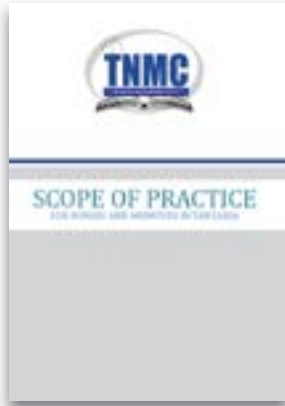




SCOPE OF PRACTICE

FOR NURSES AND MIDWIVES IN TANZANIA

Disclaimer



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Table of Contents

Foreword	i
Acknowledgement	ii
List Of Abbreviations	iv
1. Introduction	1
2. Scope Of Nursing Practice Framework	3
3. The Nursing Process	4
4. Levels Of Preparation For Nurses And Midwives In Tanzania	6
5. General Scope For Nurses And Midwives	8
5.1. General Nurses	10
5.2. Midwives	16
6. Specific Scopes Of Practice	21
6.1. Public Health Nurses	21
6.2. Paediatric Nurses	23
6.3. Specific Scope For Nurses In Imci	25
6.4. Infectious Diseases	28
6.5. Non Communicable Diseases	31
6.6. Mental Health And Psychiatric Nurses	32
6.7. Operating Theatre Nurses	35
6.8. Nurse Anaesthetist	36
6.9. Ophthalmic Nurses	37
6.10. Nurse Tutors/Lecturers	38
7. Advanced Nursing Practice	40
7.1. Paediatrics	42
7.2. Mental Health And Psychiatry	43
7.3. Critical And Trauma Care	44
7.4. Midwifery	45

Foreword

The mandate of the Tanzania Nursing and Midwifery Council (TNMC) is to ensure the protection, promotion and preservation of the public health, safety and welfare through regulation and control of nursing and midwifery education and practice.

One of the important tools that will enable the TNMC as a professional regulatory body to safeguard the nursing and midwifery profession in Tanzania (TZ) is the scope of practice. Before development of this document, TNMC relied on the Minimum Standards for Nursing Practice (2008) developed by the Ministry of Health and Social Welfare (MOHSW) and the Nursing Practice Model (2002), which directed that each nurse in TZ utilise the concept of competence, compassion, collaboration and respect as uniform concepts for thinking and practice.

Emphasis of this scope of practice is to recognize the different levels of nurses and midwives and assist individual practitioners to function within their mandated scope of practice; every individual will be responsible, committed and answerable to his/her own acts and omissions. In view of this, TNMC believes that with the use of this document, nurses and midwives will be delivering quality care throughout the time.

The development of this document involved review of documents and scopes of practice from the regional and global arena. This was followed by a consultative process between TNMC and nursing colleagues from within and outside Tanzania under the guidance of a consultant. The outcome of the consultations was a draft document which was subjected to nursing and medical validation for ownership and consensus building. The final version of the document will be disseminated to all regions of Tanzania for implementation.



Dr. Khadija I. Yahya-Malima
Chairperson, TNMC

Acknowledgement

The development of this first Scope of Practice for Nurses and Midwives in Tanzania was done by many individuals drawn from the global arena, regional and national levels. The group was comprised of experts in nursing, academics and other professionals. For that reason, the TNMC would like to thank all the people and institutions who contributed to the development of this first ever Scope of Practice for document for Nurses and Midwives in Tanzania.

First of all, the Council would like to thank USAID's Strengthening Health Outcomes Through the Private Sector (SHOPS) project for their technical and financial support, which made it possible to finalize the task. The Council would like to give a special recognition to Dr Malangalila, (SHOPS/Tanzania – Chief of Party) and James White (Abt Associates - HIV/AIDS and Clinical Technical Advisor) for their contribution. At the same time, we would like to appreciate Elizabeth Oywer, the Registrar for the Nursing Council of Kenya for her technical consultation and facilitation of stakeholders in the development of the document.

Secondly, the Council would like to extend its gratitude to the individuals who were carefully selected and participated actively in the development, review and finalization of this document, as well as their home institutions for allowing them to participate in this important task. These include Eunice Pallangyo (Aga Khan University); Columba Mbekenga (Muhimbili University); Ennegrace Nkya (MOHSW-RCH); Ndementia Vermand (MOHSW-HRH); Dr. Amos Odea Mwakilasa (Private Health Consultant); Keziah Kapesa (PRINMAT); Abner S. Mathube (Muhimbili University); Deodata Kilumile (APHFTA); Salma Ahmed Mwenda (MOHSW-RHS); Andrew Kapaya (TNMC); Paul Magesa (TANNA); Rose Mnzava (Jhpiego); Gustav Moyo (Quality Unit - MOHSW); Jane Mazigo (TNMC); Godwin Ndamigoba (CSSC); Clavery P. Mpandana (MOHSW); Redemptia A. Mamseri (KCMC); Khadija Yahya - Malima (COSTECH/TNMC Chair); Samson N. Nyakibari (DNO - Kiteto); Avelina Semiono (Mikocheni School of Nursing/TAMA); Shadrack Buswelu (MH/NCD – MOHSW); Ahmed Chibwana (RNO - Mtwara) and Angela K. Makota (CDC).

The Council appreciates the collaboration existing between different regulatory boards of Ghana and Kenya with specific reference to Felix Nyante, the acting Registrar for Ghana Nurses Council who participated in the development of the document.

Finally, much gratitude to all those not mentioned who participated in one way or another in the validation and production of the scope of practice. Their efforts went a long way to enrich the document.

MAY GOD BLESS YOU ALL

A handwritten signature in blue ink, appearing to read 'Lena Mfalila', is positioned above the printed name.

Lena Mfalila

Registrar

List of Abbreviations

ACLS	Advanced Cardiac Life Support
AD-NT	Assistant Director, Nursing Training
ADDO	Accredited Drug Dispensing Outlet
AIDS	Acquired Immuno-Deficiency Syndrome
APHFTA	Association of Private Health Facilities in Tanzania
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
CDC	Centres for Disease Control
CHW	Community Health Worker
CPD	Continuing Professional Development
CSSC	Christian Social Services Commission
DNO	District Nursing Officer
DOT	Directly Observed Treatment
DSM	Dar es Salaam
EmOC	Emergency Obstetric Care
EmONC	Emergency Obstetric and Newborn Care
EN	Enrolled Nurse
EN/M	Enrolled Nurse Midwife
FANC	Focused Ante Natal Care
HIV	Human Immuno-Deficiency Virus
HMIS	Health Management Information System

HRH	Human Resources for Health
ICM	International Confederation of Midwives
ICN	International Council of Nurses
IEC	Information Education Communication
IMCI	Integrated Management of Childhood Illnesses
IPC	Infection Prevention and Control
MAT	Medical Association of Tanzania
MCE	Multi-Country Evaluation
MDGs	Millennium Development Goals
MOHSW	Ministry of Health and Social Welfare
MScN/M	Masters of Science in Nursing/Midwifery
NCDs	Non Communicable Diseases
NCK	Nursing Council of Kenya
NCTP	National HIV/AIDS Care and Treatment Plan
NMC	Nursing and Midwifery Council
NPPPC	National Public Private Partnership Coordinator
PEP	Post-Exposure Prophylaxis
PHSDP	Primary Health Services Development Program
PITC	Provider Initiated Testing and Counselling
PMTCT	Prevention of Mother to child Transmission
PNO	Principal Nursing Officer
PRINMAT	Private Nurses and Midwives Association in Tanzania
RCH	Reproductive and Child Health
RHMT	Regional Health Management Team
RN/M	Registered Nurse / Registered Midwife

