

[ AS PASSED BY THE NATIONAL ASSEMBLY ]

A

Bill

*to consolidate the laws relating to registration, licensing, and training of nurses, nurse practitioners, midwives, midwifery associates, and nurse auxiliaries*

**WHEREAS** it is expedient to consolidate the laws relating to registration, licensing, and training of nurses, nurse practitioners, midwives, midwifery associates, nurse auxiliaries, and to provide for matters connected herewith and ancillary thereto;

It is hereby enacted as follows: -

**1. Short title, extent and commencement.** – (1) This Act may be called the Pakistan Nursing and Midwifery Council Act, 2026.

(2) It extends to the whole of Pakistan.

(3) It shall come into force at once.

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

(i) “Affiliating university” means a university or institute recognized by the Higher Education Commission, which is authorized under its charter or applicable law to affiliate nursing institutions and to conduct examinations, assessments, or award degrees in respect of nursing and midwifery programs recognized by the Council;

(ii) “Board” means a Provincial and Regional Nursing and Midwifery Examination Board constituted under section 18 of this Act;

(iii) “BSN” means a Bachelor of Science in Nursing declared as a recognized higher qualification;

(iv) “Centre of Excellence (CoE) Nursing Institution” means a specialized, high-standard nursing education and training institution that provides high-quality nursing education and training through faculty exchange programs, uses modern simulation labs and curricula aligned with international standards for export of nurses outside Pakistan, and ensures national and international employment of the nurses;

(v) “CNIC” means Computerized National Identity Card;

- (vi) "Council" or "PN&MC" means the Pakistan Nursing and Midwifery Council established under section 4 of this Act;
- (vii) "Current registration" means a registration given by the Pakistan Nursing and Midwifery Council present on its Register;
- (viii) "CSO" means a community service organization registered with the relevant authority;
- (ix) "Division concerned" means the Division to which the business of the council shall stand allocated;
- (x) "Endowment Fund" means the Pakistan Nursing and Midwifery Council Endowment Fund established under section 49 of this Act;
- (xi) "Fund" means the Pakistan Nursing and Midwifery Council Fund established under section 48 of this Act;
- (xii) "Government" means the Federal Government;
- (xiii) "Healthcare facility" means the facility, either public or private, that provides healthcare including hospitals, trauma centres, institutes, clinics, outpatient care centers, community and rural health centres, basic health units, specialized care centres including psychiatric and rehabilitation centres and all such facilities where nurses, nurse practitioners, midwives, midwifery associates or nursing auxiliaries are employed for provision of healthcare;
- (xiv) "HEC" means the Higher Education Commission of Pakistan;
- (xv) "ICAP" means the Institute of Chartered Accountants of Pakistan;
- (xvi) "ICN" means International Council of Nurses;
- (xvii) "Member" means a member of the Council and includes the President and the Vice- President of the Council;
- (xviii) "Midwifery associate" means a member of the health team, who has acquired the prescribed qualification recognized by council and is granted license to practice as midwifery associate by the Council and includes Lady Health Visitor, Community Midwife, associate degree holder, Associate Midwife and Family Welfare Worker who provides care during pregnancy, labor and postpartum period and instruct parents in baby care as per the scope of practice specified by the council;
- (xix) "Midwifery professional" means a person who has obtained the recognized qualification or recognized higher qualification and is granted licenses to practice by the council;

- (xx) “NGO” means a Non-Governmental Organization registered with the relevant authority;
- (xxi) “NRE” means National Registration Examination, as specified in section 33 of this Act;
- (xxii) “NLE” means National Licensing Examination as specified in section 34 of this Act;
- (xxiii) "Nurse" means a healthcare professional who—
  - (A) has completed a formally recognized program of nursing education and has acquired the requisite qualification, and is granted a license to practice nursing by the council;
  - (B) demonstrates competency in the practice of nursing; and
  - (C) is authorized to
    - (a) engage in the general scope of nursing practice, including the promotion of health, prevention of illness, and care of physically-ill, mentally-ill, and disabled people of all ages and in all healthcare and other community settings;
    - (b) carry out healthcare teaching in nursing;
    - (c) participate fully as a member of the healthcare team;
    - (d) supervise and train nursing auxiliaries; and
    - (e) be involved in research.
- (xxiv) “Nurses Auxiliary” means healthcare providers who assist nurses and other healthcare providers and include certified nursing assistants and pupil midwives;
- (xxv) “Nursing Institution” means any school, college, university, or institute imparting education or training to nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries recognized by the Council;
- (xxvi) “Nurse Practitioner” means a nurse who has advanced clinical education and training and can perform physical examination, diagnose and treat diseases, prescribe medications and perform such duties carefully determined by the Council and as prescribed under Rules;
- (xxvii) “Prescribed” means prescribed under Rules or Regulations made under this Act;
- (xxviii) “Recognized Higher Qualifications” means a degree qualification recognized by the HEC and granted by an institution established and maintained in

