



# NURSES AND MIDWIVES NEWSLETTER

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## INSIDE THIS **ISSUE**

South-West Regional  
Office | Service deliver Charter launched



Nursing and Midwifery  
Council of Zambia



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# Table of Content

<b>ABOUT US</b>	<b>I</b>
<b>CEO'S CORNER</b>	<b>II</b>
<b>EDITORIAL</b>	<b>III</b>
<b>SOUTH-WEST REGIONAL OFFICE OPENED</b>	<b>01</b>
<b>NORTHERN REGION INSPECTORS RECEIVE RETRAINING</b>	<b>02</b>
<b>NMCZ RECORDS A 52.8% PASS RATE</b>	<b>03</b>
<b>NURSING FOR THOSE WITH A HEART - MASEBO</b>	<b>04</b>
<b>THE MID WIFE CELEBRATED</b>	<b>05</b>
<b>MEET OUR NEW EMPLOYEES</b>	<b>06-07</b>
<b>THE COUNCIL LAUNCHES SERVICE DELIVERY CHARTER AND COMMUNICATIO STRATEGY</b>	<b>08</b>
<b>NMCZ JOINS THE FIGHT AGAINST CHOLERA</b>	<b>09</b>
<b>PHOTO FOCUS</b>	<b>10</b>



# About us

The Nursing and Midwifery Council of Zambia is a statutory body established in 1970 under the Nurses and Midwives Act No. 55 of 1970 with an express mandate to regulate nursing and Midwifery education and practice. This Act was repealed and replaced by the Nurses and Midwives Act No.31 of 1997 which redefined the functions of the council and expanded the scope of practice for Nurses and Midwives.

## **Our Mandate**

The Nursing and Midwifery Council of Zambia is a statutory body mandated to register Nurses and Midwives, Nursing Colleges Nursing Homes and Nursing Agencies.

## **Our Vision**

“A world class regulator of nursing and midwifery education, training and practice”

## **Our Mission**

“To regulate education, training and practice of nurses and midwives to ensure safe nursing and midwifery care to the public”

# CEO's corner

**THE Nursing and Midwifery Council of Zambia, is a statutory body established by the Nurses and Midwives Act No. 10 of 2019, and exists to regulate the training, practice and conduct of nurses and midwives in the country.**

To this effect, in order for the council to properly monitor the practice of nurses and Midwives we have so far trained over 60 additional inspectors bringing the total number of trained inspectors to over 230 countrywide. This shows that the Council is well positioned to enforce compliance towards the 100% target by 2026.

The council has also intensified compliance inspections of all Higher Education Institutions which are approved to provide nursing or midwifery training programmes.

This is aimed at ensuring compliance to enrolling only students who are eligible and without over-enrolling, as well as ensuring that only suitably qualified and competent practitioners are recruited to teach nursing or midwifery students.

In addition, the Council has prioritized nursing and midwifery audits and spot checks in healthcare facilities to ensure that members of the public receive quality nursing and midwifery care.

And, as regards care the Council has released nursing care standards, Midwifery care standards and revised the Professional regulatory framework.

These documents are essential guidelines aimed at ensuring quality health care delivery. These standards spell out the level of performance and expected outcomes of the care. With these in public domain, we hope to create dialogue between our practitioners and the patients.

Enjoy reading



**Beauty Siansende Zimba**  
REGISTRAR AND CEO

”

This is aimed at ensuring compliance to enrolling only students who are eligible and without over-enrolling, as well as ensuring that only suitably qualified and competent practitioners are recruited to teach nursing or midwifery students.

# Editorial



**Mailesi Banda**  
**EDITOR**

**I welcome you to the first edition of Our Nurse's Newsletter, Our Nurse's Newsletter is a bi annual publication that focuses on the operations of the Nursing and Midwifery Council of Zambia bringing to light its activities and the role it plays in ensuring that competent Nurses and Midwives are trained and allowed to practice in Zambia.**

In an effort to touch base with practitioners, cooperating partners and the general public and communicate effectively, the Council launched its communication strategy and service delivery charter. These documents are important in keeping a good relationship with our publics.