RNO	Regional Nursing Officer
STI	Sexually Transmitted Infection
TAMA	Tanzania Midwives Association
TANNA	Tanzania Nurses Association
TB	Tuberculosis
TFDA	Tanzania Food and Drug Authority
TNMC	Tanzania Nursing and Midwifery Council
TPHA	Tanzania Public Health Association
TZ	Tanzania
UNICEF	United Nations Children’s Fund
USAID	United States Agency for International Development
VCT	Voluntary Counselling and Testing (HIV)
WHO	World Health Organization

1. Introduction

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 Tanzania Nursing and Midwifery Council (TNMC) was established by an Act of Parliament (revised 2010). The Act mandates the Council to regulate nursing education and practice and ensure protection, promotion and preservation of the public health, safety and welfare. The Act further gives the regulator the legal basis; however, in order to operationalize the Act, the Council has developed enabling legislations or regulations. The next step is to develop regulatory tools such as the scope of practice, standards of practice and codes of conduct to act as reference materials and guide the practice of nurses and midwives for the promotion and maintenance of standards of health services. International Council of Nurses (ICN), which is the voice of nurses and nursing worldwide, encourages all countries to rise to the occasion and achieve the type of regulatory controls necessary to confront the demands of increasingly complex health care services.

Scope of practice encompasses the full range of roles, responsibilities, activities and functions that nurses are educated, legally authorized and competent to perform. The scope of practice for nurses and midwives cannot be defined as a simple list of tasks. The scopes should be sufficiently broad and flexible to achieve the objective, while at the same time allowing for growth, innovation and change. The scope sets the outer limits of practice for all practitioners and emphasizes the nurses' professional accountability and places decisions about boundaries of practice in the hands of individual practitioner. Some functions within the scope may be shared with other professions, individuals or groups. For this reason, any discussions of the scope of practice include issues of task sharing, expanded scope and the quest to define working at full scope. The scope should therefore promote universality, fairness, inter-professional equality and compatibility.

It is important to define the scope because it is the base from which the regulator prepares standards of practice, educational institutions prepare curriculum, and employers prepare job descriptions. At the same time, it informs society about the parameters of nursing practice. Regulatory standards should be based on clear definition of scope of practice. The scope of practice for nurses and midwives is influenced by many factors including the context of practice, consumer's health needs, level of education and competence, qualification and experience of individuals, service provider's policy, quality and risk management framework and organizational culture.

This is the first scope of practice developed by TNMC. Before that the Council relied on the Minimum Standards for Nursing Practice (2008) developed by the Ministry of Health and Social Welfare and the Nursing Practice Model (2002), which directed that each nurse in Tanzania utilise the concept of competence, compassion, collaboration and respect as uniform concepts for thinking and practice. The scope recognizes the different levels of nurses in TZ and the expanded scope of practice for the nurses and midwives. In rapidly evolving health care environments, nurses and midwives must frequently incorporate new knowledge and skills into their practices. It is in that regard that this scope has addressed the general scopes for nurses and midwives as well as the specific scopes for various specialties reflected in the Nursing and Midwifery Act (2010), plus topical and emerging issues including HIV/AIDS/PMTCT, infectious diseases, NCDs and IMCI. Lastly, the Scope of Advanced Nurse Practitioner has been discussed in response to the growth of nursing and midwifery profession in Tanzania as well as the need for specialized services across the health-illness continuum.

2.Scope of Nursing Practice

Framework

This scope of practice framework consists of three main thematic areas (i.e., principles): levels of academic qualifications; the general scope of practice; and the 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 exam.

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 Tanzania

1. Certificate in Nursing/Midwifery

This level is for the enrolled nurse/midwife who functions at the operational level under the supervision (direct or indirect) of the registered nurse/midwife. He/she is prepared and authorized at certificate level to provide promotive, preventive, curative, rehabilitative and palliative nursing care to the individual, family, groups and the community.

2. 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. S/he is prepared and licensed to function at operational and managerial level.

3. 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. There is much autonomy to practice at this level.

4. 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.

5. 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.

6. 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 Tanzania by their level of academic and professional qualifications, including certificate, 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 Tanzania Nursing and Midwifery Act (2010) defines a nurse as a “person who is authorized by a license to practice as an enrolled or a registered nurse”. 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 Tanzania Nursing and Midwifery Act (2010) 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 Care (EmOC) and Focused Antenatal Care (FANC) are critical strategies towards averting maternal and neonatal deaths and achieving MDG 4 and MDG 5 targets.

Midwives are a key health workforce for the achievement of MDG 4 and 5. In response to this, the country has put in place midwifery training programmes of various durations and academic recognitions (certificate, 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 Enrolled Nurse Midwife (ENM) and 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; prevents ill health and restores health through promotive, preventive, curative, rehabilitative and palliative activities. The Tanzania Nursing and Midwifery Act (2010) requires that the nursing profession develops a continuing competence programme and monitors the competence of their members. Nurses are accountable for ensuring that they carry out the following:

1. Understand role expectations 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.

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

Accountability, Ethical And Legal Practice

1. Applying 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. Providing all the necessary information to the customers of nursing services to gain full benefits from goods and services of reasonable quality.
5. Applying Information Communication Technology and other technologies 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 absence or shortage of a medical clinician, the nurse shall prescribe medicines, 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 judgement).
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 practices while carrying out nursing care including procedures.
12. Providing care for patients/clients in all settings including emergency care setting.
13. Promoting exercise, rest and sleep with a view to healing and rehabilitation of individual, families and communities.
14. Providing prenatal, postnatal care and family planning services.
15. Providing well-child care, including screening and immunizations.
16. Performing minor surgeries 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, relatives and staff.

20. Documenting and maintaining accurate, timely and relevant information regarding patient care.
21. Developing appropriate health information messages for clients in different settings.
22. Referring clients/patients as per protocol.

Professional, Personal and Quality Development

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

GENERAL SCOPE FOR NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
ACCOUNTABILITY, ETHICAL AND LEGAL PRACTICE		
<ul style="list-style-type: none"> ▪ Accountable for their nursing actions and practice competently in accordance with licensure, knowledge and experience ▪ Work in partnership with clients, families, and multidisciplinary teams ▪ Practice under direction and delegation of registered nurse to deliver nursing care and provide health education across the lifespan to clients and communities 	<p>In addition to scope at certificate level:</p> <ul style="list-style-type: none"> ▪ Accountable for their professional judgment, actions, outcome of care and practice competently in accordance with licensure, knowledge and experience ▪ Work in partnership with clients, families, and multidisciplinary teams ▪ Practice independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, medical attendants and others 	<p>In addition to scope at diploma level:</p> <ul style="list-style-type: none"> ▪ Understand the patho-physiological process of diseases and provide appropriate care and with scientific rationales ▪ Critically analyse nursing care to determine appropriate interventions for clients/patients
CARE PROVISION, HEALTH PROMOTION, LEADERSHIP AND MANAGEMENT		
<ul style="list-style-type: none"> ▪ Assist clients/patients with activities of daily living ▪ Undertake nursing responsibilities appropriate to assessed competences 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Implements comprehensive assessment to develop nursing diagnosis, plan care, implement and evaluate an integrated nursing care plan basing on scientific, 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Formulate relevant policies on patient and client care ▪ Make autonomous decision in the

