



UNMC NEWSLETTER

ISSUE 4 | Governing Council Edition

July – September 2024

UNMC GOVERNING COUNCIL SWEAR-IN

Commitment: The chairperson Governing Council, pledges commitment and support to Government efforts towards advancing better health services...

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(L-R) Dr. Elizebeth Ekong (Chairperson Governing Council), Hon. Anifa Kawooya (State Minister of Health in charge of General Duties) and Ms. Nimwesiga Christine (Registrar, UNMC) at the swearing-in ceremony.

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EDITOR'S NOTE



Dear Reader,

I am thrilled to bring forward to you the 4th Issue of the UNMC Newsletter (Governing Council Edition). In this Issue, we present events/ activities carried out by UNMC and its various stakeholders. The major highlight in this Issue is the swearing-in and inauguration of UNMC governing council members, and we profiled all members in this issue.

We are also glad to share various updates about UNMC, especially on registration and licensure of Nurses and Midwives in Uganda. During this quarter, we received a list of all Nurses and Midwives who completed their internship for full

registration, and the process of registration has already started; read on what is in store for graduate Nurses and Midwives and how to register with us.

As the team behind the UNMC Newsletter, it is imperative that we express our gratitude to you our reader. Thank you for always taking time and read through our articles. We have always received positive feedback from you, and we don't take it for granted.

We believe that like you have done in the previous Issues, you will find this Issue interesting and pleasing to you. Kindly send us feedback on our social media platforms on where we can improve.

Enjoy reading!

Ampeire Jacob

Public Relations & Communications Officer.

THE NEWLY APPOINTED NURSES AND MIDWIVES GOVERNING COUNCIL BOARD, SWEARS IN.



UNMC Governing Council members take a picture together after swearing-in ceremony on 6th September 2024, at Kolping Hotel, Kampala

On Friday, 6th September 2024, the newly appointed Nurses and Midwives Council took oath of office for another term. The swearing-in ceremony took place at Kampala Kolping Hotel, and was graced by Hon. Anifa Kawooya Bangirana, the State Minister of Health in charge of General Duties, who commended the Board for the excellent work done during the past term.

In her remarks, Hon. Anifa Kawooya congratulated the newly appointed board, and reminded members of their role in ensuring quality health care services in Uganda. The Minister also expressed her disappointment in the quality of services provided by some Nurses and Midwives, who she said are unprofessional in the way they work. The Minister thus

called up the Council to focus on improving the quality of health care and services in Uganda.

“As you are aware, Nurses and Midwives are chosen by God; to love and serve, to save lives. It is the board that will make sure that Nurses and Midwives implement what they sworn to do. It is also your responsibility to improve the quality of health care and services in the country.” Hon. Kawooya said.

According to His. Worship John Paul Edoku, the commissioner of oaths, official oath ushers one into office, and the oath of secrecy, on the other hand implies that in the performance of one’s duties, the words they mention while taking

oaths shall not be for formality, but must be taken at heart and should at all-time remind Council members of their responsibility to Ugandans when performing their duties as Council members.

His Worship John Paul Edoku, in his remarks after presiding over the process of administering oath to the new council, he urged Council members to work towards achieving the mandate of Uganda Nurses and Midwives Council.

“As we stand here, as the new governing council, I believe that we shall continue working towards the great mandate of this council and we shall continue ensuring that the Nursing and Midwifery profession moves to the next level, while serving this county and beyond.” **His worship Edoku said**

“The council you are coming in, or you have already assured office to perform its mandate is very important to Uganda, because you regulate, you supervise the Nurses and Midwives, and we know the roles they perform in our lives.” **He added**

Dr. Elizabeth Ekong, the chairperson Governing Council, pledged commitment and support to Government efforts towards advancing better health services. In her remarks after swearing in, she expressed the need to advocate for better working conditions for Nurses and Midwives in the country.

“I would like to assure the government and our stakeholders,

that UNMC is fully committed to support the Ministry of Health’s effort in advancing the Universal Health Coverage and improving the health outcomes across the country.” **Dr. Ekong said**

“We recognize that if we collaborate with the Ministry of Health, partners and other regulatory bodies, we can achieve the desired outcome. We must continue to engage policy makers and other stakeholders to address the critical issues that impact our profession, and this include the staffing shortage, enumeration, professional development and the working conditions that allow our nurses and midwives to perform their tasks very well.” **Dr. Ekong added.**

Ms. Nimwesiga Christine, the Registrar highlighted some of the key achievements that UNMC has registered over the years, which included an increase in the number of registered Nurses, Midwives, and private practice health units.

According to Ms. Nimwesiga, as of August 2024, the Council has registered 119,957 Nurses and Midwives, and 974 private health units. She further said that there is a great Improvement in compliance following the introduction of online registration and licensure system, with compliance rate at 76%.

