

[AS PASSED BY THE MAJLIS-E-SHOORA (PARLIAMENT)]

An

Act

*to amend and consolidate the laws relating to registration and training of nurses,
midwives and Lady Health Visitors (LHVs)*

WHEREAS it is expedient further to amend and consolidate the laws relating to training of nurses, midwives and LHVs and to provide for matters ancillary thereto;

It is hereby enacted as follows:-

1. Short title, extent and commencement.- (1) This Act may be called the Pakistan Nursing Council (Amendment) Act, 2022.

(2) It extends to the whole of Pakistan.

(3) It shall come into force at once.

2. Amendment of section 2, Act XXVI of 1973.- In the Pakistan Nursing Council Act, 1973 (XXVI of 1973), herein after referred to as the said Act, for section 2, the following shall be substituted, namely:-

“2. Definitions.- In this Act, unless there is anything repugnant in the subject or context,-

(a) **“Board”** means a Provincial Nursing and Midwifery Examination Board constituted under section 20;

(b) **“BSN”** means a bachelors of science in nursing and determined as a Recognized Higher Qualification;

(c) **“CNS”** means Clinical Nurse Specialist a registered nurse who having enrolled in and successfully completed one year post BSN diploma in a relevant discipline and or MSN degree in specialized clinical tract recognized by PN&MC and is registered with PN&MC and is licensed to practice as a Clinical Nurse Specialist under section 24(c)(i) and 36(2)(h) of this Act within a defined scope of practice;

(d) **“Council”** means the Pakistan Nursing and Midwifery Council (PN&MC) established under section 4;

(e) **“Current registration”** means registration given by Pakistan Nursing and Midwifery Council, which is present on its Register;

- (f) “**HEC**” means the Higher Education Commission of Pakistan;
- (g) “**LHV**” means Lady Health Visitor who has completed the prescribed qualification recognized by PN&MC, and has been registered and licensed by the PN&MC as a registered Lady Health Visitor;
- (h) “**Member**” means a member of the Council;
- (i) “**Ministry**” means administrative ministry of PN&MC;
- (j) “**MNHSRC**” means Ministry of National Health Services, Regulation & Coordination;
- (k) “**National Medical Authority**” means the Authority constituted under section 15 of the Pakistan Medical Commission Act, 2020;
- (l) “**Nurse**” means registrant of PN&MC licensed to practice as a nurse;
- (m) “**NP**” means Nurse Practitioner a registered advanced practice nurse, who having been enrolled to a Master Degree in Nursing (MSN) recognized by PN&MC, is registered with PN&MC as Nurse Practitioner and is currently licensed by PN&MC to practice autonomously and in collaboration with others under section 15 (c)(i) and section 26 (2)(i) of this Act within a defined scope of practice;
- (n) “**PN&MC**” means the Pakistan Nursing and Midwifery Council;
- (o) “**Prescribed**” means prescribed by this Act and rules and regulations made under this Act;
- (p) “**Recognized Higher Qualifications**” means a degree qualification recognized by the Higher Education Commission granted by an institution established and maintained in Pakistan or in a foreign country, or granted by a Board/University for nurses, midwives and LHV which is declared to be a recognized higher qualification for the purposes of this Act:

Provided any qualification recognized as a higher qualification under this Act and obtained by a person registered with the PN&MC prior to the date of the amendment of the Act shall continue to be recognized for the benefit of the person registered prior to the date of the amendment;

- (q) **“Recognized qualifications”** means a qualification granted by a Board/University for which is declared to be a recognized qualification for the purposes of this Act and includes:-
- (i) a qualification specified in the schedule; and
 - (ii) a qualification which was, immediately before the commencement of this Act, a recognized qualification under the Pakistan Nursing Council Act, 1952 (LIX of 1952) and 1973 to the extent of only such person registered with the PN&MC prior to this amendment to the Act unless continued to be recognized after the amendment to this Act;
- (r) **“Register”** means the register of nurses, midwives, Lady Health Visitors and nursing auxiliaries maintained under section 20;
- (s) **“Regulations”** mean regulations made under this Act;
- (t) **“RM”** means Registered Midwife who has completed the prescribed qualification recognized by PN&MC and has been registered and licensed by PN&MC to practice as a registered midwife; and
- (u) **“Other Committees”** means sub-committees appointed by the council for special purpose under section 11(2) of the Act.