Pakistan or in a foreign country, or granted by a university for nurses, midwives and midwifery associate which is declared to be a recognized higher qualification for the purposes of this Act and includes any qualification recognized as a higher qualification under this Act and obtained by a person registered with the Council prior to the date of the commencement of this Act shall continue to be recognized;

- (xxix) “Recognized Qualifications” means a qualification granted by a Board or a university or which is declared to be a recognized qualification for the purposes of this Act and includes, -
- (a) a qualification specified in the First Schedule of this Act, amended from time to time, by the Council in consultation with the Division concerned; and
  - (b) a qualification, which immediately before the commencement of this Act, was a recognized qualification under the Pakistan Nursing Council Act, 1952 (LIX of 1952), the Pakistan Nursing Council Act, 1973 (XXVI of 1973) as amended from time to time, and Pakistan Nursing and Midwifery Council Ordinance, 2025 to the extent of only such person(s) registered with the Council prior to the commencement of this Act;
- (xxx) “Register” means the register of nurses, midwives, midwifery associates, and nursing auxiliaries maintained under section 31 of this Act;
- (xxxi) “Regulations” mean regulations made under this Act;
- (xxxii) “RM” means Registered Midwife who has completed the prescribed qualification recognized by the Council and has been registered and licensed by the Council to practice as a registered midwife;
- (xxxiii) “Rules” mean rules made under this Act;
- (xxxiv) “Other Committees” means sub-committees constituted by the Council for special purpose under sub-section (2) of section 12 of this Act;
- (xxxv) “Schedule” means the Schedules to this Act that may be amended by the Division concerned.
- (xxxvi) “Secretary” means secretary of the council; and
- (xxxvii) “Commission of Inquiry” means the Commission of Inquiry established under Section 44 of this Act.

**3. Purpose of Pakistan Nursing and Midwifery Council.** – The purpose of the Council shall be to,-

- (i) protect, promote, and maintain the public health and wellbeing;
- (ii) to serve the people of Pakistan with regard to healthcare services in general, and nursing and Midwifery services in particular;
- (iii) ensure uniform international standards and competencies of registered professionals of the Council; and
- (iv) liaison with all stakeholders about nursing and midwifery education, professional good conduct, legal and authorized practice, and productive employment within and outside the country.

**4. Establishment of the Council.** – (1) Upon the commencement of this Act, the Pakistan Nursing and Midwifery Council shall stand established. The Council shall consist of following nineteen members appointed by the Prime Minister upon recommendations of the Division concerned, namely: –

<b>S.No.</b>	<b>Designation</b>	<b>Status</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
(a)	Nominee of the Secretary of the Division concerned, not below the rank of BS-20;	<i>Ex-officio</i> Member
(b)	Chief Nursing Administrator, by whatever name called, of the Armed Forces Nursing Service;	<i>Ex-officio</i> Member
(c)	Director General Health, MNHSRC;	<i>Ex-officio</i> Member
(d)	Director General of Nursing of each province;	<i>Ex-Officio</i> Member
(e)	One senior nurse from the faculty of the academic institute imparting nursing education from the public or private sector to be nominated by each provincial Health Department and Department of Health, Gilgit-Baltistan and two senior nurses from Islamabad Capital Territory (ICT) to be nominated by the Division concerned.  The nominated person should hold the domicile of the respective provinces or region and possess	Nominated Member