In this issue we are also sharing our joy of opening the South-West regional office located in Livingstone which opened to the public in May.

Furthermore, for Nurses and Midwives, May is a special month as they get to celebrate both International Nurses Day and international day of the Midwife which are commemorated exactly a week apart, and in this edition, we document the activities that surrounded the two important events.

And as a part of our corporate social responsibility the council joined the country in the fight against cholera by making a donation to combat the pandemic that had affected the country from last year to the first quarter of 2024.

This edition promises not only to be informative but also educative on matters surrounding Nurses and Midwives in the country.

**Enjoy your reading!!!**

” In this issue we are sharing our joy of opening the South-West regional office located in Livingstone which opened to the public in May.

# SOUTH-WEST OFFICE OPENS

By NMCZ Reporter

**A**S the heat warmed up in the tourist capital of Zambia a cultural group was getting ready to beat the Zambian drum depicting dances from all the ten provinces, and as the drum beating began the atmosphere changed to that of celebration.

The first drum beat was from western Zambia and the dancers quickly picked up the tune and moved their shoulders as they moved in a circle while clad in the "Musisi" an indigenous Lozi outfit worn on special occasions.

And yes, it was a special occasion. 17th May will forever be a memorable day for the people of Southern and Western province as it will go down in history as the day the Nursing and Midwifery Council of Zambia expanded into the two provinces through the establishment of the regional office in Livingstone.

The event which was graced by the Southern Province Minister Credo Nanjuwa and other Senior Government officials was characterized by dances and jubilation.

Speaking in a speech read on his behalf by the Southern Province Deputy Permanent Secretary, Yolanta Matyambe, the Minister expressed excitement at the opening of the regional office.

"I am happy that we are opening this office and that this will help the province in attaining great health provision because our nurses and midwives will no longer have to travel long distances to seek the council's services," he said.

The Minister said he was happy that the newly opened office would service a total of 13,000 nurses and midwives from the region adding that 23 higher education institutions providing training in nursing and midwifery programmes would also be overseen by the office.

Mr. Nanjuwa said the establishment of the office would promote efficiency add-



**Southern Province Deputy Permanent Secretary, Yolanta Matyambe delivering the speech on behalf of the Provincial Minister Credo Nanjuwa.**

ing that the nurses and midwives in the region would no longer have to travel to Lusaka to renew their practicing certificate and other services offered by the council.

The Minister applauded the Nursing and Midwifery Council of Zambia for setting up the office adding that this was a clear support of Government's key agenda, which was to decentralize services that are important to the people stating that health was top on the list.

"Government has prioritized health care provision and this is evident by the over 20,000 health workers that have been recruited since we took office in 2021. I am pleased to acknowledge that the Nurs-

ing and Midwifery Council of Zambia is government's partner in ensuring proper health care delivery in the country" he said.

And, speaking at the same event, Nursing and Midwifery Council of Zambia Board Chairperson, Patricia Mukwato, expressed gratitude to the government for the support rendered in ensuring the South-West regional office is opened.

Professor Mukwato said from the time the board was appointed it had placed priority on decentralization.

"The establishment of this regional office will ease the burden of travel for our practitioners who have been traveling to Lusaka to access our services, a situation that does not only rob the health sector of quality health care services but also a financial strain on the nurses and midwives in the region," she said.

Meanwhile, the Registrar and Chief Executive Officer of the Nursing and Midwifery Council of Zambia, Beauty Zimba, said the establishment of the regional office was a strategic move aimed at bringing services closer to the community.

**"By decentralizing our operations, we can better respond to the unique needs of this region, while ensuring that our practitioners have access to the services we provide at their door step," she said**

Mrs. Zimba added that the South-West regional office had a team of dedicated and experienced members of staff who would deliver quality services to practitioners in the two provinces.