GENERAL SCOPE FOR NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Collaborate and participate in nursing assessment, care planning, implementation and evaluation of health care of clients and families ▪ Seek guidance from a registered nurse with the required knowledge, skills, and when encountering situations that fall beyond own knowledge, competence or scope of practice ▪ Prescribe and administer medicines/drugs limited to scope of practice ▪ Deliver care in the assigned areas ▪ Conform to infection prevention and control policies ▪ Use essential basic equipment and supplies necessary to carry out nursing care in the work place. ▪ Utilize and safely keep equipment and supplies ▪ Report any malfunction or deficits observed and maintains a schedule for Planned Preventive Maintenance 	<p>professional knowledge, skills and clinical decision making</p> <ul style="list-style-type: none"> ▪ Supervise the provision of care and documentation by all health workers working under his/her supervision ▪ Plan and provide care in all settings ▪ Collaborate with other team players in implementing approved standards of care (FANC, STI, HIV/AIDS, IMCI, PMTCT and others) ▪ Mentor and coach enrolled nurses in order to provide appropriate care to patients ▪ Promote activities leading to positive work environment ▪ Prescribe and administer medicines/drugs according to scope of practice ▪ Ensure availability and proper utilization of human and material resources ▪ Supervise and ensure infection prevention and control (IPC) policies are appropriately implemented ▪ Quantification and ordering of equipment and supplies ▪ Supervise and train subordinates on care and management of equipment and supplies ▪ Maintain and update inventory of equipment 	<p>provision of patient care</p> <ul style="list-style-type: none"> ▪ Provide comprehensive nursing care and carries out nursing management independently ▪ Participate in nursing research and utilize research results in provision of nursing care <hr/> <ul style="list-style-type: none"> ▪ Prescribe and administer medicines/drugs according to scope of practice ▪ Plan and allocate human and other resources as appropriate ▪ Develop IPC guidelines ▪ Represent nursing at the management meetings ▪ Prepare and present nursing budget at management team ▪ Mobilize resources for procurement of equipment and supplies

GENERAL SCOPE FOR NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
PROFESSIONAL, PERSONAL AND QUALITY DEVELOPMENT		
<ul style="list-style-type: none"> ▪ Continuously learn and update knowledge and skills to provide quality care ▪ Understand, interpret and implement own job description ▪ Understand, interpret and practice according to professional code of conduct 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Present staffing requirement in relation to work load ▪ Allocate nurses to patient accordingly. ▪ Provide written daily job allocation to subordinate nurses to guide them when implementing selected tasks ▪ Monitor the implementation and adherence of scope of practice for subordinate nurses ▪ Disseminate and reinforce the contents of professional code of conduct to subordinates ▪ Take appropriate actions against nurses who do not practice according to professional code of ethics and conduct 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Conduct staff requirement allocation ▪ Advocate and lobby for adequate staff recruitment ▪ Ensure job descriptions are available and in use for all nurses ▪ Appropriately provide written local policies and guidelines to nurses in the implementation of nursing care ▪ Develop and maintain an updated Human Resource needs profile ▪ Review performance appraisal for nurses ▪ Prepare and update the seniority list and recommend to relevant authority for timely staff promotion and remuneration ▪ Establish a committee for enforcing the professional code of ethics and conduct for practice

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 Nursing and Midwifery Act (2010) and in the Nursing and Midwifery Regulations (2010).

General midwives' scope of practice

1. Apply ethical principles throughout pre-pregnancy, pregnancy, labour, delivery and postpartum period.
2. Demonstrate communication, interpersonal and client-midwife interaction skills.
3. Provide cultural sensitive midwifery care.
4. Apply critical thinking and decision making skills in care and delivery.
5. Provide health promotion and education on maternal and newborn danger signs, family planning, nutrition, personal and environmental hygiene, non-communicable diseases (e.g., heart diseases, hypertension, diabetes, anaemia) and communicable diseases (e.g., malaria, STI, HIV/AIDS, TB).
6. In the absence or shortage of a medical clinician, the midwife shall prescribe medicines, 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 judgement).
7. Initiate PMTCT services for mothers and their newborns.
8. Conduct and utilize research findings to improve maternal, newborn and child health services.
9. Practice use of Health Management Information System (HMIS).
10. Apply measures used to prevent and control common communicable diseases.
11. Recognize danger signs during pregnancy, labour, postnatal and to the newborn baby/neonate.

12. Conduct comprehensive postnatal care for women, newborns and families.

13. Refer complicated cases.

GENERAL SCOPE FOR MIDWIVES		
ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCM OR EQUIVALENT LEVEL
PREGNANCY (ANTENATAL PERIOD)		
<ul style="list-style-type: none"> ▪ Diagnose and monitor normal pregnancies ▪ Manage minor disorders in pregnancy ▪ Provide Focused Antenatal Care (FANC) to the pregnant woman and family ▪ Conduct HIV/AIDS testing and counselling to all pregnant women and partners ▪ Provide PMTCT + services to HIV positive pregnant women ▪ Identify risk factors during antenatal, provide initial management and or refer ▪ Perform/order routine diagnostic tests required during pregnancy ▪ Collect, analyse and keep HMIS records ▪ Assess and address socio-cultural, economical and psychological status of clients/patients and community 	<p>In addition to scope at certificate level:</p> <ul style="list-style-type: none"> ▪ Diagnose, manage and monitor abnormal pregnancies ▪ Manage life threatening conditions during antenatal period and/or refer ▪ Interpret examination including laboratory findings, plan and implement modified care ▪ Analyse and synthesize data critically to identify gaps and areas for improvement ▪ Prescribe appropriate medicines as per protocols ▪ Administer prescribed drugs safely during pregnancy ▪ Identify innovative measures with pregnant woman and family that address socio-cultural, psychological and economic problems 	<p>In addition to scope at diploma level:</p> <ul style="list-style-type: none"> ▪ Admit pregnant women to health facility as per protocol ▪ Prescribe essential midwifery drugs as per policy guideline ▪ Conduct operational research that responds to the needs of midwives, pregnant women and their families
LABOUR AND DELIVERY (INTRA-NATAL PERIOD)		
<ul style="list-style-type: none"> ▪ Provide care to the mother during labour and monitor the condition of the foetus ▪ Identify abnormal labour/delivery and refer 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Manage normal and abnormal labour/deliveries and or refer ▪ Manage obstetric emergencies and/or refer 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Conduct research from the service delivery areas to the community and ensure knowledge transfer for evidence based practice

GENERAL SCOPE FOR MIDWIVES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCM OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Identify obstetric emergencies during labour and delivery and refer ▪ Order and maintain stock to ensure the seven signal functions in basic emergency obstetric care are constantly available 	<ul style="list-style-type: none"> ▪ Utilize the seven signal functions in basic emergency obstetric care 	<ul style="list-style-type: none"> ▪ Perform obstetric emergency life-saving procedures such as vacuum assisted deliveries and manual removal of placenta
CARE OF THE NEWBORN		
<ul style="list-style-type: none"> ▪ Conduct immediate care of newborn (breathing, warming, Kangaroo Mother Care) ▪ Initiate breastfeeding ▪ Educate on and initiate immunizations 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Conduct newborn resuscitation ▪ Manage newborn conditions and refer complicated cases 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Analyse critically newborn conditions, manage and refer
POSTPARTUM PERIOD		
<ul style="list-style-type: none"> ▪ Identify and refer obstetric emergencies during postnatal period ▪ Identify danger signs to the mother and newborn during postnatal period ▪ Advocate and educate the mother and families on danger signs ▪ Educate and provide family planning to mothers and partners ▪ Involve community in the care of the mother and newborn ▪ Conduct care during 4th stage of labour; advocate and teach mothers on family planning, nutrition and adequate rest 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Manage obstetric emergencies during postnatal period ▪ Manage danger signs appropriately ▪ Counsel and provide long term family planning 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Supervision of subordinates during postnatal care
LEADERSHIP AND MANAGEMENT		
<ul style="list-style-type: none"> ▪ Demonstrate the use of essential equipment and supplies ▪ Timely reporting of any deficit 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Ensure availability of all necessary equipment and supplies at work place 	<p>In addition to diploma level :</p> <ul style="list-style-type: none"> ▪ Participation in policy formulation ▪ Prepare and present budget at

GENERAL SCOPE FOR MIDWIVES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCM OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Resolve minor conflicts among client /patient/staff 	<ul style="list-style-type: none"> ▪ Ensure regular maintenance and repair of equipment ▪ Maintain inventories of essential equipment ▪ Supervise human and material resources ▪ Participate in budgeting for his/her unit ▪ Apply appropriate techniques in solving client/patient/staff conflicts 	<p style="margin-left: 20px;">senior management team</p> <ul style="list-style-type: none"> ▪ Teach and supervise students in midwifery schools

6. Specific Scopes of Practice

6.1. Public Health Nurses

Preamble

There have been changes in the population in terms of socio-demographic pattern and disease profiles, changes 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.