	<p>master's degree in nursing or equivalent duly recognized by the Council or HEC with ten years' experience.</p> <p>Experience in nursing education, administration or quality assurance may be preferred.</p>	
(f)	<p>One senior midwife or LHV to be nominated by the Division concerned.</p> <p>The nominated person shall possess a bachelor's degree in nursing/ midwifery, duly recognized by the Council and HEC, with seven years' experience.</p> <p>Experience in nursing, midwifery education, administration, or quality assurance may be preferred.</p> <p>Provided that the seat shall be rotated among provinces and regions in alphabetical order for one complete term of the Council.</p>	Nominated Member
(g)	<p>Three members appointed by the Prime Minister on the recommendation of the Division concerned, from whom one member shall be a</p>	
	(i) <b>Legal Professional</b> of known integrity and eminence with a minimum of fifteen years of experience as a practicing lawyer;	Nominated Member
	(ii) <b>Chartered Accountant</b> of known integrity and eminence with a minimum of ten years of experience in the field of accountancy or finance; and	Nominated Member
	(iii) <b>Philanthropist from civil society</b> having a Bachelor's degree with a minimum of fifteen years of experience working with or being a member of the board of a well-reputed, known	Nominated Member

	integrity and eminent CSO or NGO, preferably working in the health sector.	
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Provided that at least thirty-three percent representation of the Council shall be women.

(2) The Council established shall be a body corporate having perpetual succession and a common seal with powers to enter into contracts, purchase, hold, and dispose of properties and sue or be sued by its name.

(3) No member mentioned at S. No. (f) to (h) in sub-section (1) shall be appointed, if there are any disciplinary or criminal proceedings pending against him or removed or dismissed or penalized from any service or convicted or declared unsound or insane by a court of competent jurisdiction.

(4) No person shall be eligible for membership of the Council if he has a conflict of interest as prescribed under the Rules:

Provided that the maximum age for a member of the Council shall be sixty-six years.

(5) Every nominated member of the Council shall, before assumption of office, and thereafter annually on and before the first day of July, submit to the Division concerned and the President of the Council a declaration of assets in the prescribed form and manner.

(6) Notwithstanding anything contained in this Act, the Prime Minister, on the recommendation of the Division concerned, may remove or disqualify all or any member of the Council, on the following ground(s):-

- (a) misconduct, fraud, corruption, and unsatisfactory performance;
- (b) inability to perform duties due to physical or mental incapacity;
- (c) conviction by a court;
- (d) declared by any court as an insolvent;
- (e) conflict of interest in the manner prescribed under the Rules;
- (f) not being a citizen of Pakistan; and
- (g) acting in contravention of the provisions of this Act:

Provided that the actions against the members shall be completed within a period of ninety days.

(7) The positions for members of the Council shall be honorary. However, the Council may prescribe the remuneration payable to a member for attending a meeting.

(8) Any ex officio member appointed by virtue of his office shall cease to be a member on vacating such office.

**5. Powers of the Council.** – The powers of the Council shall be to: –

- (i) grant license and regulate registered nurse, clinical nurse specialist, nurse practitioner, midwife, and midwifery associate practice in Pakistan;
- (ii) grant registration, maintain and update the register of registered nurses, clinical nurse specialists, nurse practitioners, midwives, midwives, and midwifery associates;
- (iii) prescribe the requirements of good health and good character that an applicant is capable of safe and effective practice as a registered nurse, clinical nurse specialist, nurse practitioner, midwife, and midwifery associate for the satisfaction of the concerned committee of the Council;
- (iv) require public, private, and non-government educational institutions and employers of registrants of the Council to promptly submit annual returns of registered nurses, clinical nurse specialists, nurse practitioners, midwives, midwives, and midwifery associates in their employment and such other information as required by the Council for the purposes of this Act;
- (v) assist and advise the Federal, Provincial, and regional governments on the formulation and implementation of policies related to nursing and midwifery professions;
- (vi) act on sound principles of professionalism and morality governed under the directives and policies of the Division concerned;
- (vii) carry out licensing examinations for the grant of license to practice and to develop, revise, and update curricula for nursing institutions;
- (viii) ensure that the right to prescribe drugs or medical devices may not be given to registered nurses, nurse specialists, midwives, or lady health visitors, except nurse practitioners as prescribed under the Rules;
- (ix) evaluate and accredit institutions that provide education and training in nursing, midwifery, midwifery associate, and nursing auxiliary, and to cooperate with other accreditation bodies or institutions where necessary;
- (x) designate nursing and midwifery programs, specialties, and categories;
- (xi) determine the scope of practice for its registrants;
- (xii) set, monitor, and update–