3. Insertion of new section 2A, Act XXVI of 1973.- In the said Act, after section 2, the following new section 2A shall be inserted namely:-

“2A. Purpose of Pakistan Nursing and Midwifery Council.- (a) To protect, promote, and maintain the public health and wellbeing,

- (b) To serve the public of Pakistan with regards to healthcare services in general, but nursing and Midwifery services in particular,
- (c) To ensure competence of registered professionals of PN&MC, and
- (d) To liaison with all stakeholders about nursing and Midwifery education, professional conduct and practice within and outside the Republic of Pakistan.”

4. Substitution of section 3, Act XXVI of 1973.- In the said Act, for section 3, the following shall be substituted, namely:-

“3. Establishment of the Council.- (1) The Federal Government shall, as soon as may be, establish a Council to be called the Pakistan Nursing Council, which shall consist of the following member, namely:-

- (a) Secretary of the concerned Division or his nominee not Ex-Officio Member

- below the rank of BPS-20;
- (b) Chief Nursing Administrator, by whatever name called, of the Armed Forces Nursing Service; Ex-Officio Member
- (c) one nurse from each Province, to be elected by the provincial nursing board, one senior nurse from federal capital to be nominated by the concerned division and one senior nurse from the Government of Gilgit Baltistan to be elected by the nursing board of that Government; Member
- (d) three members appointed by the Prime Minister on the recommendation of the concerned Division from whom one member shall be a,— Members
- (i) philanthropist or from civil society of known integrity and eminence with a minimum of fifteen years of related experience in the field of philanthropist or civil society;
- (ii) legal profession of known integrity and eminence with a minimum of fifteen years of experience in the field of law as a practicing lawyer or a retired High Court Judge;
- (iii) Chartered Accountant of known integrity and eminence with a minimum of fifteen years of related experience in the field of accountancy.

(2) The Council established under sub-section (1) shall be a body corporate having perpetual succession and a common seal, with power, among others, to acquire, hold and dispose of property, and shall by its name sue and be sued.”.

5. Insertion of new section 3A, in the Act XXVI of 1973.- In the said Act, after section 3, a new section 3A shall be inserted, namely,-

3A. Powers of the Council.- The powers of the Council shall be,-

- (a) to licence and regulate Registered Nurse, Nurse Specialist, Nurse Practitioner, Midwife and Lady Health Visitor practice in Pakistan;

- (b) to register, maintain and update the register of Registered Nurses, Nurse Specialists, Nurse Practitioners, Midwives and Lady Health Visitors;
- (c) to prescribe the requirements to be met as to the evidence of good health and good character in order to satisfy the Registrar that an applicant is capable of safe and effective practice as a nurse or midwife of lady health visitor;
- (d) to require public, private and non-government educational institutions and employers of registrants of the Council to promptly submit annual returns of registered nurses, midwives, lady health visitors in their employment and such other information as may become necessary from time to time;
- (e) to assist and advise the Federal and Provincial Governments on matters pertaining to policies of nursing and midwifery professions;
- (f) to carry out licensure examinations for grant of licence to practice with PN&MC and to practice; and to develop, revise and update curricula and recommend these as appropriate to nursing teaching institutions;
- (g) Provided that all actions of the council will be in accordance with the law and Council will ensure that the right to prescribe drugs or medical devices may not be given to Registered Nurses, Nurse Specialists, Nurse Practitioners, Midwives, or Lady Health Visitors, or any other nurse practitioners in contravention of the law and without the prior approval of the Federal Government;
- (h) to evaluate and accredit institutions that provide education and training in nursing, midwifery and LHV, and to cooperate with other accreditation bodies where necessary in accordance with the objectives of the PN&MC subject to evaluation and accreditation of institutions affiliated with a university shall be regulated by the university and the Higher Education Commission on criteria formulated and provide by the PN&MC;
- (i) to designate new nursing and midwifery programs, specialties and categories where deemed necessary by the council;
- (j) to determine Scope of Practice for its registrants;
- (k) to set, monitor and update,-