SPECIFIC SCOPE FOR PUBLIC HEALTH NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Apply nursing process in implementing primary health care activities in the community ▪ Participate in health promotion and prevention ▪ Assist in the collection of relevant information in public health ▪ Collaborate with others in preventing and controlling epidemics ▪ Prescribe remedial therapies as per protocol 	<p>In addition to scope at certificate level:</p> <ul style="list-style-type: none"> ▪ Apply the concepts of public health and principles of Primary Health Care and Community-Based Health Care in health promotion ▪ Support health promotion activities including advocacy and IEC, 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 	<p>In addition to scope at diploma level:</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 findings
	<ul style="list-style-type: none"> ▪ Plan, implement and evaluate cost effective essential health interventions 	<ul style="list-style-type: none"> ▪ Apply evidence based decision making in promoting public health services
	<p>Organize environmental health and sanitation services (air and water, 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>	<ul style="list-style-type: none"> ▪ Apply principles of basic sciences in implementing public health activities

6.2. Paediatric Nurses

Preamble

Tanzania is among the countries striving to achieve a reduction in newborn, neonatal, and child health indices as the set in the Fourth Millennium Development Goals. The achievement of most health-related MDGs in Tanzania are challenged by the overburdened health care system that is worsened by the increasing burden of infectious and chronic diseases, and the critical shortage of human resource for health (HRH) compounds overall socio-economic development. Despite these systemic shortcomings, nurses and midwives have been at the forefront in the delivery of health care interventions. In implementing the Primary Health Services Development Programme (PHSDP), evidence^{1,2} shows that nurses are key actors in the health team; their numbers (60% of total health workforce) enable a relative better coverage of their services across the country when compared with other health care professions. Their ability to provide a full range of health services at all levels of facilities ensures that care is delivered where it is most needed. The World Health Organization envisages that assuring the quality and quantity of nursing health work force is fundamental to achieve universal health care coverage (**World Health Organization (2013); Nursing and midwifery progress report 2008–2012**). To date, the specialty of paediatric nursing is limited to the Advanced Nursing Diploma, while under-five morbidity and mortality indices continue to be one among disconcerting health challenges despite the substantial gains by implementation of Integrated Management of Childhood Illnesses (IMCI) programme.

¹ Bryant-Lukosius D, DiCenso A, Browne G, Pinelli J. Advanced practice nursing roles: development, implementation and evaluation. *J Adv Nurs*. 48(5):519–29.

² van den Hoed-Heerschop C. Development of the role of the paediatric oncology nurse practitioner in the Netherlands. *J Pediatr Oncol Nurs*. 2005; 22(5):258–60.

GENERAL SCOPE FOR NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
PROFESSIONAL, PERSONAL AND QUALITY DEVELOPMENT		
<ul style="list-style-type: none"> ▪ Continuously learn and update knowledge and skills to provide quality care ▪ Understand, interpret and implement own job description ▪ Understand, interpret and practice according to professional code of conduct 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Present staffing requirement in relation to work load ▪ Allocate nurses to patient accordingly. ▪ Provide written daily job allocation to subordinate nurses to guide them when implementing selected tasks ▪ Monitor the implementation and adherence of scope of practice for subordinate nurses ▪ Disseminate and reinforce the contents of professional code of conduct to subordinates ▪ Take appropriate actions against nurses who do not practice according to professional code of ethics and conduct 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Conduct staff requirement allocation ▪ Advocate and lobby for adequate staff recruitment ▪ Ensure job descriptions are available and in use for all nurses ▪ Appropriately provide written local policies and guidelines to nurses in the implementation of nursing care ▪ Develop and maintain an updated Human Resource needs profile ▪ Review performance appraisal for nurses ▪ Prepare and update the seniority list and recommend to relevant authority for timely staff promotion and remuneration ▪ Establish a committee for enforcing the professional code of ethics and conduct for practice

6.3. Specific Scope For Nurses in IMCI

Preamble

WHO and UNICEF developed a strategy called Integrated Management of Childhood Illnesses (IMCI) to address the challenges experienced especially by the low income countries regarding the issue of child health. Surveys indicated that many sick children were poorly assessed or treated by the health care providers. IMCI is an integrated approach to child health that focuses on the well-being of the whole child. IMCI aims to reduce death, illness and disability, and to promote improved growth and development among children under five years of age.

Introducing and implementing the IMCI strategy in a country is a phased process that requires a great deal of coordination among existing health programmes and services. It involves working closely with local governments and ministries of health to plan and adapt the principles of the approach to local circumstances. IMCI has already been introduced in more than 75 countries around the world. Tanzania is one of the countries that adopted and adapted UNICEF and WHO IMCI guidelines.

A Multi-Country Evaluation (MCE) to evaluate the impact, cost and effectiveness of the IMCI strategy was conducted in Brazil, Bangladesh, Peru, Uganda and Tanzania. The results of the MCE support planning and advocacy for child health interventions by ministries of health in developing countries and by national and international partners in development.

Since 2001, the MOHSW through Tanzania Food and Drug Authority (TFDA) established the Accredited Drug Dispensing Outlet (ADDO) Programme in Tanzania. ADDO programme is now part of key national policies and strategic plans for national programmes: covering malaria, TB, maternal child health/Family planning, HIV/AIDS prevention. The programme aims at improving access to quality essential medicines

and pharmaceutical services to underserved communities. To achieve national scale up of ADDO a decentralized implementation approach was developed to shift the implementation of ADDO to district from the Central level. Currently the Government of Tanzania has rolled the ADDO programme in 21 regions with over 4,000 ADDOs established and 9,000 dispensers trained.

ADDOS are often the first point of care at the community level when in need of medicines. ADDO dispensers are trained to provide medicine to the sick child following IMCI guidelines. ADDO are an alternative source of medicines when health facilities run short of medicines. There is great recognition of ADDO programme as an ideal platform to offer a wide range of public health interventions at the community level and strengthening of referral linkages between ADDOs, public health facilities and community health workers.

IMCI includes both preventive and curative elements that are implemented by families and communities as well as by multidisciplinary teams at health facilities, who undertake the activities in line with the adapted guidelines.