The Governing Council of UNMC is appointed by the Minister of Health to provide strategic oversight over all activities of UNMC, and is comprised of 17 members,

including ex-officio members such as, the Commissioner for Nursing Services, the Chief Training Officer, and Senior Principal Nursing Officers (SPNO) from Mulago and Butabika Hospitals. Other members represent key bodies such as, the Uganda

Nurses and Midwives Association, public health nurses, psychiatric nurses, NGO Hospital Nurses, and Private Midwives, among others.



Dr. Ekong Elizabeth Namukombe, Chairperson



Nimwesiga Christine, Secretary



Marc Kalanzi, Member



Alura Christine, Member



Dr. Safinah Kisu Museene, Member



Mbabazi Kyalituha Winfred, Member



Agathra Kaala, Member



Halimah Nanziri Mayanja, Member



Dr. Kisuule Ivan, Member



Kamugisha Robert, Member



Prof. Tom Ngabirano, Member



Nyamutale Peter, Member



Nampiima Eva Kakonge, Member



Nyamutale Peter, Member



Nannyonga Florence, Member



Birike Jenipher, Member

INTERVIEW WITH THE CHAIRPERSON GOVERNING COUNCIL



*Dr. Ekong Elizabeth Namukombe
Chairperson Governing Council*

1). First, congratulations upon your re-appointment as the chairperson Governing Council. How does it feel being at the helm of regulating the Nursing and Midwifery profession in Uganda?

Being at the top of the regulatory body for the Nursing and Midwifery feels great. I feel greatly honored to be at the top decision-making body as far as regulation is concerned. A feeling that puts you at a level wanting to know the best way to do it in order to meet the required standards, but also stakeholders' expectations.

2). When you reflect on the past term, how did the Council perform in relation with the Council's mandate?

Looking at the past terms of office, I feel the Council achieved some good Milestones in terms of its mandate. UNMC 's mandate is to: protect the public from unsafe Nursing and Midwifery practices, ensure quality of Nursing and Midwifery service, foster the development of the profession, and confer responsibility, accountability, identity and status of the Nurses and Midwives. By October 10th 2024, the Council has recognized registration of 23111 Nurses (Diploma qualification to PhD level). Of the 23,111 registered nurses, those with active licenses were 15,913, and those that had expired licenses were 7,198, giving us a compliance of 69%. There were 11,298 registered Midwives (those with diploma qualification to PhD level). The registered midwives with active licenses were 8938, and those with expired ones were 2311, giving us a compliance of 79%. Enrollment (those at certificate level) was at 56,296 nurses, with 40097 having active licenses and 16199 having expired ones. This gives a compliance of 71%. There were 21948 enrolled midwives, 19216 having active licenses and 2732 having expired ones. This gives a compliance of 76%. Generally, the total number of nurses licensed to practice is 79407, those with valid licenses being 56010; while the total number of midwives licensed to practice were 33197 and those with valid licenses were 28154. The overall compliance was at 75%.

Implementation and rolling out of the online registration/ enrollment and licensure were done.

There were a number of policy documents reviewed and developed. Those that were reviewed included: the strategic plan 2024/2029; standards for the nursing and midwifery practice, private practice guidelines for nurses and midwives, Human Resource Manual, Scheme of service, Finance and Accounting policies and procedures, internal Audit Charter, Audit Committee Charter. Those that were developed include: Scope of practice for nurses and midwives, Regulations for the UNMC Act of 1996, mentorship guidelines for student nurses and midwives, Standards for online interviews, Continuous Professional Development (CPD) Guidelines, Monitoring and Evaluation framework, and other operational guidelines for the institution.

3). Do you feel there is unfinished business in the past term that you need to accomplish?

Definitely. The work of online registration and licensure ought to be completed. Following our benchmark from the neighbors in Kenya, we learnt that we ought to work at improving our infrastructure by developing our ICT unit ranging from increasing personnel, servers, networks, storage and equip regional centres, given the increasing number of clients needing the services. This goes hand in hand with adequate space, which we must have. There is need to continue training and empowering nurses and midwives on the use of the online registration and enrollment system, and disseminating the scope of practice for nurses and midwives. In the past term, we had started on the process of having expanded UNMC office premises which needs to be followed through to completion. We started on developing the principles for review of the UNMC Act of 1996 that require continuity for completion.

4). What key milestones have you achieved together with your fellow council members so far, in ensuring that Ugandans receive quality services from nurses and midwives?

Strengthening the structures through developing and reviewing policy documents for the institution, human resource enhancement, implementing the online registration/enrolment and licensure system, celebrating 100 years of existence for the Uganda Nurses and Midwives Regulation body that launched a re-commitment of nurses and midwives to their professional code of conduct, leveraging through research grants, strengthening the local, regional and international collaboration and partnerships through physical activities like support supervision, meetings, training workshops, conferences, monitoring and evaluation. We have been able to handle a number of disciplinary cases to completion through the multisectoral approach. The Council takes

pride in the role played by the different stakeholders in regulating the profession. Council members, through their different constituencies, play a critical role in advocating for the implementation of the professional standards and guidelines that are in place, promoting the quality of the nursing and midwifery practices hence, safeguarding the public.