She added that the council would continue to ensure good nurses and midwives were trained in the country adding that this can best be done when services are decentralized.

She said that the new office would also help the Council closely monitor the higher learning institutions offering nursing and midwifery programmes in the region.



**Sitting from left NMCZ, Board Chairperson, Prof Patricia Mukwato, NMCZ CEO Mrs. Beauty Zimba and the Vice Board Chairperson Dr. Bob Sakahilu**



**The NMCZ Board Chairperson and CEO present a gift to the Guest of Honour**



**The high table pose for a group photo**



**The newly opened office in Livingstone**

# NORTHERN REGION INSPECTORS RECEIVE RETRAINING

By NMCZ Reporter

**C**OPPERBELT Provincial Health Director, Charles Mwinuna has advised Nurses and Doctors to work together in ensuring they provide a good service to humanity.

Dr Mwinuna said there is no one who is more important but that the two professions complement each other in ensuring the citizens are kept healthy.

He was speaking during the re-training workshop for Inspectors from North-Western, Copperbelt and Luapula Provinces held in Kalulushi.

And, Dr Mwinuna echoed the important role the Nursing and Midwifery Council of Zambia plays in ensuring ethics are upheld in the nursing and midwifery profession.

"The role of NMCZ in the regulation of the nursing and midwifery profession cannot be over emphasized, and having inspectors located in all the districts of

the country is critical to effectively enforce compliance to the set standards of nursing and midwifery education, training and practice," he said.

He said the retraining of inspectors for the purpose of building capacity and keeping them abreast with the provisions of the Nurses and Midwives Act, the current and standardized way of inspections and reporting, among other focus areas, were a commendable initiative on the part of the Council adding that this will help them conduct inspections in a more professional and ethical manner, resulting in improved quality of nursing and midwifery care.

Meanwhile, the Nursing and Midwifery Council of Zambia (NMCZ) expressed concern with the inadequate skills, unprofessional behavior and unethical conduct among some of its practitioners.

Council Registrar and Chief Executive Officer, Beauty Siansende Zimba, said the vices threaten not only the safety of

the patients but, also has the potential to bring the profession into disrepute.

Mrs. Zimba said the training would help the inspectors effectively deliver their work of helping uphold the ethics of the nursing profession.

**"Up skilling the inspectors will help to build capacity in specific areas, thereby enhancing effectiveness in the enforcement of the provisions of the act, since some of the 53 inspectors who are gathered here were trained under the Nurses and Midwives Act no. 31 of 1997. We are, therefore, looking forward to them familiarizing themselves with the new act," she said.**

She added that the council has a total of 125 trained inspectors, 53 of whom are stationed in public, faith-based and private health facilities and higher education institutions which are located in the northern region.



The CEO and Inspectors pose for a group photo during the training



Inspectors during the retraining



Norther Region Manager, James Mesa Introducing the high table to the inspectors

# NMCZ RECORDS A 52.8 % PASS RATE IN THE 2023 NOV/DEC ,EXAMINATIONS

By NMCZ Reporter

**S**UCCESS is not final, Failure is not fatal, it is the courage to continue that counts says former United Kingdom Prime Minister, Winston Churchill. These words resonated well with the unfolding events of 22nd February 2024 when the results for the November/December Competence and Licensure results were released.

In order to ensure quality patient care, the Nursing and Midwifery Council of Zambia administers competence and licensure examinations to ensure that only competent nurses and midwives attend to patients.

The council administers two sets of professional examinations and these are competence and licensure examinations.

Competence examinations, are administered by the council to establish prospective practitioners' competence levels and suitability to be issued with a qualification that allows the practitioner to register with the council. These examinations are administered to students that have undergone nursing or midwifery training at diploma level.

The council also conducts licensure examinations in respect of applicants for registration as nurses or midwives whose nursing or midwifery qualifications have been obtained from a higher education institution whose competence examinations are not set and conducted by the council.