SPECIFIC SCOPE FOR NURSES IN IMCI

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Assess and identify general danger signs in children ▪ Recognize danger signs, administer pre-referral treatment and refer children ▪ Treat sick children according to the IMCI algorithms ▪ Counsel care giver on appropriate home care and nutrition ▪ Conduct HIV testing and treat children with HIV ▪ Manage sick children and refer complicated cases after giving pre-referral treatment ▪ Supervise other health care providers at the community level including community health workers (CHW) and ADDO dispensers ▪ Keep record of referrals from community health providers ▪ Provide IEC materials related to the ADDO dispensers and CHWs ▪ Immunize the child as per schedule ▪ Ensure the implementation of community IMCI (cIMCI) by CHW in communities they serve 	<p>In addition to the scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Assess and recognize other symptoms for other childhood illnesses e.g. pneumonia, diarrhoea, HIV/AIDS and TB ▪ Manage sick children who have been referred appropriately ▪ Provide care, treatment and support to sick children and care taker ▪ Counsel caregiver on appropriate homecare and nutrition ▪ Supervise the care of sick children appropriately ▪ Mentor and coach subordinates on IMCI strategy ▪ Ensure availability of life saving commodities{ including the following: ACT, Quinine for malaria, IV drips like Ringer Lactate, Amoxicillin and gentamycin (40mg), oxygen concentrator , suction machine, ambu bag} in the health center and hospital setting ▪ Assess requirements for IMCI implementation at dispensary/ Health Centre level and support them accordingly ▪ supervise the implementation of cIMCI by CHW in communities they serve ▪ Generate report and submit to district/regional level 	<p>In addition to scope at diploma level:</p> <ul style="list-style-type: none"> ▪ Provide comprehensive management of children diagnosed with childhood illnesses and support care takers ▪ Provide audit supportive supervision to health centres and dispensaries ▪ Analyse and utilize IMCI data for planning and improvement of childhood illness services in the area of jurisdiction ▪ Conduct operational research in childhood illnesses ▪ Plan and train all relevant staff on IMCI using available guidelines and modes of delivery ▪ Provide targeted CPD sessions for IMCI ▪ Advocate for policies to ensure positive practice environments ▪ Design a follow-up programme and follow up with children as desired

6.4. Infectious Diseases

Preamble

Nurses in Tanzania are allowed by law to contribute to the management of infectious diseases. This expanded scope extends to diagnosing, initiating treatment, reviewing progress and referral. In adopting these expanded roles, nurses should be sufficiently trained, supervised, supported and protected to be able to execute these roles appropriately. Infectious diseases such as HIV/AIDS, tuberculosis, and cholera and vector-borne diseases such as malaria contribute significantly to the high mortality and morbidity rates in Tanzania. In addition, there are many other emerging infectious diseases that occur as outbreaks/epidemics requiring competencies and contribution of nurses in their prevention, management and control. These infections include Ebola, avian flu, etc. Control of these diseases can only be achieved if nurses, who comprise about 60% of health care workers and are sometimes the only available personnel in some settings especially at the rural areas, are able to practice to their full capacity. Nurses should therefore be empowered and protected when executing their practice.

One of the main focuses of the National HIV/AIDS care and treatment plan (NCTP) is to prepare and enable health workers in the country to provide ART and monitor the intervention and its outcomes. The NCTP fosters information, education and communication; promoting adherence to treatment regimens, prevention and strengthening social support for care and treatment for persons living with HIV/AIDS in Tanzania. It also focuses on pregnant women to help reduce the number of HIV infections in children (PMTCT).

SPECIFIC SCOPE FOR NURSES IN INFECTIOUS DISEASES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
HIV/AIDS AND PMTCT		
<ul style="list-style-type: none"> ▪ Provide symptomatic diagnosis and screening of presenting clients, according to existing MOHSW protocols ▪ Apply IPC techniques in all areas while dealing with infectious persons or materials ▪ Provide counselling and testing for HIV (PITC and VCT) ▪ Provide effective communication about treatment and adherence ▪ Initiate ART including PEP as per protocol ▪ Provide comprehensive care, treatment and support for pregnant and postpartum women and their infants (PMTCT) ▪ Provide home-based care services as per existing protocols ▪ Document and report treatment and care provided to clients ▪ Manage within own scope and recognizes situations needing referral according to existing protocols ▪ Maintain safety and supportive working environment for IPC 	<p style="text-align: center;">In addition to scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Provide supportive supervision to subordinates in all matters related to HIV care and treatment, and IPC ▪ Supervise the application of IPC and provide necessary supplies ▪ Monitor closely progress of clients, identify complications, and manage within scope ▪ Recognize complicated cases needing referral ▪ Prescribe and initiate ART (including PEP) as per protocol – and supervise the practice ▪ Provide comprehensive care, treatment and support for pregnant and postpartum women and their infants (PMTCT) ▪ Coordinate the provision of home-based care services as per existing protocols ▪ Supervise the care, monitor documentation and manage data appropriately ▪ Mentor and coach subordinates in the HIV/AIDs care and counselling field ▪ Create a positive working environment for the nurses and the patients 	<p style="text-align: center;">In addition to scope for diploma level:</p> <ul style="list-style-type: none"> ▪ Provide supportive supervision to subordinates in all matters related to HIV care and treatment, and IPC ▪ Review and update IPC standards to improve quality of care ▪ Organize and coordinate trainings for health care providers ▪ Advocate and sensitize HIV matters at facility and community levels ▪ Monitor and evaluate performance of HIV care and treatment interventions ▪ Recognize complicated cases needing referral ▪ Identify risky behaviours in the community and recommend intervention ▪ Develop policies for data management and sharing ▪ Provide targeted CPD sessions on HIV/AIDS ▪ Conduct formal trainings for HIV/AIDS ▪ Advocate for policies to ensure positive practice environments

SPECIFIC SCOPE FOR NURSES IN INFECTIOUS DISEASES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
TUBERCULOSIS		
<ul style="list-style-type: none"> ▪ Provide symptomatic diagnosis and screening of presenting clients, according to existing MOHSW protocols ▪ Maintain safety and supportive working environment for IPC (transmission-based precautions) ▪ Collect specimen from suspected cases and handle specimen according to protocol ▪ Refer confirmed TB patients for treatment to a prescribing health practitioner ▪ Provide confirmed TB patients with treatment education, support and monitoring plan ▪ Provide community-based DOT support with a monthly supply of TB treatment if the patient is unable to collect it from higher-level facility ▪ Manage and administer TB vaccines according to protocols ▪ Assist in health talks for the promotion and prevention of TB ▪ Assist in collecting data and contact tracing 	<p>In addition to certificate level:</p> <ul style="list-style-type: none"> ▪ Provide supportive supervision to subordinates in all matters related to TB prevention and treatment, and IPC ▪ Conduct active TB case findings and contact tracing in facility Out Patient Departments and communities ▪ Share and document findings accurately and in timely manner complying with professional standards ▪ Perform data reporting and monitoring responsibilities, e.g., TB registers ▪ Recognize complicated cases and consult or refer to appropriate level ▪ Supervise the provision of DOT and ensure availability of supplies ▪ Ensure availability of TB vaccines in the facility ▪ Organize health promotion and prevention activities ▪ Report, collate and keep timely records of findings complying to country policies 	<p>In addition to diploma level:</p> <ul style="list-style-type: none"> ▪ Provide supportive supervision to subordinates in all matters related to TB prevention and treatment, and IPC ▪ Organize, synthesize, analyse and interpret data from different sources to derive nursing diagnosis and determine nursing care plan for TB cases ▪ Organize and coordinate trainings for health care providers in relation to TB ▪ Advocate and sensitize TB matters at facility and community levels ▪ Monitor and evaluate performance of TB prevention, care and treatment interventions ▪ Recognize complicated cases and consult or refer to appropriate level ▪ Collaborate with other clinicians in the procurement of essential supplies used in TB care ▪ Develop communication materials for TB promotion and prevention ▪ Critically analyse the records on TB cases and risky behaviours

6.5. Non Communicable Diseases

Preamble

Africa is facing a double burden of infectious diseases and non-communicable diseases (NCDs). Available evidence (Kapiga, 2011) indicates that NCDs are a major contributor to the global burden of disease. Unfortunately in Sub-Saharan Africa, accurate information about NCDs is scarce and the health facilities are under-resourced. However, projections indicate that NCDs caused by demographic and epidemiologic transitions are on the increase. These conditions include cardiovascular diseases, diabetes mellitus type 2, cancers and metabolic disorders (Dalal et al., 2011). Fortunately these diseases are preventable. It is therefore important for nurses to practice at full scope in the identification of risk factors and engaging in preventive strategies.