- (i) standards for education, clinical practice, professional conduct and institutional accreditation;
 - (ii) conditions/policies for registration/licence to practice;
 - (iii) conditions/policies for enrollment into nursing programs; and
 - (iv) conditions/policies for institutions offering nursing programs;
- (l) to formulate, revise and update policies, and to advocate and motivate institutions, government and private sector to adopt the changes suggested for the improvement of nursing, midwifery and LHV in the country;
- (m) to establish an independent arm(s) for quality assurance, examination, accreditation and or curriculum development and approvals for PN&MC credibility as deemed by the council. The independent arms shall accredited by any international credible agency such as ISO;
- (n) to determine and receive fees, donations, grants or any other financial benefits or assistance;
- (o) to collect, analyze data and disseminate information about nursing, midwifery and lady health visitors' education, practice and the nursing, midwifery and lady health visitors' workforce;
- (p) to consider any matter affecting nursing, midwifery and lady health visiting falling within the ambit of the Council and make representations or take such action as the Council deems advisable;
- (q) to approve, alter, modify and/or change the Rules and Regulations of the Council when deemed fit and necessary for the promotion of the purposes of the Act;
- (r) to elect the Executive Committee of the Council;
- (s) to approve the annual audited accounts audited by a duly appointed chartered accountant;
- (t) to appoint a registered Chartered Accountant at its Annual General Meeting for auditing the accounts of the PN&MC; and

(u) to do all things necessary and ancillary to the above purposes of the Act.”.

3(B). Notwithstanding anything contained in this Act, the Prime Minister on the recommendation of the Minister-in-Charge of the concerned division, may remove all or any member of the Board in the manner as may be prescribed.

6. Amendment of section 4, Act XXVI of 1973. – In the said Act, in section 4,-

(a) In sub-section (2), for the words “resign his office by writing under his hand addressed” the expression “submit his written, signed resignation” shall be substituted;

(b) In sub-section (3),-

(i) new paragraph (a), shall be inserted and remaining paragraph shall be renumbered accordingly,-

“(a) On completion of his tenure of three (3) years as prescribed in sub-section in (2) above without any further notification by PN&MC/NHSRC;”;

(ii) in renumbered paragraph (b), after the words “he was” the word “elected or” shall be omitted;

(iii) in renumbered paragraph (b), after the words “represent or” the word “ceases” shall be inserted;

(iv) in renumbered paragraph (b), for the word “qualified” the word “eligible” shall be substituted; and

(v) after renumbered paragraph (c), new paragraph (d), shall be inserted, namely;

“(d) if the nominating authority withdraws the nomination at any time.”.

7. Amendment of section 5, Act XXVI of 1973.- In this Act, in section 5, after the expression “such member by” the expression “election or” and after the expression “such member was” the expression “elected or” shall be omitted.

8. Amendment of section 7, Act XXVI of 1973. – In the said Act, in section 7,-

(a) in sub-section (1),-

(i) for the word “six”, the word “three” shall be substituted; and

(ii) for the words “times and places” the words “time and place” shall be substituted;

(b) for sub-section (3), the following shall be substituted, namely;-

“(3) A written notice along with the agenda and the time and place of each meeting shall be set by post or courier or by modern electronic means that constitutes documentary proof of notice such as an email, by the Register of the Council to all the members at least ten days before the date fixed for such meeting:

Provided that an emergency meeting may be called at twenty-four hour notice.”; and

(c) in sub-section 4, for the word “fourteen”, the word “twelve” shall be substituted.

9. Amendment of section 8, Act XXVI of 1973.- In the said Act, for section 8, the following shall be substituted:-

“(8) **President and Vice-President.-** (1) The President and the Vice-President shall be appointed by the Prime Minister on the recommendation of the concerned Division from amongst the Members specified in clauses (c) and (d) of sub-section (1) of section 3.

(2) The President and the Vice-President shall hold office for a period of three years”.

10. Amendment of section 9, Act XXVI of 1973.- In the said Act, in section 9,-

(a) for sub-section (1), the following shall be substituted, namely; -

“(1) The Council will, for efficient functioning, form an Executive Committee to meet more frequently than the Council and oversee day to day functions. The executive committee would include the President of the Council, who will chair the committee, and four other members of Council, elected by the Council, with duties and authority as recommended by Council. The Council may replace a member of the executive committee by majority vote.”

(b) for sub-section (2), the following shall be substituted, namely; -

“(2) Council may also constitute such other committees or sub-committees as it may deem fit for carrying out the purposes of this Act.”

(c) in sub-section (3), for the words “or under this Act”, the words “the Council and will report on its activities to Council at every Council meeting” shall be substituted.

11. Insertion of new sections 9A, 9B, 9C, 9D, 9E, 9F and 9G, Act XXVI of 1973.- In the said Act, after section 9, the following new sections 9A,9B, 9C, 9D, 9E, 9F and 9G shall be inserted, namely:-

“9A. The President.- The President shall be the head of the council and shall preside over all meetings of the Council and the executive committee and shall convene the meetings.

