with particular accomplishment or obtaining, doing something through deception especially criminal deception such as Registration	Cancellation of registration Certificate	-

	by fraud		
False representation	Knowingly making an untrue or incorrect statement regarding a material fact in issuance of registration certificate or practicing certificate	Cancellation of registration Certificate	-
	Concealment of material facts during registration or in issuance of practicing certificate	Cancellation of registration certificate	
Unauthorized entry	Make or cause un authorized entry, alteration or erasure in a register or any other certified copy of any entry, register or certificate	Cancellation of registration certificate	
False qualification	Forging any document purporting to be a nursing and or midwifery professional certificate	Cancellation of registration Certificate	-

IV. UNLAWFUL DISCLOSURE OF INFORMATION

Section	Professional misconduct	Description of Professional misconduct	Penalty	
			1 st Breach	2 nd Breach
Unlawful Disclosures	Unlawful Disclosures	Issuing unauthorized press statement with regards to the	Suspension	Cancellation of registration

	profession, clients and work place		certificate
Unauthorized advertising	Developing and posting of unauthorized advertisements on social media of one's image in a prescribed uniform for purposes of advertising one's or other's services	Censure	Suspension
	Posting on social media client's picture without their permission	Censure	Suspension
	Participating in any commercial advert in uniform without permission from NMCZ.	Caution	Suspension
Unauthorized publication	Publication or disclosure of unauthorized information relating to NMCZ that comes to the knowledge of the practitioner or student in the course of their duties or training without written consent of the Council.	Suspension	Cancellation of registration certificate
Misinformation and or misrepresentation	Releasing unverified and false information likely to bring the nursing or midwifery profession into disrepute.	Suspension	Cancellation of registration certificate

V. COURT PROCEEDINGS

Section	Hearing Outcome	Description	Penalty	
			1 st Breach	2 nd Breach
Court Proceedings	Conviction	Being found guilty of offences related to the Nurses and Midwives Act or any other law and imprisoned for a period of more than six months (regardless of whether the sentence is suspended or not) without the option of a fine.	Cancellation of Registration certificate	-

VI. PREJUDICIAL AND DISREPUTABLE CONDUCT TO THE PROFESSION

Section	Professional misconduct	Description of professional misconduct	Penalty	
			1 st Breach	2 nd Breach
Conduct that is prejudicial to the nursing or midwifery profession, or is likely to bring the nursing or midwifery profession into disrepute	Unprofessional behaviour	Practicing under the influence of alcohol	Caution	Censure
		Drinking alcohol on duty	Caution	Censure
		Abusive language towards staff, students, and patients	Caution	Censure
	Fighting	Fighting, beating or disorderly behavior in uniform and/or	Censure	Suspension

	on duty		
Solicitation of gifts	Accepting and soliciting gifts from clients with a view to providing preferential treatment	Suspension	Cancellation of registration certificate
Wearing of wrong Uniform on duty	Failure to be in a prescribed uniform on duty.	Caution	Censure
Artificial nails, eye lashes and exposed ink tattoos.	Wearing artificial and /or screaming coloured nails whilst on duty	Caution	Censure
	Wearing artificial eye lashes whilst on duty	Caution	Censure
	Wearing of ink tattoos on exposed body parts whilst on duty.	Caution	Censure
Cell phones, ear pieces and any other electronic devices	Use of cell phones and/or ear pieces and any other electronic devices whilst on duty	Censure	Suspension of practicing certificate
Procuring criminal abortion	Procuring, aiding, attempting, agreeing or offering to procure or assist in criminal abortion	Cancellation of registration certificate	-

VII. VARIOUS BREACHES OF THE CODE OF ETHICS

Section	Type of Offense	Description	Penalty	
			1 st Breach	2 nd Breach
Nursing and Midwifery Practice	Incompetence	Inability to perform required nursing and/or midwifery procedures according to the level of training	Censure and provide mentorship	Re-training
		Administering of overdose and/or under-dose of medicines and allied substances	Censure	Re-training
		Erroneous prescription of care and/or medicines and allied substances.	Censure	Re-training
		Failure to supervise personnel to whom nursing and/ or midwifery tasks were delegated.	Caution	Censure
		Failure to refer patient to appropriate practitioners.	Censure	Suspension
		Giving improper explanation to a patient relating to an operation or procedure	Censure	Re-training
		Failure to observe patient's condition	Censure	Re-training

		and respond appropriately		
		Failure to implement the curricula according to guidelines	Censure	Suspension
		Failure to maintain set standards of education in Training Institution	Censure	Suspension
		Failure to carry out prescribed instructions and/or administer care	Censure	Re-training
		Failure to document care provided	Censure and provide mentorship	Suspension
		Poorly documented care given	Censure and provide mentorship	Suspension
		Failure to provide safe and clean patient's environment	Censure and provide mentorship	Suspension
		Failure to interpret patient assessment and/or observation findings	Censure and provide mentorship	Suspension
		Administering wrong medicine and allied substances	Censure and provide mentorship	Cancellation of registration certificate
	Negligence	Administering wrongly prescribed medicines and allied	Censure and provide mentorship	Re-training