In the 2023 examinations, a total of **ten thousand nine hundred and twenty-six (10,926)** students sat for the examination

and **five thousand seven hundred and sixty-seven (5,767)** passed representing a **fifty-two-point eight percent (52.80%) pass rate.**

This represented a seven-point two percent (7.20) decrease in the pass rate compared to the May-June 2023 examinations that was at sixty percent (60%) pass rate.

The total number of those who failed was **five thousand seven hundred and sixty-seven (5,767)** while twenty-six (26) (0.24%) students had their results nullified due to their higher education institution recommending them without meeting the set standards.

Meanwhile, 32 students were disqualified due to examination malpractice across the country. The disqualified students can only attempt NMCZ examinations after two years.





# NURSING FOR THOSE WITH A HEART - MASEBO

By NMCZ Reporter

**M**INISTER of Health Sylvia Masebo, has advised school leavers not to go for nursing if they do not have the heart to take care of people adding, that becoming a nurse just to get a job quicker was not right.

Ms. Masebo said nursing required empathy for humanity because nurses attend to patients at their weakest point.

The Minister was speaking during the commemoration of International Nurses Day which fell on May 12, but was celebrated on the May 11 in Samfya District, Luapula Province.

Ms. Masebo echoed government's commitment to ensuring that health workers live comfortable lives to enable them offer quality health care services to the people.

**"Government is highly committed to investing and supporting the nursing profession and the health sector as a whole and this can be seen by the increase in budgetary allocation to the sector."**

**"While the allocation to the health sector stood at seven to eight percent in 2021, the current budget has seen an increase to 12 percent which is three percent away from the stipulated World Health Organisation guidelines for budgeting," she said.**

She said nurses are part of the most important cadre in the delivery of health care services, adding that government was committed in ensuring that quality health care is delivered by supporting the training of nurses and midwives.

"Government has increased



*The Minister receives an award for her contribution to the fight against cholera*

grants to all government nursing schools and have introduced specialized programmes like Trauma and emergency nursing, Oncology nursing and Neonatal nursing to cater for emerging needs in the provision of health care," she said.

And, the Minister expressed concern over the over enrollment of nurses and midwives in nursing and midwifery schools adding that this posed a threat to the quality of nursing training education.

"Government will not allow substandard nursing schools that are only after making money, we want quality nurses because their job is noble and the profession is about saving lives hence the need to ensure they receive quality training," she said.

Meanwhile, the Nursing and Midwifery Council of Zambia, Chief Executive Officer

and Registrar, Beauty Zimba expressed concern on the increased number of professional misconducts being reported to the council.

"The Council has continued to receive complaints from members of the public of alleged cases of professional misconduct by our practitioners and we are promptly investigating these complaints to ensure that nurses are held accountable for their action or omission," she said.

Mrs. Zimba also noted with great concern the different shapes and designs of nurses' uniforms being worn by practitioners whilst on duty adding that this undesirable dress code does not only impede provision of quality nursing care but has potential to bring the image of the profession into disrepute. She appealed to all the nurses to adhere to the prescribed professional dress

code to avoid being in conflict with the law.

And, Zambia Union of Nurses and Midwives Organisation, President Frey Michelo, commended the government for considering nurses in leadership positions.

Mr. Michelo said opening up nursing leadership positions as reflected in the structure was motivating to the nurses.

"Honourable Minister we are happy that the Provincial Chief Nursing Officer position is being opened in areas such as Copperbelt, Southern and Eastern Provinces, our appeal however, is that each Province should have a Chief Nursing Officer and this will increase the contribution of the profession at leadership level," he said.

This year's nurse's day was commemorated under the theme "Our nurses, Our future: the economic power of care".



*Nurses during the National Nurses Day commemorations in Samfya*

By NMCZ Reporter

**Z**AMBIA like many countries faces significant challenges in maternal and newborn health and, according to the Health New born Network in 2023, the country recorded a neonatal mortality rate of 24 out of every 1000 live births, this is significantly above the 2030 Sustainable Development Goals target of 12 per 1000 live births.