9B. The Vice-President.- The Vice-President shall act in the absence of the President and shall carry out any duties assigned to him/her by the President.

9C. Office of the Council.- The office of the council will consist of full-time employees of the Council, including a Secretary, Finance director, Human resource Director and such other persons as Council might consider necessary for the efficient functioning of Council and to meet the aims of this Act. Council will have the authority to create, redesignate or abolish posts, and establish salaries and benefits for its employees, so long as the fiscal implications remain within the approved budget:

Provided the Federal Government may by notification direct the National Medical Authority to undertake and provide all administrative functions of the PN&MC including the functions of the Finance Director, Human Resource Director, Director Curriculum and Education and Director Registration except the functions of the Secretary which shall be performed by the Secretary of the Council. The costs of such administrative functions shall be reimbursed to the National Medical Authority by the PN&MC or the Federal Government as directed by the Federal Government.

9D. Secretary.- The Council will appoint a full time Secretary as prescribed. The Secretary shall:

- (a) Act under the direction of and report to the President and Council;
- (b) Be responsible for the efficient management of the office of the PN&MC;
- (c) Send out notices for the meetings to be held in consultation with the President and shall record the minutes of all meetings and send out notices along with the agenda;
- (d) Keep the President informed of all matters; and
- (e) Perform any other duties as prescribed by the President and Council.

9E. Finance Director.- The Council subject to section 9C will appoint a full time Finance Director as prescribed. The Finance Director shall be responsible for the financial management and maintenance of proper accounts of the Council and shall ensure the annual audit by a duly appointed registered chartered accountant. He shall report all matters to the President and shall keep the Council informed of all important matters, and update the Council at each Council meeting.

9F. Appointment of other Personnel.- (1) The Council may appoint any other personnel, including a Director of Registration and a Director of Curriculum and Education, as required for the efficient functioning of the Council to meet the requirements of the Act as deemed fit by council.

(2) The Council shall determine, in accordance with the available budget, the terms and conditions of service and the pay and allowances of the officers and servants.

9G. Functions of Council.- Function of the Council shall be,-

- (a) to administer, manage and run the affairs of the PN&MC efficiently and to hire and fire staff whenever or wherever deemed necessary in the interests of the PN&MC.
- (b) to properly maintain the records, minutes and all documents of the PN&MC.
- (c) to administer the finance and maintain the accounts of the PN&MC with annual audits by a chartered accountant duly appointed by the Council.
- (d) to hire staff to positions necessary for the efficient administration and management of the PN&MC.
- (e) to co-opt, or appoint persons who are not members of the Council to serve on commissions, or to provide consultation and advice to the Council.
- (f) to acquire, rent, let, hire or dispose off property, borrow moneys, accept and administer any trust or donation, and charge fees for any services of the Council, in the interests of the promotion of the purposes of the Act.
- (g) to carry out all actions connected and ancillary to the purposes of the Act.”.

12. Amendment of section 10, Act XXVI of 1973.- In the said Act, in section 10,-

- (a) In the heading, for the word “servants”, the words “Supportive Staff” shall be substituted;
- (b) In sub-section (1),-

- (i) for the words “a Registrar of the Council and may appoint a Secretary, a Treasurer and such others officers and servants”, the words “professional and administrative and supportive staff on contract” shall be substituted;
- (ii) after the words “it may deem”, the word “fit and” shall be inserted; and
- (iii) the provision shall be deleted.

(c) In sub-section (2),-

- (i) the words “with the previous sanction of the Federal Government” shall be omitted; and
- (ii) for the word “servants”, the words “supportive staff” shall be substituted.

13. Amendment of section 11, Act XXVI of 1973.- In the said Act, in section 11,-

- (a) In the heading, the word “Provincial” shall be omitted;
- (b) For sub-section (1), the following shall be substituted, namely; -

“(1) The PN&MC in consultation with Federal Government shall constitute a nursing examination board.”;

(c) In sub-section 2, -

- (i) after the words “Board shall be”, the words “to hold examinations and” shall be inserted; and
- (ii) the words “and to hold and conduct examination to be undergone by persons desiring to obtain such qualification” shall be omitted; and

(d) after sub-section (2), the following new sub-sections (3) and (4) shall be inserted; namely: -

“(3) Verify Pre-enrollment certificates from the relevant authority on random basis. The board shall verify from issuing board of higher secondary & intermediate boards or authorities on random basis each year and send report to the Council.