SPECIFIC SCOPE FOR NURSES IN NON COMMUNICABLE DISEASES		
ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Demonstrate competencies in health promotion and prevention of non-communicable diseases through IEC and behavioural change communication to the community ▪ Early diagnosis and first aid management of non-communicable diseases ▪ Prompt referral of patients with non-communicable diseases ▪ Rehabilitative support 	<p>In addition to scope at certificate level:</p> <ul style="list-style-type: none"> ▪ Proper management of cases and complications and referral of cases 	<p>In addition to scope at diploma level:</p> <ul style="list-style-type: none"> ▪ Prepare management protocols for non-communicable diseases ▪ Supervise and train subordinates on management of non-communicable diseases

6.6. Mental Health And Psychiatric Nurses

Preamble

Mental disorders contribute greatly to disease burden in Tanzania and other countries, causing immense 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.

SPECIFIC SCOPE FOR MENTAL HEALTH NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Observe professional, ethical and legal practice ▪ Assist in mental health promotive, prevention and curative services ▪ Plan and provide nursing care to mentally disturbed persons ▪ Participate in team work ▪ Keep records of human and material resources to improve quality of mental health services ▪ Follow requirements of the professional excellence, credibility and competence through evidence based practice ▪ Observe mental patient's rights 	<p>In addition to scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Maintain professional, ethical and legal practice ▪ Empower those affected by mental health issues to be aware of and exercise their rights in relation to health care ▪ Protect clients from any discrimination, violation of their privacy and confidentiality ▪ Manage the delivery of care services within the sphere of one's own accountability ▪ Conduct needs assessment by using proper history taking, and mental state evaluation ▪ Formulate accurate nursing diagnosis and prioritize plan to clarify client's needs ▪ Prescribe specific medication following protocols ▪ Adhere to legal and related ethical issues in provision of mental health services ▪ Facilitate availability of milieu therapy ▪ Provide community mental health education ▪ Coordinate services and specific care activities within multidisciplinary teams, organizations and special interest groups ▪ Provide holistic care to client with 	<p>In addition to the scope for diploma level:</p> <ul style="list-style-type: none"> ▪ Provide comprehensive care to clients/patients presenting with health care needs related to mental health and psychiatry ▪ Perform assessment and develop differential diagnosis by using diagnosis and standard classification of mental disorders such as DSM and ICD taxonomy ▪ Interpret findings or relevant diagnostic and laboratory tests and take appropriate action ▪ Develop and implement treatment plans ▪ Prescribe, administer and dispense selected psychotropic and related medications according to available protocols ▪ Manage acute and chronic psychiatric disorders and refer patient accordingly ▪ Initiate and/or participate in community mental health services ▪ Initiate and participate in school mental health and psychiatric nursing programs ▪ Provide community mental health education to the communities ▪ Integrate international, national, local policies and guidelines with professional standards ▪ Practice in line with international legislation for mental health,

SPECIFIC SCOPE FOR MENTAL HEALTH NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
	<p>mental disorders</p> <ul style="list-style-type: none"> ▪ Link client care to family, groups, community and other relevant health care providers ▪ Support community-based health care providers ▪ Document and produce meaningful reports in relation to research findings ▪ Disseminate research findings to others for improvement of care ▪ Manage and maximize utilization of human and other resources to improve quality of mental health services. ▪ Maintain inventories of resources needed ▪ Utilize resources effectively ▪ Implement and uphold rational medicine use policy ▪ Maintain professional excellence, credibility and competence through evidence based practice ▪ Identify gaps resulting from the emerging of new approaches to practice and education for improving care ▪ Participate in Continuing Professional Development programmes 	<p>relevant statutes, policies, standards, competencies, and guidelines</p> <ul style="list-style-type: none"> ▪ Practice consistently with national and international law requirements

6.7. 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.

SPECIFIC SCOPE FOR OPERATING THEATRE NURSES		
ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Practice under the guidance of the registered nurse in the provision of pre, intra and post-operative nursing care ▪ Assess clients, document and report any abnormalities ▪ Utilize and store theatre equipment appropriately ▪ Undertake nursing responsibilities appropriate to the scope of practice ▪ Adhere to IPC policies and practices ▪ Participate in CPD and lifelong learning 	<p>In addition to scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Provide pre, intra and post-operative care for the patient undergoing surgery using the nursing process ▪ Lead and manage operating room, theatre and unit/department. ▪ Avail the necessary equipment for surgical procedures ▪ Observe and report medico-legal issues in surgical procedures ▪ Implement measures for infection prevention and control ▪ Keep and maintain inventory of equipment and supplies used for providing theatre services ▪ Observe, document and report the outcome of the theatre procedures and patient ▪ Participate with other members in decision-making concerning theatre services ▪ Engage in available continuing professional development plans ▪ Perform minor surgical procedure as per protocol 	<p>In addition to scope for diploma level:</p> <ul style="list-style-type: none"> ▪ Apply scientific knowledge and models of the nursing process in providing the pre, intra and post-operative care for the patient undergoing surgery ▪ Collaborate with hospital administration and public health office in designing the lay-out of the theatre ▪ Coordinate activities of operating room, theatre and unit/department ▪ Observe and discuss medico-legal issues in surgical procedures. ▪ Conduct operational research on trends and issues of theatre nursing ▪ Provide leadership in operative theatre nursing

6.8. Nurse Anaesthetist

Preamble

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

SPECIFIC SCOPE FOR NURSE ANAESTHETISTS		
ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Apply the nursing process in the care of patients before, during and after anaesthesia ▪ Prescribe and administer anaesthesia according to scope and protocol ▪ Use essential basic equipment and supplies ▪ Continuously learn and update knowledge and skills in order to provide quality anaesthesia services ▪ Collaborate with other team members in anaesthesia 	<p>In addition to scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Carry out nurse anaesthetic practice in accordance existing legal, policy, ethical and professional guidelines ▪ Identify unsafe practice and respond appropriately to ensure a safe outcome ▪ Perform head to toe physical assessment of the patient to identify specific conditions which can compromise anaesthesia administration as per protocol guidelines ▪ Interpret laboratory investigations correctly ▪ Classify the patients for anaesthesia according to ASA classification ▪ Administer appropriate anaesthesia and maintain safety of the patient ▪ Observe, document and report the outcome of the patient ▪ Demonstrate the ability in executing managerial skills ▪ Keep and maintain inventory of equipment and supplies used for providing aesthetic services ▪ Participate with other members in 	<p>In addition to scope for diploma:</p> <ul style="list-style-type: none"> ▪ Perform and document a pre-anaesthetic assessment and evaluation of the patient, including requesting consultations and diagnostic studies ▪ Select, obtain, order, and administer pre-anaesthetic medications and fluids ▪ Obtain informed consent for anaesthesia ▪ Develop and implement an anaesthetic plan ▪ Perform minor surgical procedures like central venous catheterization and chest drain insertion as per protocol ▪ Conduct support operational research, interpret the finding and disseminate results for improvement of services ▪ Select, apply, and insert appropriate non-invasive and invasive monitoring ▪ Conduct continuous evaluation of the patient’s physical status ▪ Discharge the patient from a post-anaesthesia care area and provide

SPECIFIC SCOPE FOR NURSE ANAESTHETISTS

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
	decision making concerning anaesthetic services <ul style="list-style-type: none"> ▪ Engage in available continuing professional development plans ▪ Demonstrate/ leadership role in resuscitation of anaesthetic emergencies in accordance with existing protocols ▪ Manage complications related to anaesthesia during first 24 hours after procedure ▪ Observe and convey to surgeon and other health team members any changes in condition that place the patient at risk of developing anaesthetic surgical complications ▪ Participate and utilize the research findings in the field of anaesthesia 	post-anaesthesia follow-up evaluation and care

6.9. 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.