Further, the latest data from the Zambia Demographic and Health Survey indicates an increase in maternal mortality ratio from 127 per 100,000 live births in 2022 to 129 per 100,000 live births in 2023.

These statistics are a source of concern for the Ministry of Health and initiatives have been put in place to reduce on neonatal mortality rates.

Ministry of Health Permanent Secretary for Administration, Christopher Simoonga, said the Ministry was putting mother and child health as priority.

Professor Simoonga said among the interventions was the institutionalization of mother's shelter in health facilities, reinforcement of ambulance services and the construction of maternity annexes at all health facilities using Community Development Funds.

"These interventions are tailored towards meeting the government's policy that no woman should die whilst giving life."

**"Let me reassure you that the Government is committed to improving the health of women and the neonates by strengthening the capacity of midwives to provide quality care. This is being done by targeting programmes that promote sustainable health care practices," she said.**



Student midwives pose for a photo during the tree planting ceremony which was part of the international day of the Midwife commemorations

# THE MIDWIFE CELEBRATED

The Permanent Secretary was speaking during the commemoration of International Day of the Midwife which falls on 12th May but was this year commemorated on the 13th of May, because it fell on Sunday.

The Permanent Secretary explained that Government had placed the reduction of maternal and neonatal mortality rates as a health priority adding that the Ministry of Health was resolute to provide evidence based clinical health priorities to prevent such deaths, scalable and sustainable delivery of interventions across health facilities particularly across rural and marginalized communities is being enhanced.

And, speaking at the same event, Nursing and Midwifery Council of Zambia Registrar

and Chief Executive Officer, Beauty Zimba, said universal health Coverage and quality midwifery care can prevent maternal and newborn mortality.

Mrs. Zimba expressed concern that despite the progress made in reducing maternal and child mortality rates, the maternal mortality ratio in Zambia remained significantly high.

Meanwhile, United Nations Population Fund (UNFPA), Deputy Country Representative, Anna Holmstrom, said they are committed to supporting the midwifery profession.

**"We are partnering with the Ministry of Health to provide door to door contraceptive services in view of**

**the economic consequences of the drought which we foresee will hinder mothers in accessing services at health facilities," she said.**

And, Midwives Association of Zambia, President Sarah Ngoma, appealed to the Ministry of Health to consider recruiting more midwives, if maternal related complications are to be addressed.

Dr. Ngoma stated that an increase in the number of recruited midwives would help attain the Sustainable Development goals on health.

The commemorations which took place in Solwezi were preceded by a tree planting ceremony at Solwezi Urban Clinic in line with the theme for this year which was "Midwives: A vital climate change solution".



Midwives pose for a photo



Tree planting ceremony at Solwezi urban clinic



Midwives Association of Zambia President, Dr Sarah Ngoma addressing the audience at City mall in Solwezi



UNFPA Deputy Country Representative Anna Holmstrom giving a speech

# MEET OUR NEW MEMBERS OF STAFF



## IVY MULENGA MWALE

Has joined the Council as Curriculum Development Officer. She holds a Bachelor's Degree in Nursing from the University of Zambia, Diploma in Nursing and is currently pursuing a Master's Degree in Public Health. She has over 19 years work experience having worked for Zimba Misson hospital, Gate way to better living nursing school and Rock view University.



## MAUREEN MULENGA CHISHIMBA

Has joined the Council as an Inspector. She holds a Bachelor's Degree in Nursing from the University of Zambia, Advanced Diploma in Midwifery, Diploma in Nursing and is currently pursuing a Master's Degree in Midwifery and Women's Health. She has over 21 years work experience having worked for Mporokoso General hospital, Lukupa college of nursing and midwifery and Mbala college of nursing and midwifery.



## ROYDA MATIPA BANDA

Has joined the Council as Examinations Officer, she holds a Master's Degree in Midwifery and Women's health from the University of Zambia, Bachelor's Degree in Nursing, Advanced diploma in Midwifery, and a Diploma in Nursing. She has over 18 years work experience having worked for Nyimba District hospital, Chinama Hills clinic and Chreso University.