5). In your own opinion, what makes the nursing and midwifery professions special in any country's health care system?

Good question. The nursing and midwifery professions operate their practice using three major frameworks: The nursing /Midwifery process, the Nursing and Midwifery Theories, and Research. Nurses being the first health care providers to encounter with the clients/patients most of the time, it makes them stand out in the way they do this! We know the adage that goes: "The first Impression lasts longer". If the first impression captures the client's attention, it makes the work of the subsequent health professionals easier. Therefore, nurses and midwives have to be prepared to capture the attention of the clients or patients, to enable them stay or come back for continued health care. They do this through the nursing process that allows them to carry out a comprehensive assessment, make nursing diagnoses, develop a plan of care, implement, monitor, and evaluate. Nurses and midwives make a foundational assessment that the rest of the health professionals build on. The foundational assessment is very critical in determining the problem that the client/ patient presents with, and the treatment plan to be followed. Nurses and midwives are the health care provers that spend more time with the client or patient. This gives them an opportunity to build a relationship that enables them to explore the surrounding issues and factors associated with the presenting problem, administer and monitor the agreed intervention or treatment to inform the next course of action. The nursing and midwifery theories together with existing evidence (Research) inform all these nursing/midwifery actions. Therefore, nurses and midwives are at the center of the health care system.

6). How committed is UNMC in ensuring Government achieve her efforts in advancing the Universal Health Coverage and improving the health outcomes across the country.

Great! This goes back to the critical role of UHC in global health of promoting effective provision of affordable, acceptable, high-quality healthcare services. Looking at who could do this, nurses and midwives were placed at the center. As it executes its mandate, UNMC is committed to work with the different stake holders, partners and sectors to continually review the different policy documents that promote provision of quality nursing and midwifery services, register/

enroll and license nurses and midwives who meet its standards in order to safeguard the public, and work with key stakeholders to grow and advance the profession to meet the needs of the professionals and the people they serve.

7). In the recent years, UNMC has put focus on research for nurses and midwives, how important is research in the nursing and midwifery profession?

Research is one of the key frameworks that drive the care provided by the nurses and midwives. Research is a source of knowledge base for the professions which provides evidence for the development of regulation standards and guidelines. Finally, it is important to empower nurses and midwives in research because they ought to make decisions based on evidence. Evidence-based decisions are clinically appropriate, cost effective and result into positive client outcomes.

8). The number of training institutions for nurses and midwives has increased in recent years, and so has the number of the nurses and midwives in Uganda. Is it a positive sign and how does it affect the regulation of standard?

For every living thing, growth is one of the characteristics for life. Therefore, the growing population of Uganda has to translate in the growing number of nurses and midwives if the demand for the health care services is to be met. This means, increase in the education institutions that prepare nurses and midwives. From my own perspective, this is positive and should not affect the regulation of standards. If the purpose of having more health institutions, nurses and midwives is to meet the demands of the healthcare services in the country or region, it is a good sign.

9). Regulating the nursing and midwifery profession is multisector, who are the key partners, and what is their contribution?

Nationally, UNMC works hand in hand with other health professional Councils like the Uganda Medical and Dental Practitioners Council, the Allied Health Professionals Council and Pharmacy Board since they regulate other professionals who work with the nurses and midwives in different health institutions. The collaboration helps to enforce the standards set by UNMC for their professionals (nurses and midwives). Ministry of Education and Sports is responsible for accrediting nursing and midwifery programs of study and licensing health education institutions offering those programmes. Ministry of internal Affairs- the Uganda Police Force is another key partner who have the right to prosecute nurses and midwives who commit crimes like stealing,

swapping babies, etc. Ministry of Justice and Constitutional Affairs- UNMC works directly with the office of the Solicitor General to handle its cases and seek guidance on issues that may attract legal implications. Parliament- debates & passes or refutes legal frameworks for the nursing and midwifery professions; Health Committee to Parliament-makes final decisions on professional issues that have not been resolved at the different levels.

Finally, UNMC works hand in hand with regional professional bodies like East Central and Southern Africa College of Nursing and Midwifery (ECSACONM); international bodies like International Council of Nurses (ICN), and International Confederation of Midwives (ICM) to ensure that the Ugandan nurses and midwives meet the regional and international standards and compete favorably.

10). How does the current Nursing & Midwifery practice compare to that of your time? Has anything changed?

I do not know what to regard as my time because I am still in practice. Nonetheless, the nursing and midwifery practice follow the health policies and guidelines developed basing on the health, social, economic, political, geographical/climatic trends from a global to a national perspective. Looking at the health trends, the changing disease burden and patterns in form of new pandemics and endemics together with the advancement in technology call for different treatment modalities and approaches. Therefore, nurses and midwives are expected to be lifelong learners in order to practice effectively. In this regard, UNMC require that nurses and midwives acquire the designated points for Continuous Professional Development (CPD) before renewing their practice licenses, which was not the case in the early days.