- (a) standards for education, clinical practice, professional conduct and institutional accreditation;
  - (b) conditions and policies for registration or license to practice;
  - (c) conditions and policies for enrolment into nursing and midwifery programs;
  - (d) conditions and policies for institutions offering nursing and midwifery programs; and
  - (e) continuous development programs for its registrants;
- (xiii) formulate, revise, and update policies and to advocate and motivate government and private institutions to adopt changes in nursing, midwifery, midwifery associate, and nursing auxiliaries;
  - (xiv) establish committees for quality assurance, examination, accreditation, and curriculum development as deemed appropriate by the Council in consultation with the concerned Division;
  - (xv) determine and receive fees, donations, grants, or any other financial benefits or assistance from within or outside the country;
  - (xvi) prescribe minimum nursing standards for healthcare facilities employing nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries;
  - (xvii) collect, analyze, and disseminate information about nursing, midwifery, and lady health visitors' education, practice, and the nursing, midwifery, and lady health visitors' workforce;
  - (xviii) take steps for the welfare of nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries;
  - (xix) alter, modify, or change the regulations of the Council with the approval of the Division concerned;
  - (xx) establish and maintain an Endowment Fund, linked with and forming a part of the Fund of the Council, contributed annually by the nursing institution and healthcare facilities through a fee determined by the Council;
  - (xxi) make provisions for insurance cover for the students in nursing institutions, and nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries employed in healthcare facilities, and maintain a digital repository of the same;

- (xxii) impose administrative penalties, including fines, suspension or cancellation of registration, recognition or accreditation, in accordance with this Act;
- (xxiii) establish, operate, and enforce digital identification, verification, and credentialing systems for students and registrants, including requirements for mandatory display and verification mechanisms;
- (xxiv) appoint a registered Chartered Accountant Firm accredited by the Institute of Chartered Accountants of Pakistan (ICAP) and having at least a “B” rating provided by the State Bank of Pakistan, along with a quality assurance certificate by ICAP;
- (xxv) review, scrutinize, or withdraw, on the recommendations of inspectors maintained by the Council or on the directions of the Division concerned, all inspections authorized, approvals given, recognitions granted, registrations ordered, and certifications made earlier before the commencement of this Act;
- (xxvi) approve the annual audited accounts duly audited by the Chartered Accountant Firm;
- (xxvii) perform such functions for the purposes of this Act;
- (xxviii) recommend the changes or amendments in the Schedules under this Act to the Division concerned  
 Provided that the Division concerned may also change or amend the schedules on its own; and
- (xxix) make provisions for the execution of powers and continuity of the functions of the Council until the Rules and Regulations are framed under this Act.

**6. Functions of the Council.**— Function of the council shall be to.-

- (i) administer, manage, and run the affairs of the council efficiently and to appoint and remove staff and take such disciplinary action where necessary in the interests of the Council under the Rules;
- (ii) properly maintain the records, minutes, and all documents pertaining to the affairs of the Council;
- (iii) perform financial management, including maintenance of the accounts of the Council;
- (iv) appoint an advisor, consultant, and other staff on such terms and conditions to such position as necessary for the efficient administration and management of the council with the approval of the Division concerned;

- (v) co-opt or appoint a person who is not a member of the Council to advise the Council whenever required;
- (vi) acquire, rent, let, hire or dispose of property, borrow money, accept and administer any trust or donation, and charge fees for any services of the Council for the purposes of the Act;
- (vii) conduct feasibility studies for advanced practice nurse curricula development, education, and experience required as per ICN guidelines, make and implement plans for the introduction of courses, career pathway for productive local and international employment;
- (viii) conduct research in the nursing and midwifery sector; and
- (ix) carry out all other actions connected and ancillary to the purposes of this Act.

**7. Term of office of members.** – (1) A member of the Council, other than an ex officio member, shall hold the office for a term of three years from the date of his notification by the Division concerned:

Provided that the term of a member shall not exceed the term of the Council.

(2) A nominated member may at any time submit his written, signed resignation to the President of the Council, and the seat of such member shall thereupon become vacant and his resignation shall take effect from the date on which it was tendered.

(3) A nominated member shall be deemed to have vacated his seat,-

- (i) on completion of his tenure of three years as provided in sub-section (1) without any further notification by the Division concerned;
- (ii) ceases to hold any office or appointment by virtue of which he was eligible to be nominated;
- (iii) declared by the Council to have been absent without sufficient cause from three consecutive meetings of the Council;
- (iv) removed by the appointing authority as a member of the Council;
- (v) if the nominating authority withdraws his or her nomination at any time; or

(vi) if any member does not disclose his conflict of interest as prescribed under the Rules or policy in vogue.