## GEOFFREY LUCKSON MBULO

Has joined the Council as an Inspector, he holds a Bachelor's Degree in Nursing from the University of Zambia, Diploma in Nursing and a Certificate in Nursing. He has over 20 years work experience having worked for St Fransis Misson hospital, Konkola mine hospital and Nkana college of nursing.



## BOYD KONDWANI LUNGU

Has joined the Council as Registration and Licensing Officer, he holds a Master's Degree in Business Administration, Bachelor's Degree in Nursing Advanced Diploma in midwifery and a Diploma in nursing. He has over 18 years work experience having worked for Kitwe teaching hospital and Kitwe college of nursing.



## GLORIA CHAMA MACHIPISHA

Has joined the Council as Registration and licensing officer, she holds a Master's Degree in public health, Bachelor's Degree in Nursing, Advanced diploma in HIV Nurse practitioner and a Diploma in Nursing. She has over 20 years work experience having worked for Mansa general hospital, Mtendere Misson hospital, Sinozam mine hospital, Malcom Watson hospital med link in the United Kingdom, Mumbwa district hospital and Lusaka nursing institute.



**WILLARD SIKOMBE**

Has joined the Council as Accounts Assistant (Expenditure), he holds a Diploma in Accountancy and has over eight years work experience having had worked for FINCA and the Development Bank of Zambia.



**ROSE LUNGU**

Has joined the Council as Information Technology Officer she holds a Master's Degree in Education Management and Administration, Bachelor's degree in computer science, Diploma in Computer science, ZICA Technician. She has over 22 years work experience having worked for Nkwazi school and Plan international.



**CHRISPIN HACHINTU**

HAS joined the Council as Purchasing and Supplies Assistant -Stores, he holds a Diploma in Purchasing and Supply from Evelyn Hone College ,Advanced certificate in Purchasing and Supply and a certificate in Purchasing and Suply. He has over 24 years work experience having had worked for Chikankata mission hospital and Chikankata college of Nursing.



**MAILESI BANDA**

Has joined the Council as Public Relations Officer, she holds a Bachelor's Degree in Public Relations from Mulungushi University and a Diploma in Journalism from the Zambia Institute of Mass Communication. She has over 13 years work experience having had worked for Mobi Television, Agri coop holdings, Daily Nation Newspaper and Chambeshi Water Supply and Sanitation Company.



Health Minister Sylvia Masebo presents the launched service charters to heads of the various statutory bodies



Ministry of Health Permanent Secretary for Technical Services Dr Kennedy Lishimpi presenting the welcoming remarks



Nursing and Midwifery Council of Zambia, Chief Executive Officer Beauty Zimba giving a vote of thanks on behalf of the statutory bodies.



Director Regulation and Compliance, David Mbebe explaining the services offered by the Council after the launch of the Service delivery Charter and Communication and Advocacy strategy

# THE COUNCIL LAUNCHES SERVICE DELIVERY CHARTER AND COMMUNICATION STRATEGY

By NMCZ Reporter

**M**INISTER of Health Sylvia Masebo, has advised statutory bodies to commit themselves to providing quality health services in a professional, transparent and accountable manner.

The Minister said government attaches great importance to the provision of quality health services as priority in the Eighth National Development Plan and the vision 2030.

Ms. Masebo was speaking when she launched the Service Delivery Charters and Communication and Advocacy Strategy for the Nursing and Midwifery Council of Zambia, Health Professions Council of Zambia, Zambia Medicines Regulatory Authority, National AIDS Council, National Food Laboratory and the Zambia National Blood Transfusion Services in Lusaka.

She said the service charters once implemented would assist the country to attain universal health coverage and to achieve the Sustainable Development Goals. These charters constitute a social pact between statutory bodies and their

esteemed clients.

“Our priority is disease prevention through provision of primary health care services; therefore, all government agencies have been directed to have service delivery charters in place.”