SPECIFIC SCOPE FOR OPHTHALMIC NURSES

ENROLLED	REGISTERED	
CERTIFICATE LEVEL	DIPLOMA/ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Apply the nursing process in the management of ophthalmic conditions ▪ Prescribe and administer ophthalmic medications as per scope and protocols ▪ Assist in collecting relevant information in ophthalmology ▪ Participate in ophthalmic health prevention and promotive activities 	<p>In addition to scope for certificate level:</p> <ul style="list-style-type: none"> ▪ Assess, diagnose and treat acute and chronic ophthalmic conditions ▪ Prescribe and administer appropriate ophthalmic medicines as per existing standards ▪ Manage effectively ophthalmic nursing care services, including ocular emergencies and refractive errors ▪ Provide health education and health promotion activities on ophthalmic services ▪ Utilize research findings to improve ophthalmic care ▪ Maintain safety and supportive working environment for IPC ▪ Report and keep records ▪ Assists patients and other staff in giving specialized care in terms of knowledge and skill in the workplace ▪ Build culture of shared ophthalmic nursing autonomy 	<p>In addition to scope for diploma level:</p> <ul style="list-style-type: none"> ▪ Provide supportive supervision to EN, diploma nurse in all matters related to ophthalmic nursing care ▪ Screen, monitor and initiate treatment pathways to patients with chronic conditions such as glaucoma, diabetic retinopathy and dry eye ▪ Manage and deliver total care pathway in order to achieve both clinical and national targets ▪ Liaise and refer clients with conditions beyond the scope ▪ Advise and promote ocular health in areas including sports injuries, occupational injuries and infection prevention ▪ Formal and informal networking within the specialty to facilitate the dissemination of new ideas and the rapid development and implementation of new services and evidence-based practice ▪ Evaluate ophthalmic programme and practices in work environment ▪ Conduct and utilize research findings to improve ophthalmic services ▪ Act proactively as an educator and resource person to other professionals within and outside the ophthalmic setting ▪ Share power and influence within the organization

6.10. Nurse Tutors/Lecturers

Preamble

A nurse tutor is a person who empowers students with knowledge, skills and attitudes for any nursing educational programme. The goal is help the student to become successful in a non-threatening and non-judgmental environment. The Nursing and Midwifery (training) regulations (2010) define a nurse tutor

as a registered nurse or midwife who has attended an approved nursing or midwifery training and is registered as such by the Council. The same regulation defines a lecturer as a registered practitioner with qualification in teaching methodology. Section 11 (2 and 3) of the same regulation instructs that the qualification of the tutor or lecturer of a certain course must be higher than that of the course he/she is teaching or facilitating. In addition, tutors appointed to conduct training are required to be persons with professional knowledge and experience in matters relating to nursing and midwifery. A nurse tutor will be a competent provider of health care, ethically and legally bound, a model of nursing profession, and a planner of learning outcomes.

SPECIFIC SCOPE FOR NURSE TUTORS/LECTURERS	
DIPLOMA /ADVANCED DIPLOMA LEVEL	BSCN OR EQUIVALENT LEVEL
<ul style="list-style-type: none"> ▪ Teach students nurses at certificate level ▪ Impart knowledge, skills and attitudes relevant to preventive, curative, rehabilitative and palliative health care services ▪ Use knowledge from nursing, health and other disciplines combined with best available evidence to explain and teach nursing interventions ▪ Stimulate lifelong learning behaviour and professional advancement ▪ Provide guidance/instructions in the development and/or maintenance of independent learning skills ▪ Promote accountability and professional responsibility to graduates ▪ Assess students' performance ▪ Evaluate learning outcomes and modifies teaching/ learning approaches and content accordingly ▪ Inculcate culture of team work, critical thinking, and problem solving skills ▪ Identifies gaps between current work requirements and current knowledge, understanding and skills 	<p>In addition to the scope at diploma level:</p> <ul style="list-style-type: none"> ▪ Teach students nurses at diploma level ▪ Steer creativity and innovativeness in response to challenges in teaching practice and health care delivery ▪ Undertake regular review of own practice by engaging in reflection, critical examination and evaluation and seeking peer review ▪ Facilitate quality improvement of the educational and evaluation processes through implementation of educational standards and monitoring their sustainability ▪ Conduct research that aims at improving teaching and learning methods, materials and environment ▪ Utilize research findings in contributing to developments in nursing/ midwifery as a means to improving standards of teaching and learning ▪ Plan, budget, and influence effective utilization of those resources for improving teaching and learning environment ▪ Provide mentorship and supervision to subordinates, colleagues, students and other institutions in area of expertise ▪ Act as an effective role model for students and within the teaching and learning team

7. Advanced Practice Nursing

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. In accordance with the Tanzania Nursing and Midwifery Act (2010), this is **“a registered nurse who has completed specific advanced nursing education (either a Master’s or a Doctorate degree) and training in the diagnosis and management of common as well as complex medical conditions”**³. Their specialist practice includes clinical practice relevant for the nationally identified clinical specialties, and competencies as stipulated in the standards of practice,⁴ 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).

³ Tanzania Nursing and Midwifery Act, 2010.

⁴ The range of roles, functions, responsibilities and activities, which a registered/licensed professional is educated for, competent in, and is authorised to perform. It defines the accountability and limits of practice. (International Council of Nurses 2005, page 33.)

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); Nursing and midwifery progress report 2008–2012**). To date, the nursing specialty in paediatric nursing (for example) is limited to the Advanced Nursing Diploma while under-five morbidity and mortality indices continue to be one among disconcerting health challenges despite the substantial gains by implementation of the IMCI programme. It is thus imperative that advancing the education of clinical nurses — in areas including paediatrics, midwifery, anaesthesia 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 have acquired the expert knowledge base, complex decision making skills and clinical competencies for their defined, expanded role and practice. This section is meant to give a few examples of the areas of advanced practice in nursing and midwifery and is therefore applicable in all areas of advanced practice.

7.1. Paediatrics

SPECIFIC SCOPE FOR ANP IN PAEDIATRICS

MASTER'S	DOCTORATE
<ul style="list-style-type: none"> ▪ Perform comprehensive health assessment using the nursing process: <ul style="list-style-type: none"> ○ Collect relevant data of the child, including a comprehensive health history, physical examination and ordering of diagnostic tests ○ Make the nursing diagnosis ○ Develop the plan of care that includes interventions and expected outcomes with consideration of associated risks, benefits, and cost to the child and family ○ Implement the plan of care including prescription of medicine and other modes of treatment ○ Evaluate the child's and family's progress towards attaining the desired health outcomes ▪ Promote rehabilitative activities to enhance the quality of life for children and their families. ▪ Refer the paediatric clients as appropriate ▪ Perform crisis interventions and follow up management for assault survivors ▪ Engage in scholarly activities ▪ Utilize research findings to improve health status of children 	<p>In addition to Master's level:</p> <ul style="list-style-type: none"> ▪ Apply advanced clinical reasoning, judgment and in-depth knowledge to derive a differential diagnosis and determine a comprehensive care plan ▪ Design programmes to improve the provision of paediatric nursing care. ▪ Direct nursing policy including policies that impact the status of children's health at the highest level locally and internationally ▪ Teach and supervise thesis for master's and PhD students with special focus on paediatric health improvement ▪ Lead, mentor and disseminate scientific research results at local, regional and international fora ▪ Manage institutions of higher learning and provide academic leadership, mentorship and set systems for further developments of the profession ▪ Provide consultancy services ▪ Provide professional leadership and mentorship to other nurses in policy formulating organs ▪ Coach and mentor clinical practice settings to set standards and enhance team performance in paediatric nursing practice for better patient outcomes and safety ▪ Conduct research and publish in the area of specialization ▪ Engage in advanced practice in paediatrics and child health