Secondly, the early nursing and midwifery practice followed the medical model, where the clients/patients depended on the medical provider's decision. In the current health care, client-centered approach is required. Therefore, nursing and midwifery professions have evolved from training certificate and diploma nurses and midwives to bachelor's and master's holders, some of which have advanced to PhD level. Such graduates are prepared to handle the emerging diseases and disasters, and deal with the trends in social, economic, political, geographical and climatic changes influencing the health of the people.

Some of the nurses have specialized qualifications in critical, neonatal, palliative care and psychiatric nursing.

11). To what extent does UNMC play an advocacy role of engaging policy makers and other stakeholders to address the critical issues that impact the profession?

UNMC works for the Ministry of Health. Therefore, it presents its performance reports and issues requiring the engagement of policy makers to the different management committees of the ministry. The honorable Minister for Health takes on the issues that require engagement with other policy makers and parliamentary action. UNMC also works hand in hand with employers of the professionals, associations, other regulatory councils, and interministerial committees to execute its advocacy role by making presentations on its vision, mission, mandate and functions to create awareness. It also shares its accomplishments and challenges with possible solutions, soliciting support from the relevant bodies including the civil society.

12). There are concerns of unprofessional behavior like absenteeism, extortion and mistreatment of patients by health professions. How best can they be addressed?

The professional code of conduct for nurses and midwives enlists absenteeism, extortion and mistreatment of patients as unprofessional behaviors that ought to be addressed according to the institutional policies and regulatory frameworks. Absenteeism equates to unprofessional and unethical conduct by the nurse or midwife. Extortion is an act of dishonesty. Mistreatment of patients entails abandonment of patients under one's care or neglect which can lead to injury or death. It can cost the image of the institution in addition to losing life.

The employing institution should provide policies on attendance to duty and procedures to deal with cases of absenteeism, on extortion and negligence. If the nurse or midwife does not heed to the existing policies, the employer can report him/her to the regulatory body with evidence of what was done to curb the behavior. The regulatory body follows the legal framework to exercise the disciplinary measures provided for.

13). What message do you have for nurses and midwives, both in training and practice?

First and foremost, I would like to appreciate the work of fellow Nurses and Midwives who have tirelessly served this nation in different roles and responsibilities. My humble reminder is that regulation of our profession is a responsibility of each one of us. We should observe our professional code of conduct and guard against unprofessional behaviors and practices jealously. Let us be each other's keeper.

Thank you!

18,470 NEW NURSES AND MIDWIVES TO BE REGISTERED



(L-R) Joyce Moriku Kanducu (State Minister for Primary Education), John Chrysestom Muyingo, (State Minister for Higher education), Ms. Christine Nimwesiga (Chairperson UNMEB and Registrar UNMC) and First Lady, Hon. Janet K. Museveni at the release of results on 26th September 2024, at State House Nakasero

Photo credit: @Educ_SportsUG

On 26th September 2024, Hon. Janet K. Museveni, the First Lady and Minister of Education and Sports released the 37th series of the Uganda Nurses and Examinations Board (UNMEB) of June 2024, in an event that took place at State House, Nakasero.

The First Lady, in her remarks, she commended UNMEB and the Ministry of Education and Sports, together with the Ministry of Health for continuously working together in training Nurses and Midwives every year.

Ms. Christine Nimwesiga, the Chairperson, UNMEB, in her speech she noted an increase in the total number of candidates in the 37th series compared to the 35th series of June 2023. According to the figures presented by Ms. Nimwesiga, a total number of 18,470 (Eighteen thousandfourhundredandseventy)

Nurses and Midwives qualified with Diploma and Certificate programs; 2,622 and 15,848 for Diploma and certificate respectively.

According to sections 23, 24 and 25 of the Uganda Nurses and Midwives Act, amended 1996, the newly qualified Nurses and Midwives can only practice after attaining a certificate of registration or enrollment and a practicing license. However, the process of registration will not immediately kickoff since Uganda Nurses and Midwives (UNMC) has not received a copy of results. This was revealed in a communication issued by UNMC on 27th September 2024. In the communication, UNMC advised candidates to wait to submit documents until they are informed to.

Mr. Opolot Martin, Senior IT Officer, UNMC said that the reason for

advising candidates to delay submitting document is to avoid delay in verification of documents. According to Mr. Opolot, when some nurses and midwives get a school testimonial of state final results, they immediately submit their documents for verification. However, documents can only be verified once UNMC receives a copy of results from UNMEB for comparison.

He further shared tips that Nurses and Midwives to follow to enable navigate and utilize the system with ease, and these include the following;

1) Familiarize Yourself with the System

- Read the Instructions: Carefully go through the provided user manuals or guides.
- Seek Assistance: If unsure, contact the UNMC IT help desk or system administrators or support team for clarification.

2) Create a Strong Password

- Choose a Unique Password: Avoid using easily guessable information like your name or phone number. A strong password can be {PasW0rd_}
- Guard your credentials: write your username and password before you add it to the system and keep it somewhere like you do with your Mobile Money PIN.