(4) if any documents are found fake or forged then debar student and issue warning letter to the institution from where the enrolment has been sent. A copy of such documents must be sent to PN&MC.”.

14. Amendment of section 12, Act XXVI of 1973.- In the said Act, for section 12, the following shall be substituted, namely,-

“12. Recognition of institutions or authority conducting educational course or programs.- (1) Any institution or authority aiming to conduct any Degree/courses/programs of study, in nursing, midwifery and health visiting shall apply to the PN&MC for its recognition. The institution may start the course only after obtaining approval from the PN&MC,-

(2) The Council may hold such inquiry as it may think fit, to require the institution or authority making an application under sub-section (1), to fulfil the following requirements as may be prescribed by the PN&MC,-

(a) Proof of legitimacy of the institution - submit documentary proof of registration under whichever authority registered; and financial sustainability for next five years;

(b) Prove capacity to conduct the program applied for by possessing the,-

(i) Proper infrastructure;

(ii) Qualified number of faculty; and

(iii) Clinical facility;

(c) Satisfy the PN&MC that it shall comply with the Rules, Regulations and Standards as prescribed by the PN&MC.”.

15. Amendment of section 13, Act XXVI of 1973.- In the said Act, in section 13, in headings for the words “Reciprocal recognition of qualification”, the expression “Recognition of foreign qualification” shall be substituted.

16. Amendment of section 14, Act XXVI of 1973.- In the said Act, in section 14, in sub-section (1), for the words “Federal Government”, the words “Higher Education Commission” shall be substituted.

17. Amendment of section 15, Act XXVI of 1973.- In the said Act, in section 15, in clause (c), in paragraph (ii), for the words “a supplementary”, the words “an advanced professional” shall be substituted.

18. Amendment of section 16, Act XXVI of 1973.- In the said Act, in section 16, the following shall be substituted, namely :-

(a) for the words “course of study or training”, the words, “educational programs” shall be substituted;

(b) after the word “granted by it”, the expression, “in the fields Nursing, Midwifery or Health Visitors” shall be inserted;

- (c) in clause (a), for the words, “course of study or training”, the words, “educational programs” shall be substituted;
- (d) in clause (b), “course of study or training”, the words, “educational programs” shall be substituted; and
- (e) after clause (c), the new clauses (d), (e) shall be inserted, namely:-
 - “(d) Clinical setting and beds pertaining to education Program; and
 - (e) Any other matter generally pertinent to the requirements for its recognition.”.

19. Amendment of section 17, Act XXVI of 1973.- In the said Act, in section 17,-

- (a) for sub-section (1), the following shall be substituted, namely;-
 - “(1) The Council shall form a Committee for accreditation from amongst those who have a qualification level higher than the qualification level of the program for which the institution or authority is applying for recognition.
- (b) in sub-section (2), -
 - (i) for the words “Executive Committee”, the word “Council” shall be substituted; and
 - (ii) for the word “training”, the word, “educational program” shall be substituted.;
- (c) in sub-section (3), the words “Executive Committee”, the word “Council” shall be substituted;
- (d) for sub-section (4), the following shall be substituted, namely;-
 - “(4) Upon the expiry of the period specified under sub-section (3) the Council shall, make such recommendations thereon as it may deem fit.”; and
- (e) after sub-section (4), new sub-sections (5) and (6) shall be inserted, namely:-
 - “(5) Council Members cannot be members of the Accreditation committee.
 - (6) Any college or institution affiliated with a university for purposes of granting a nursing qualification shall be inspected and accredited and regulated by the university and the Higher Education Commission subject to criteria of accreditation and curriculum prescribed by the PN&MC.”.

20. Amendment of section 18, Act XXVI of 1973.- In the said Act, in section 18,-

- (a) in sub-section (1),-
 - (i) in clause (a), for the words “course of study or training”, the words, “educational program” shall be substituted; and
 - (ii) for clause (b), the following shall be substituted, namely;-
 - (b) that an Institution or authority recognized by the Council for the education of Nurses, Midwives, Lady Health Visitors does not satisfy the prescribed requirements as to educational program for obtaining recognized qualifications or recognized higher qualifications the council shall send a statement to that effect stating clearly the reasons for non-recognition to the institution or authority concerned, and requesting submission within a specified period of such explanation as the institution or authority may like to offer.
- (b) sub-section (2) shall be omitted;
- (c) in sub-section (3),-
 - (i) for the expression “sub-section (2)”, the expression “clause (b) of sub-section (1)” and for the words “Federal Government may”, the words “Council” shall be substituted; and
 - (ii) for the words “direct the Council to”, the word “shall” shall be substituted.