	substances.		
	Failure or refusal to refer patient to appropriate practitioner on time	Censure and provide mentorship	Suspension of practicing certificate
	Failure or refusal to observe patient's condition and respond appropriately	Censure and provide mentorship	Suspension of practicing certificate
	Failure or refusal to implement the curricula according to guidelines	Censure and provide mentorship	Suspension of practicing certificate
	Failure or refusal to maintain set standards of education in Training Institution	Censure and provide mentorship	Suspension of practicing certificate
	Enrolling a student into training institution without stipulated entry requirements	Censure and provide mentorship	Suspension of practicing certificate
	Failure or refusal to secure client's property resulting into loss	Censure and provide mentorship	suspension of practicing certificate
	Failure or refusal to adequately assess and/or observe the patient	Censure and provide mentorship	Suspension of practicing certificate or re training
	Use of cell phones and/or ear piece and any other	Censure and provide mentorship	Suspension of practicing

	electronic devices whilst on duty		certificate
	Delegating tasks to unqualified personnel	Censure and provide mentorship	Cancellation of practicing certificate
Patient abuse	Causing deformity or death of patient	Cancellation of registration certificate	-
	Neglecting giving prescribed medicines and allied substances for treatment	Censure and provide mentorship	Cancellation of registration of certificate
	Abuse of patients physically	Cancellation of registration of certificate	-
	Abuse of patients emotionally.	Censure and provide mentorship	Cancellation of registration certificate
	Sexual harassment of patients and fellow practitioners	Cancellation of registration certificate	-
	Violation of patient's rights	Censure and provide mentorship	Suspension of registration certificate
	Failure or refusing to offer professional assistance to a patient	Censure and provide mentorship	Cancellation of registration certificate
	Assigning nursing and/or midwifery tasks to patients and/or support person(s) who have	Censure and mentorship	Suspension of registration certificate

		no ability or knowledge and skill to perform such duties		
		Causing deformity or death of patient	Cancellation of registration certificate	-

APPEALS

All the appeals should be to the High Court within thirty (30) days from the date of receipt of the Council's verdict (disciplinary decision).

CONCLUSION

The Code of Ethics will ensure that there is uniformity in professional conduct amongst nurses and midwives. Consequently, it will positively contribute to the delivery of quality nursing and midwifery care services. It will empower the nurses and midwives to uphold the professional ethics and improve the image of the nursing and midwifery profession in Zambia and beyond.

Furthermore, the Code of Ethics will form a basis for interpersonal relationships amongst nurse, midwives and stakeholders, and consequently enhance collective responsibility in the provision of nursing and midwifery care and educational services.

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Kathleen Gaines, 2023

APPENDIX 1: List of Contributors

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APPENDIX 2: Nurses Pledge

In the full knowledge of the obligation I am undertaking, I promise to care for the sick, with the skill and understanding I possess, without regard to race, creed, colour, politics or social status, sparing no effort to conserve life, to alleviate suffering and promote health.

I will respect at all times the dignity and religious beliefs of the patient under my care, holding in confidence all personal information entrusted to me and refraining from any action that may endanger health.

I will endeavor to keep my professional knowledge and skill at the highest level and give loyal support and cooperation to all members of the healthcare team.

I will do my utmost to honour the international code of ethics applied to nursing and to uphold the integrity of the nurse.

SO, HELP ME GOD.

ANNEX I: MEANING OF THE LAMP IN THE PLEDGE OF SERVICE

The lamp in your hand is a symbol of those who keep vigil of the sick. It is the symbol of the philosophy of the nursing profession that those who nurse should be a light unto others.

It confirms that you are prepared to carry-out your professional acts in accordance with legal and ethical codes of your profession and that you are prepared to care for man in his uniqueness with knowledge and compassion. It is the symbol that indicates that you are prepared to be:

- i. The eyes of the blind who are sick
- ii. The power of movement for those who cannot move
- iii. The hands of those who do not have the strength to care for themselves
- iv. The comforter of those who are alone and grieve
- v. The nourisher of those who cannot act
- vi. The protector of those who are hopeless and those who are vulnerable
- vii. The mind of those who are unconscious
- viii. The one who has to ward-off hazard threatening the sick
- ix. The intermediary between the doctor and other members of the healthcare team and patients
- x. The advocate of those who have health problems if confirms that you are as a Professional Nurse you are prepared to submit to the discipline of your profession
- xi. Role model of the profession

I give you the light of nursing, let oil of knowledge and of love always ensure that your lamp burns brightly.

God Bless you all

Thank you