3) Keep Your Information Updated

- Regularly Check Your Profile: Ensure your contact details, educational qualifications, and other relevant information are accurate.
- Notify the System: Immediately report any changes to your personal or professional details.

4) Understand the Renewal Process

- Track Your Renewal Dates: Be aware of when your registration and license are due for renewal.
- Submit Required Documents: Ensure you have all necessary documents ready before the deadline.
- Pay Fees on Time: Avoid penalties by making timely payments.

5) Use Secure Internet Connections

- Avoid Public Wi-Fi: When accessing the system, use a secure network to protect your personal information.
- Be Cautious of Phishing Attempts: Be wary of emails or messages requesting personal information.

6) Backup Your Data

- Save Important Documents: Make copies of your registration certificates, licenses, and other relevant documents.

7) Provide Feedback

- Report Issues: If you encounter any problems or have suggestions for improvement, let the Education, Registration and Training Offices and the UNMC IT team know.
- Contribute to System Enhancement: Help make the system more user-friendly by sharing your insights.

“By following these guidelines, nurses and midwives can effectively use the online registration and licensure system, ensuring their professional credentials are up-to-date and accessible.” Mr. Opolot said



ONLINE REGISTRATION AND LICENSURE SYSTEM

All Nurses and Midwives are required to upload scanned copies of the following documents on the system for verification. These documents must be original (not photo copies), scanned separately (not as one document).

ENROLLED (CERTIFICATE)

- ◆ O 'level identity card (if you lost it, get a letter from your previous school, bearing a passport photo)
- ◆ O 'level result slip (if you lost it, replace it with UNEB)
- ◆ O 'level Certificate (if you lost it, replace it with UNEB)
- ◆ Nursing school Identity Card
- ◆ Final semester examination card (if you had a retake, combine the two and submit them as one document)
- ◆ Testimonial/ UNMEB Transcript (the testimonial must have state final results)
- ◆ UNMEB certificate (if you have)
- ◆ Passport photo (MUST be colored, with a white background, soft copy, saved as either JPG, JPEG, PNG)

REGISTERED (DIPLOMA EXTENSION)

- ◆ O 'level result slip (if you lost it, replace it with UNEB)
- ◆ O 'level Certificate (if you lost it, replace it with UNEB)
- ◆ Certificate of Enrollment
- ◆ Valid practicing license (if it is expired, first renew)
- ◆ Nursing school ID
- ◆ Final semester examination card (if you had a retake, combine the two and submit them as one document)
- ◆ Testimonial/ UNMEB Transcript (the testimonial must have state final results)
- ◆ UNMEB certificate (if you have)
- ◆ Passport photo (MUST be colored, with a white background, soft copy, saved as either JPG, JPEG, PNG)

REGISTERED (DIPLOMA DIRECT)

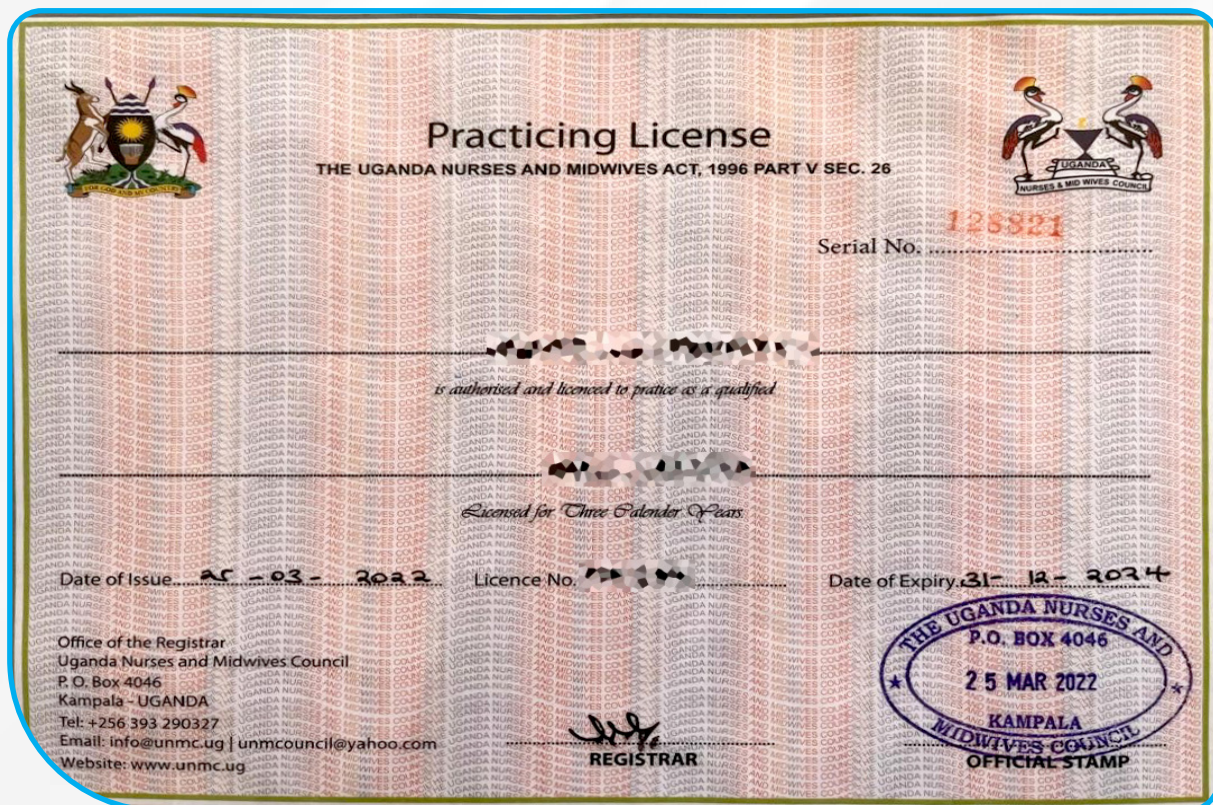
- ◆ A 'level identity card (if you lost it, get a letter from your previous school)
- ◆ O 'level result slip (if you lost it, replace it with UNEB)
- ◆ O 'level Certificate (if you lost it, replace it with UNEB)
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- ◆ Testimonial/ UNMEB Transcript (the testimonial must have state final results)
- ◆ UNMEB certificate (if you have)
- ◆ Passport photo (MUST be colored, with a white background, soft copy, saved as either JPG, JPEG, PNG)