(4) A nominated member shall be eligible for re-nomination but not for more than two consecutive terms.

**8. Casual Vacancies.**— In case of a vacancy of a member of the Council by death, resignation, disqualification, or removal under this Act, the Prime Minister shall appoint a person as a member in accordance with the provisions of this Act for the remainder of the term of the member who has died, resigned, disqualified, or removed, as the case may be. The vacancy shall not be filled if the remaining period thereof is less than four months.

**9. Vacancy not to invalidate proceedings.** – No act or proceeding of the Council shall be invalid merely on the ground of the existence of any vacancy in, or any defect in the constitution of the Council.

**10. Meetings of the Council.** – (1) The Council shall, for the purpose of transacting its business, meet at least once every three months, at such time and place as the Council may deem fit or as the President of the Council may determine.

(2) A special meeting of the Council may be called by the President at such time and places whenever required.

(3) A written notice along with the agenda and the time and place of each meeting shall be sent by post or courier or by modern electronic means that constitutes documentary proof of notice, such as an email, by the Secretary of the Council, provided he has no conflict of interest, to all the members at least seven days before the date fixed for such meeting:

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

(4) One third of the total members shall form a quorum for the meeting of the Council. A member may participate in a meeting through digital mode, and such participation shall be deemed to have formed the quorum.

(5) The decision of the Council shall be taken by the majority of its members present and voting, and in case of a tie, the Chair of such meeting shall have a casting vote.

(6) All orders, determinations, and decisions of the Council shall be taken in writing and shall be signed by the members of the Council present and voting physically or electronically in the meeting, including the Secretary of the Council.

(7) The meetings of the Council shall normally be presided over by the President of the Council. In case the President is absent, the Vice President may preside with the approval of the President.

**11. President and Vice-President.** – (1) The Minister-in-charge of the Division concerned shall appoint the President and the Vice-President of the Council from amongst the members.

(2) The President and the Vice-President shall hold office for a period of three years or until removed from the office by the Minister-in-charge for any of the reasons mentioned in subsection (5) Section 4. Their tenure shall not exceed the term of the Council.

Provided that ex officio members, if appointed as President and Vice-President by the Minister-in-charge, shall cease to hold the office of such positions upon vacation of their offices.

(3) The President shall be the head of the Council and shall preside over all meetings of the Council.

(4) The Vice-President shall act in the absence of the President and shall carry out any duties assigned to him by the President.

**12. Executive Committee.** –(1) The Council shall, for its efficient functioning, constitute an Executive Committee to meet frequently to oversee day to day functions, as determined by the Council. The executive committee shall be headed by the President, or Vice President only in the absence of the President, and four other members, including the Director General of Health, a Member legal Professional, a Member Chartered Accountant, and one member to be nominated by the Council.

(2) The Council may also constitute such other committees or sub-committees as it may deem fit or as advised by the Division concerned for carrying out the purposes of this Act.

(3) The decision of the Executive Committee or any other such committee or sub-committee may be reviewed by the Council.

(4) The Executive Committee shall exercise and perform such powers and functions as are, or may be, conferred upon it by the Council and will report on its activities to the Council at every Council meeting.

(5) The Executive Committee may co-opt any other member advised by the Division concerned.

**13. Office of the Council.-** (1). The head office of the Council shall be in Islamabad.

(2). The Council shall appoint a Director Human Resource, a Director Registration, a Director Education and Quality Assurance, and a Director IT to the Secretariat of the Council on such terms and conditions as it may determine with the prior approval of the Division concerned.

(3) The Council may create a schedule of employees, re-designate or abolish posts, and determine salaries and benefits for them with the prior approval of the Division concerned.

**14. Innovation and Reforms Unit and Centres of Excellence.—** (1) There shall be a Nursing Innovation and Reforms Unit in the Division concerned and a Reforms Unit in the Council, established for the purpose of policy innovation, research and development, reforms, international cooperation, and strategic development in nursing and midwifery education, training, and workforce development and productive employment within and outside Pakistan.

(2) The Nursing Innovation and Reforms Units shall, inter alia,—

- (i) formulate and implement reform initiatives relating to nursing and midwifery education, training, research, and workforce planning;
- (ii) facilitate the establishment of Centres of Excellence (CoE) Nursing institutions, in collaboration with public and private stakeholders;
- (iii) promote research, innovation, and development in nursing and midwifery education, clinical practice, service delivery models, and workforce management;
- (iv) promote international linkages, faculty exchange, regulatory cooperation, and government-to-government collaboration;
- (v) facilitate forward linkages, productive employment, and ethical export of nursing and midwifery human resources to other countries, including for the generation of foreign remittances for the country;
- (vi) explore and support access to national and international nursing job markets and skill pathways; and
- (vii) manage national and international grants and projects related to the progression of the nursing and midwifery profession.