21. Insertion of new section 18A, Act XXVI of 1973.- In the said Act, a new section 18A shall be inserted, namely,-

“18A. Maintenance of Data Base.- The council will maintain the following data for national nursing human resources,-

- (a) Pre-Registration;
- (b) Registration; and
- (c) Faculty registration:

Provided the Council shall maintain and verify the CNIC and all other necessary credentials of a person registered and licensed by the PN&MC and carry out biometrics of all persons registered and maintain the updated information of where each person registered and licensed under the Act is working. Such information shall be shared by the Council with the

Federal Government, Provincial Governments, National Medical Authority and the respective healthcare commissions.”.

22. Amendment of section 21, Act XXVI of 1973.- In the said Act, in section 21,-

- (a) in sub-section (1), after the words “being heard”, the expression “where a person’s name has been removed from the register, the Council shall publish this fact on its website” shall be inserted; and
- (b) in sub-section (2), for the word “which”, the word “who” shall be substituted.

23. Amendment of section 23, Act XXVI of 1973.- In the said Act, in section 23, in sub-section (1), for the words “or aided by Federal Government or a local authority”, the words “by public or private sector” shall be substituted.

24. Amendment of section 24, Act XXVI of 1973.- In the said Act, in section 24,-

- (a) in sub-section (1),-
 - (i) for the words “six months”, the words “one year”, shall be substituted;
 - (ii) the words “which may extend to one thousand rupees” shall be omitted; and
- (b) after sub-section (1), a new sub-section (2) shall be inserted, namely:-

“(2) No suit, prosecution or other legal proceeding shall lie against the Government, the Council or any committee thereof, or any officer or staff of the Government or Council for anything which is in good faith done or intended to be done under this Act.”.

25. Amendment of section 25, Act XXVI of 1973.- In the said Act, in section 25, in sub-section (1),-

- (a) after the words “Federal Government”, the words “and display on its website” shall be inserted; and
- (b) after the words “end of every” the word “fiscal” shall be inserted.

26. Amendment of section 26, Act XXVI of 1973.- In the said Act, in section 26,-

- (a) in sub-section (1), for the expression “may, with the previous sanction of the Federal Government”, the word “shall” shall be substituted;
- (b) in sub-section (2),-

- (i) in sub-clause (f), the word “servants” shall be substituted with the word “supportive staff”;
- (ii) clause (g) shall be omitted;
- (iii) after clause (l), the following new sub-clauses (m) and (n) shall be inserted;
 - “(m) Prescribing a code of professional conduct and standard for practice and education for Nurses, Midwives and Lady Health Visitors; and
 - (n) Prescribing the functions of the Nursing Examination Boards.”.

27. Insertion of new section 26A, Act XXVI of 1973.- In the said Act, after section 26, a new section-26A, shall be inserted, namely;-

“**26A. Powers to make Rules.**- The Federal Government may make rules for carrying out the purposes of this Act in respect of functions ascribed to the Federal Government under the Act.”

28. Amendment of Schedule, Act XXVI of 1973.- In the said Act, for the Schedule the following shall be substituted, namely:-

THE SCHEDULE

[see section 3(n)]

RECOGNIZED QUALIFICATION:

- (a) Bachelor’s of Science in Nursing: Four years Degree Course
- (b) Post RN Bachelor’s in Nursing: Two years Degree Course
- (c) Master’s in Nursing (MSN): Two years Degree Course
- (d) Doctorate in Nursing: 4 years Degree Course
- (e) Post Basic Specialization: 1 year diploma course in different disciplines e.g. Cardiac Care Nursing, Oncology Nursing etc.
- (f) Lady Health Visitor (LHV): Twenty-seven months Diploma Course
- (g) Community Midwife (CMW): Two years Diploma Course

- (h) Pupil Midwife: One year Certificate Course
 - (i) Associate Degree (LHV): Two years Course
 - (j) Associate Midwifery Degree: Two years Midwifery Course
 - (k) Post Associate Bachelor's Degree for (LHV): Two years Degree Course
 - (l) Post Associate Midwifery Degree (RM): Two years Midwifery Degree Course
-