NB: For those from attachment, you are required to attach a recommendation letter from respective hospitals of attachment

The URL for registration is www.registration.unmc.ug

For more information, contact us on WhatsApp 0783683491 or call 0393290327

PRACTICING LICENSES OF ABOUT 10,000 NURSES AND MIDWIVES EXPECTED TO EXPIRE ON 31ST DECEMBER 2024; HOLDERS ADVISED TO RENEW



A copy of a license expiring on 31st December 2024.

The Management of Uganda Nurses and Midwives Council (UNMC) has note that licenses of about 10,000 Nurses and Midwives are expected to expire on 31st December 2024, and holders have been advised to start the renewal process as early as possible to avoid late renewal penalty.

Mr. Birungi Benjamin, a Data Officer at UNMC said that Nurses and Midwives whose License are expected to expire are those who either received their license in December 2021 or last renewed in December 2021. According to Mr. Birungi, about 10,000 license are set to expire on 31st December

2024, and it implies that anyone who doesn't renew before that date will attract a late renewal penalty of 50% of his or her renewal fees.

"It is important for Nurses and Midwives to start on the process as early as today, not to wait for December, and then start on the process. Our dear clients must be reminded that the renewal process is done online, where one is required to submit his or her application for verification. In an event that you are required to resubmit, it will be late. It is actually okay if a client submits, gets verified and decides to make payments later." Mr. Birungi said.

Unlike in the past, today renewal of practicing license is done online through the online registration and licensure system, which has been in use since November 2022. According to the team at UNMC responsible for verifying renewal submissions, they have noted repeated mistakes that Nurses and Midwives make when using the online system.

Some of mistakes include; choosing private renewal, instead of professional renewal, wrong cadres, under declaring their qualification, i.e. choose to renew certificate yet they are diploma or Bachelors, upload scanned certified document instead of original documents,

upload scanned photos instead of soft copy of a passport photo, some enter wrong license and registration number, among others.

The team has advised Nurses and Midwives who intend to renew to take time, read and follow instructions before clicking to the next step, also the team urges clients to always double check and confirm that the information provided is correct before submitting.

According to section 25 subsection (4) of the Uganda Nurses and Midwives Council Act, 1996, a practicing license is renewed after three years and may be renewed subject to conditions that the council may determine.

RENEWAL OF PRACTICING LICENSE

Uganda Nurses and Midwives Council wish to remind all Nurses and Midwives who are practicing with expired licenses to renew them to avoid being inconvenienced. For those whose license expire on 31st December 2024, we advise you not to wait for December, and start the process of renewal. It is prudent that you start on the process of renewal as early as possible, to avoid last minute submissions which may led to unforeseen inconveniences.

We also wish to remind you that renewal of practicing license is done online using the UNMC online Registration and Licensure system. Kindly follow the following steps to submit your documents for renewal;

- A) Go to Google Chrome and type (www.registration.unmc.ug), and sign in if you already have an account or sign up if you want to create an account.
- B) When you login, you will access the dash board which contains three cards (Icons that represent the services offered on the system i.e. Professional registration, Private Registration and Renewal.
- C) From the three icons select License Renewal
- D) Select the type of license you are renewing for (Private Practice License or Professional Practice License)
- E) Choose professional practice license.
- F) Enter your profession and qualification, and click continue
- G) Enter your National ID (NIN), and click continue
- H) Enter your personal information, then click continue.
- I) Enter your address, then click continue.
- J) Enter your Next of kin's information, then click continue.
- K) Enter your Academic information, then click continue.
- L) Upload the required documents (NB: all documents should be scanned separately in PDF format except the Passport Photo which should be in JPG or PNG format), click continue.
- M) Preview information that you have entered to confirm that it is correct.
- N) Once you confirm that the information that you have entered is correct, check (Tick on) the declaration notice, and click on submit.
- O) After verification of your submission (this takes a day or two) your submission is either approval or rejected
- P) When your submission is rejected, your received a notification showing what exactly has been rejected, and a reason for rejection. You are supposed to submit again
- Q) When your submission is approved, you carry on and make payments (a payment card will appear on your dashboards), and payments are made through Mobile Money and Airtel Money, not the bank.
- R) After making payment, a license card will appear on your dashboard. (download and print it out)
- S) You can then come at the Council offices to pick your original license. Please come along with the following a copy of the provisional license and payment receipt, plus your original documents of your previous license and certificate of enrollment or registration.