7.2. Mental Health And Psychiatry

SPECIFIC SCOPE FOR ANP IN MENTAL HEALTH AND PSYCHIATRY	
MASTER'S	DOCTORATE
<ul style="list-style-type: none"> ▪ Provide comprehensive, specialized care to clients/patients presenting with health care needs related to mental health and psychiatry ▪ Perform comprehensive mental health and psychiatric evaluation/assessment for individuals, families and communities ▪ Interpret findings or relevant diagnostic and laboratory tests and take appropriate action ▪ Apply standardized taxonomy systems to the diagnosis of mental health problems and psychiatric disorders ▪ Develop and implement treatment plans to include individual, group and family psychotherapies ▪ Prescribe, administer and dispense psychotropic and related medications ▪ Manage acute and chronic psychiatric disorders and refer as appropriate ▪ Participate in legal and forensic report writing and defence in selected cases ▪ Initiate and/or participate in community, population-focused and disaster management programs that promote mental health and reduce risk psychiatric disorders ▪ Initiate and direct school mental health and psychiatric nursing programmes ▪ Provide community mental health services and psychosocial education to communities as appropriate ▪ Provide leadership in policy and frameworks formulation for mental health services ▪ Participate in curriculum development and teach students specializing in mental health and psychiatric nursing ▪ Conduct research and utilize findings to improve mental health services 	<p>In addition to Master's level:</p> <ul style="list-style-type: none"> ▪ Apply advanced clinical reasoning, judgment and in-depth knowledge to derive a differential diagnosis and determine a comprehensive care plan ▪ Design programmes to improve the promotion of mental health and provision of quality psychiatric care nursing care and rehabilitation ▪ Direct nursing policy, including policies that impact the promotion of mental health and quality and equitable provision of psychiatric care and rehabilitation at the highest level locally and internationally ▪ Teach and supervise thesis for master's and PhD students with special focus on mental health promotion, prevention and treatment of mental health disorders including substance abuse and their rehabilitation ▪ Lead, mentor and disseminate mental health and psychiatric research results at local, regional and international fora ▪ Manage institutions of higher learning and provide academic leadership, mentorship and set systems for further developments of the profession in mental health and psychiatric nursing ▪ Provide consultancy services ▪ Provide professional leadership and mentorship to other nurses in policy formulating organs ▪ Coach and mentor clinical practice settings to set standards and enhance team cohesiveness in the provision of mental health care services, treatment of psychiatric disorders and rehabilitation for ensuring patient and safety better patient outcomes

7.3. Critical And Trauma Care

SPECIFIC SCOPE FOR ANP IN CRITICAL AND TRAUMA CARE	
MASTER'S	DOCTORATE
<ul style="list-style-type: none"> ▪ Using the nursing process, implement holistic care as appropriate ▪ Perform critical analysis and formulate differential diagnosis based on history, physical examination and clinical findings ▪ Perform/assist in life-saving, interpret results and take the appropriate interventions. ▪ Perform critical assessment, diagnose and prescribe treatment as per protocol and implement care ▪ Identify, implement and evaluate appropriate plan of care including pharmacologic interventions as per protocol ▪ Provide Advanced Cardiac Life Support (ACLS) ▪ Plan and implement care for patients requiring special care ▪ Implement measures for infection prevention and control at all times ▪ Provide relevant patient/family education and counselling ▪ Plan and implement the rehabilitation process ▪ Discuss findings or relevant diagnostic and laboratory tests and give meaning to the findings for appropriate plan of care ▪ Test models in critical care nursing and health services in general ▪ Compare and contrast international, regional, national policies and guidelines with professional standards. ▪ Provide leadership and consultancy services in critical care and trauma nursing ▪ Conduct research and utilize findings in improving critical care and trauma nursing ▪ Manage and maximize utilization of resources to improve quality of critical care and trauma nursing 	<p>In addition to Master's level:</p> <ul style="list-style-type: none"> ▪ Apply advanced clinical reasoning, judgment and in-depth knowledge to derive a differential diagnosis and determine a comprehensive care plan ▪ Design programmes to improve the promotion of critical and trauma care and provision of quality care and rehabilitation ▪ Direct nursing policy including policies that impact on the promotion of critical and trauma ▪ Teach and supervise thesis for master's and PhD students with special focus on critical care ▪ Lead , mentor and disseminate scientific research results related to critical care at local, regional and international fora ▪ Manage institutions of higher learning and provide academic leadership, mentorship and set systems for further developments of the profession in critical and trauma care ▪ Provide consultancy services in the area of specialization ▪ Provide professional leadership and mentorship to other nurses in policy formulating organs ▪ Coach and mentor clinical practice settings to set standards and enhance team cohesiveness in the provision of critical and trauma services and rehabilitation for ensuring patient safety and better client/ patient outcomes ▪ Conduct research and publish in the area of specialization ▪ Engage in advanced practice in critical and trauma services

7.4. Midwifery

SPECIFIC SCOPE FOR ANP IN MIDWIFERY	
MASTER'S	DOCTORATE
<ul style="list-style-type: none"> ▪ Provide comprehensive, specialized care to women and newborn children, and refer to specialists as appropriate ▪ Take lead during obstetric emergency situations to ensure safety of the mother and the neonate ▪ Utilize theoretical models in midwifery and translate knowledge to influence evidence based practice ▪ Prescribe, administer and dispense medications used in midwifery ▪ Initiate PMTCT and PEP as per protocol ▪ Initiate and/or participate in community, population-focused and disaster management programmes that promote maternal and child health ▪ Contribute to policy development and review ▪ Provide leadership in policy and framework formulation for midwifery services ▪ Participate in curriculum development and teach students specializing in midwifery ▪ Conduct research and utilize findings to improve midwifery services ▪ Monitor and evaluate midwifery services ▪ Initiate services that promote women health such as youth friendly services ▪ Conduct CPD to other health workers 	<p>In addition to Master's level:</p> <ul style="list-style-type: none"> ▪ Apply advanced clinical reasoning, judgment and in-depth knowledge to derive a differential diagnosis and determine a comprehensive care plan ▪ Design programmes to improve the promotion of women's health ▪ Direct nursing policy including policies that impact the promotion of midwifery at the highest level locally and internationally ▪ Teach and supervise thesis for master's and PhD students with special focus on midwifery ▪ Lead, mentor and disseminate midwifery related scientific research results at local, regional and international fora ▪ Manage institutions of higher learning and provide academic leadership, mentorship and set systems for further developments of the profession in midwifery ▪ Provide consultancy services ▪ Provide professional leadership and mentorship to other nurses in policy formulating organs ▪ Coach and mentor clinical practice settings to set standards and enhance team cohesiveness in the provision of midwifery services for better client/patient outcomes ▪ Engage in advanced practice in midwifery

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.

Health-Illness Continuum:

Describes care needs of the individual and ranges from being fully independent to partially or fully dependent.

Midwife:

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

Nurse:

A person who has successfully completed a prescribed general basic nursing education programme and is licensed by the TNMC to practice nursing as enrolled or 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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