(3) The Council shall grant recognition to the CoE Nursing institutions or such other institutions identified and recommended by the Division concerned in the province(s), autonomous regions and the Islamabad Capital Territory (ICT). The CoE Nursing institutions shall,-

- (i) have a minimum training capacity of two hundred students, with morning and evening shifts;
- (ii) provide state-of-the-art education, training, research, and simulation facilities;

- (iii) support career progression, productive employment, applied research, innovation, and international mobility of nursing personnel; and
- (iv) shall take necessary steps to enable and facilitate the students to obtain Government scholarships, in accordance with the applicable laws, rules, and policy framework.

(4) CoE nursing institutions shall be established, operated, or managed through long-term public-private partnership, government-to-government cooperation, outsourcing, concession agreements, contractual arrangements, build-operate-transfer arrangements, or any other mode of partnership, as the case may be, approved by the Division concerned.

(5) The Division concerned may post or transfer any officer, official, reform manager, academician, information technology specialist, or any employee of the Council to the Nursing Innovation and Reforms Unit in the Division concerned or to the Reforms Unit in the Council for the purposes of this Act.

**15. Secretary.**— (1) The Council shall appoint a Secretary with the approval of the Division concerned, on such terms and conditions as prescribed under the Rules for a period of three years, and shall be eligible for re-appointment based on key performance indicators and evaluation. The Secretary shall,-

- (i) act under the direction of and report to the President and Council;
- (ii) be responsible for the efficient management of the office of the council;
- (iii) send out notices for the meetings to be held in consultation with the President, and shall record the minutes of all the meetings and send out notices along with the agenda items seven days before convening the meeting;
- (iv) keep the President informed of all matters; and
- (v) perform any other duties as specified by the President and the Council.

(2) The Secretary shall be appointed through an open competitive process. The qualification shall be a Master's degree in nursing, public policy, administration, or equivalent degree duly recognized by HEC with ten years of experience in policy administration.

(3) The appointment of the secretary shall be on such terms and conditions as may be prescribed by rules.

(4) The Division concerned, till the appointment of a regular incumbent, may post any officer, not below the rank of BPS-19 or equivalent, as Secretary of the Council.

**16. Finance Director.**– (1) There shall be a Director of Finance in the Council appointed on a regular basis by the Division concerned through a competitive and transparent process.

(2) The Finance Director shall be responsible for the financial management, maintenance of proper accounts of funds of the Council, and shall ensure the annual audit by a duly appointed registered chartered accountant firm.

(3) The Finance Director shall report all matters to the President and shall keep the Council informed of all important financial matters, and update the Council in its each meeting.

(4) The Division concerned, till the appointment of a regular incumbent, may post any officer, not below the rank of BPS-19 or equivalent, as Director Finance of the Council.

**17. Officers and support Staff of the Council.**– (1) The Council may appoint professionals, administrative support staff, consultants, or advisors, herein referred to as employees of the Council, on a regular or contract basis with the prior approval of the Division concerned as it may deem fit and prescribed under the Rules for carrying out the purposes of this Act.

(2) Every employee of the Council, including members, advisors, consultants, and every person acting or purporting to act under this Act, rules and regulations made thereunder, shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Penal Code, 1860 (Act XLV of 1860).

(3) The Council shall determine the terms and conditions of service and fix the pay and allowances of its employees as prescribed under the Rules.

**18. Provincial and Regional Nursing and Midwifery Board.**– (1) The Council, in consultation with respective provincial and regional health departments, shall constitute Provincial and Regional Nursing and Midwifery Board(s), with such composition as it may determine.

(2) The functions of the Boards shall be to hold examinations and to confer, grant or issue diplomas, certificates or other documents stating or implying that the holder, grantee or recipient thereof has acquired a qualification in nursing, midwifery, midwifery associate, public health nursing or auxiliary nursing.

(3) The Board shall get verified pre-enrollment certificates from the relevant authority on a random basis. The Board shall verify from the issuing board of higher secondary and intermediate boards or authorities on a random basis each year and send a report to the Council.