In case of any challenge or difficulty, call 0393290327 or send a whatsapp on 0783683491

625 GRADUATE NURSES AND MIDWIVES SUBMITTED FOR FULL REGISTRATION.

Uganda Nurses and Midwives Council (UNMC) received a list of Graduate Nurses and Midwives who successfully completed their Medical Internship for the 2023/2024 internship year that ended on 31st July 2024 from the Ministry of Health, for full registration.

Dr Henry Mwebesa, the Director General Services, Ministry of Health, in a letter dated 10th September 2024, submitted a list for full registration and licensure. In the letter, Dr Mwebesa noted that the Ministry of Health through the Uganda Medical Internship Committee (UMIC) oversees medical internship; pre-requisite for all graduate Nurses and Midwives before full registration and licensure to practice in the country.

“The 2023/24 internship year ended on 31st July 2024 with 502 Nurses and 123 Midwives who satisfied their supervisors. The purpose of this communication, therefore is to forward to the list of graduate Nurses and Midwives who successfully completed their internship for full registration and licensure” the letter reads

Mr. Owinya Isaac, a Nurse who completed his internship, and has also registered with UNMC described the internship as a good learning field. Mr. Owinya said that during his internship, he was able to learn a lot of things in clinical

work like managing complicated conditions, communication, management, among others.

On the other hand, Mr. Owinya expressed concerns with the registration process, which he said takes time for one to receive feedback after submitting documents for verification.

“On the issue of registration, it is good but it takes a lot of time for one to get verified after submitting documents. For my case, it took me a month to receive feedback. If that issue can be solved, the system is a good innovation.” Mr. Owinya said

According to Mr. Ayikiriza Wyclif, the delay in verification for graduate Nurses and Midwives was due to delays in getting a list of all those that had completed internship from the Ministry of Health.

“By the time we received a list from the Ministry of Health, several Nurses and Midwives had already submitted since they already had all necessary documents, but we couldn’t verify them without evidence of completion” Mr. Ayikiriza said.

Mr. Ayikiriza also highlighted some of mistakes that graduate Nurses and Midwives make while submitting their documents, especially those who are upgrading from Diploma to Degree. He said that most

submissions appear without a certificate of registration, and advised that Nurses and Midwives who are upgrading should always combine and upload the certificate of registration together with the practicing license.

According to Ms. Okiror Barbara, a Research, Monitoring and Evaluation officer, UNMC has various opportunities for graduate Nurses

and Midwives who would wish to continue with the research journey. Ms. Okiror said that UNMC gives funds to Nurses and Midwives in form of research seed grant to close the funding gaps that hinder Nurses and Midwives from conducting research. She also said that UNMC conducts annual training on how to write manuscripts.

#FAQSABOUTUNMC-ONLINE REGISTRATION & LICENSURE SYSTEM.

F) STEPS TO FOLLOW FOR DIRECT REGISTRATION

If you are registering with the Council for the first time when you login to the system you will follow the following steps;

- You will access the dashboard which contains three cards (Icons that represent the services offered by the system i.e Professional registration, Private Registration, and Renewal.
- From the three icons select Professional Registration
- Choose permanent registration
- Select new entrant.
- Enter your profession, Training school and Academic qualification, then click on continue
- Select your nationality and where you trained from (For those got their training within Uganda Choose Locally trained and those who got their training outside Uganda, Choose Foreign Trained) then click on continue
- Enter your personal information, then click on continue.
- Enter your address, then click on continue.
- Enter your Next of kin's information, then click on continue.
- Enter your Academic information, then click on continue.
- Upload the required documents (NB: all documents should be scanned separately in PDF format except the Passport Photo which should be in JPG or PNG format), click on continue.
- The preview of all the information that you have entered will be displayed on the page, please read through to verify if the information entered is correct.
- If you confirm that the information that you have entered is correct, scroll down, check (Tick) the declaration notice, and click on submit.

#FAQSABOUTUNMC-ONLINE REGISTRATION & LICENSURE SYSTEM.