“This will help us enhance provision of quality services and enhance accountability in the provision of quality health services to the people,” she said.

The Minister further said the theme for the launch which was “Enhanced Community Engagement Innovation and Excellence to Service Towards Universal Health Coverage” spoke to the government’s health care agenda which focuses on health systems strengthening, health leadership and governance through decentralization.

Ms. Masebo advised statutory bodies under the Ministry of Health to invest more resources in health strengthening systems in order to help attain universal health access for the country.

And, Ministry of Health Permanent Secretary for Technical Services, Dr Kennedy Lishimpi, said Service delivery charters are an essential part of the service delivery system adding that the Ministry has

been developing charters for hospitals and other primary health sector services.

Meanwhile, in delivering a vote of thanks, Nursing and Midwifery Council of Zambia, Registrar and Chief Executive Officer Beauty Zimba said the launch was not just a ceremonial act, but a demonstration of responsibility to ensuring accountability to the members that the statutory bodies serve.

*“These Charters set forth the standards of services that the six statutory bodies are committed to upholding, we are committed to ensure transparency, accountability and a client centered approach that places the wellbeing of every Zambian as priority,” she said.*

She explained that the charters empowered institutions to deliver the highest standards of services adding that they are essential tools for fostering a culture of efficiency and accountability.

Mrs. Zimba said the charters will not only elevate the standards and quality in the six institutions but also enhanced confidence in their clients.

# NMCZ JOINS THE FIGHT AGAINST CHOLERA

By NMCZ Reporter

**Z**AMBIA experienced multiple cholera outbreaks since January 2023, affecting 20 districts with Lusaka being the most hit.

The Zambia National Public Health Institute reported an outbreak of cholera in Lusaka in October 2023 and as of 2nd January 2024, Zambia had recorded 3,757 confirmed cases and 128 deaths, with a case fatality rate of 3.4%. Of particular concern was the evolution of the outbreak in Lusaka, where in just a week, the Ministry of Health reported an increase of 71.2% in cases and 175% in deaths.

In responding to the fight against cholera, the Nursing and Midwifery Council of Zambia donated Personal Protective Equipment (PPE) and beverages to the

Lusaka Provincial Health Office.

Speaking when she made the donation, Nursing and Midwifery Council of Zambia Chief Executive Officer and Registrar, Beauty Siansende Zimba said the council is always at hand to help in matters that boarder on quality health care delivery.

Mrs. Zimba said as part of its corporate social responsibility, the Council had decided to join the fight by providing health workers with the appropriate PPE.

***“We have made this donation because we want to ensure quality service delivery to the public, the Nursing council is also aware that the nurses and midwives are the majority in the frontline of fighting cholera hence, in order for us to support our members and the health sector in general,***

***we have brought forward this donation”.***

And, speaking when he received the donation, Lusaka Province Health Director, Aspher Chonga, said the fight against cholera was involving and the decision by NMCZ to join hands with the province was timely.

Dr Chonga thanked the Council for complementing government efforts in ensuring the fight against cholera was won.

“I would like to appreciate that you have come on board in supporting us during this fight.

“Your Nursing staff and Members of your organisation are the ones actually carrying a big burden of the cholera outbreak but I am proud to report that they are really doing a good job and when they do not receive help from you as the council they can really



Symbolic handover of gumboots

# Photo focus



NMCZ Members of staff marching during Labour Day celebrations



Senior Management and staff pose for a group photo at the Labour Day award presentation ceremony



Recipients of the 2024 Labour Day awards



Senior Management during Labour day award presentation ceremony



Recipients of the 2024 Labour Day awards



The CEO and NMCZ Ladies pose for a photo during women's day luncheon



Northern Region employees during labour day celebrations



The NMCZ Board, Management and Staff pose for a photo after a general meeting



Inspectors pose for a photo after successful training in Kabwe



NMCZ, CEO Beauty Siansende Zimba and the Northern Region Manager, James Mesa carrying out a spot check at Solwezi general hospital.



**We are located at:**

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