G) STEPS TO FOLLOW WHEN UPGRADING

If you are upgrading, when you log in to the system you will follow the following steps;

- You will access the dashboard which contains three cards (Icons that represent the services offered by the system i.e. Professional registration, Private Registration, and Renewal.
- From the three icons select Professional Registration
- Choose permanent registration
- Select upgrading.
- Select the upgrading level, for example, Certificate to Diploma.
- Enter your profession, Training school, and Academic qualification, then click on continue
- Select your nationality and where you trained from (For those got their training within Uganda Choose Locally trained and those who got their training outside Uganda, Choose Foreign Trained) then click on continue
- Enter your personal information, then click on continue.
- Enter your address, then click on continue.
- Enter your Next of kin's information, then click on continue.
- Enter your Academic information, then click on continue.
- Upload the required documents (NB: all documents should be scanned separately in the PDF format except the Passport Photo which should be in JPG or PNG format), click on continue.
- The preview of all the information that you have entered will be displayed on the page, please read through to verify if the information entered is correct.
- If you feel or see that one of the documents or the information you filled is not the right one, click on edit button of any and type and upload the right information.
- If you confirm that the information that you have entered is correct, scroll down, check the (TickÖ) the declaration notice and click on submit.

SETTING UP A NURSING OR MIDWIFERY CLINIC; WHAT YOU NEED TO KNOW!



By Lubega Martin
Education, Training & Registration Officer

Clients often ask what is needed to start a clinic licensed by the Uganda Nurses and Midwives Council (UNMC). According to the UNMC Act of 1996, the Council is mandated to license and regulate the private practice of nurses and midwives. To support this mandate, the Council developed the Guidelines for Private Practice for Nurses and Midwives (2019), which provide a regulatory framework to ensure clarity, safety, and quality in private services while facilitating access to healthcare. These guidelines can be accessed at UNMC offices. Currently, the UNMC has over 970 nursing and midwifery clinics operating across the Country.

A nurse or midwife opting for private practice is expected to use their knowledge and skills to provide a wide range of services, including but not limited to nursing and midwifery care, consultancy, and education, as stipulated in the scope of practice. The requirements for

private practice include appropriate academic qualifications, sufficient professional experience, and the necessary infrastructure and equipment. This article discusses the different types of clinics regulated by the UNMC and their respective requirements.

Types of Clinics Licensed by UNMC

The UNMC guidelines for private practice outline three types of clinics regulated by the Council: General Clinics, Nursing Clinics, and Maternity Homes. These clinics differ not only in the qualifications and infrastructure required but also in the range of services they offer.

General Clinics

These are licensed for registered nurses with at least 10 years of experience in a busy hospital setting. Applicants must hold academic qualifications such as a Bachelor's in Nursing, a Master's in Nursing or Midwifery, or even a Doctorate in Nursing. General Clinics function at the level of a Health Centre III and offer both nursing and midwifery services. They must have a minimum of seven rooms, each measuring no less than 3 meters by 3 meters.

Nursing Clinics

Nursing Clinics are licensed for registered nurses with at least 10 years of experience and a Diploma in Nursing or a related field such as Comprehensive Nursing, Mental Health Nursing, Pediatric Nursing, or Public Health Nursing. These clinics operate at the level of a Health Centre II, providing nursing services based on the nurse's

specialization. The clinic must have at least three rooms: a reception area, an examination/consultation room, and a treatment room, each measuring a minimum of 3 meters by 3 meters.

Maternity Homes

Maternity Homes are licensed to registered or enrolled midwives with at least 5 years of work experience in a midwifery setting. Applicants must hold a Certificate, Diploma, Bachelor's, or Master's in Midwifery. These clinics provide midwifery services, including comprehensive antenatal care, intrapartum care, postnatal care, management of pregnancy-related conditions, neonatal care, immunizations, and rapid tests for malaria, HIV, and pregnancy. The clinic must have at least five rooms: a reception, consultation room, treatment room, delivery room, and recovery room.

General Infrastructure Requirements

Regardless of the type of clinic, all nursing and midwifery facilities are required to meet specific standards for infrastructure and hygiene. Clinics should have cemented or tiled floors, proper ventilation and lighting, and adequate furniture and medical equipment. Additionally, a clean and organized environment is essential, which includes the provision of a garbage

pit, color-coded bins for waste management, running water, and a proper drainage system. The clinics must have adequate equipment for various procedures like thermometers, pulse oximeters, stethoscopes, autoclave, kidney dishes, tongue depressors, sphygmomanometer, artery forceps, gallipots, dressing forceps, dissecting forceps, measuring tape, hand towels, bowls, weighing scales for different ages, vaccine carriers, HMIS books, reagents to tests, otoscope, examination couch, cupboard of drugs, mackintosh, bed sheets, wall clock, curtains, screens, waste bins, aprons, PPEs among others. On top these, a midwifery clinic must also have essential equipment like delivery kits, delivery beds, hospital beds, a vaccine fridge, and manual vacuum sets for midwifery procedures.

Finally, setting up a nursing or midwifery clinic requires involves careful planning, seeking legal and business advice and adherence to the UNMC guidelines to ensure the provision of safe, effective, and high-quality healthcare services. By meeting these requirements, nurses and midwives can contribute to improved access to healthcare across the country.



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