(4) If any document is found fake or forged, after a thorough inquiry, the student or any other beneficiary shall be debarred for life, and a warning letter shall be issued to the institution from where the enrolment has been sent. Further, penal action shall also be taken against the delinquent. A copy of such documents must be sent to the council.

(5) A Board shall conduct its proceedings in such a manner as may be prescribed by the Regulations.

(6) The provincial and regional boards constituted under sub-section (1) shall maintain their respective funds for discharging the functions defined under the Act.

**19. Recognition of institutions conducting educational courses or programs.–** (1) Any institution aiming to conduct any degree, courses, or programs in nursing and midwifery shall apply to the council for its recognition, on a prescribed format and on payment of such fee as determined by the Council. The institution shall not commence any such course or program unless prior approval has been obtained from the Council.

(2) For the purposes of inspection, evaluation, and accreditation of institutions, the Council shall maintain a pool of well-reputed inspectors of known integrity, drawn from all Provinces and the Islamabad Capital Territory in the manner prescribed by the Council.

(3) The inspectors included in the pool shall be selected by the President of the Council on the basis of prescribed criteria, including

- (i) having a professional qualification in health sciences;
- (ii) adequate experience in the healthcare system;
- (iii) known integrity and reputation; and
- (iv) absence of conflict of interest.

(4) The Council shall utilize the services of inspectors for the purposes of inspection, evaluation, and accreditation of institutions on such remuneration as determined by the Council. The inspectors included in the pool may be assigned inter-provincial or intra-provincial inspections.

(5) The institution making an application under sub-section (1) shall fulfill the requirements provided below:-

- (i) financial sustainability;
- (ii) capacity to conduct the program applied for, by possessing:
  - (a) proper infrastructure;
  - (b) qualified number of faculty; and
  - (c) clinical facility.
- (iii) satisfy the Council that it shall comply with the Rules, Regulations, policies, instructions, and minimum Standards as prescribed by the Council for public and private sector institutions, as the case may be.

**20. Inspection of Nursing Institution.**— (1) The already recognized institutions shall be inspected through the inspection teams constituted from the pool of inspectors maintained by the Council under section 19:

Provided that the Council may conduct re-inspection of the institutions, if deemed necessary.

(2) The selected inspectors shall conduct biennial inspections of nursing and midwifery institutions, on charging an inspection fee as prescribed by the Council, and shall submit a comprehensive report on compliance to the Council with prescribed standards and the quality of education imparted, including confirmation of the continuity and consistency of facilities and services declared to the inspectors at the time of the initial inspection and recognition.

(3) The Council shall forward a copy of an inquiry or inspection report made under sub-section (2) to the institution concerned for responding to such observations within the period specified by the Council.

(4) Upon the expiry of the period specified under sub-section (3), the Council may take actions under section 28.

(5) The Council shall ensure transparency in its affairs, and implement such digital processes, including maintaining its website, contents for right to information as covered under applicable law, sharing institutional facilities, applications of the institutions, inspections,

acceptance and withdrawals of recognitions, or any other functions of the Council and its reporting through Dashboards of the Division concerned.

(6) The Division concerned may direct the Council for the inspection, grant of registration or accreditation of any nursing institution after due process.

**21. Appeal Against the Decisions of the Council.-** (1) Any aggrieved person or institution aggrieved by any decision of the Council may file an appeal before the Secretary of the Division concerned through an application, within a period of thirty days, clearly stating the reasons and justifications.

(2) The Secretary may, if deemed appropriate, direct a special inspection and verification of the facts by a third party or team of experts so nominated by the Division concerned.

(3) The decision of the Secretary of the Division concerned shall be final.

(4) An appeal shall be subject to payment of a fee as determined by the Council.

**22. Random revisits.-**(1) Throughout the year, all accredited institutions, universities, or degree-awarding institutes and affiliating universities shall provide their data and information in respect of any changes in programs, students, teachers, available facilities, infrastructure, and land or area for review by the council.

**23. Inspection of affiliating universities.-** (1) The Council shall conduct biennial inspections of affiliating universities to ensure that such universities are duly performing their academic, examination, and affiliation functions in respect of nursing institutions recognized by the Council.

(2) The Council shall further ensure that all nursing institutions established, maintained or run by such universities, are maintained as state-of-the-art institutions and are fully compliant with all standards, requirements and facilities prescribed under this Act, including standards relating to infrastructure, faculty, laboratories, libraries, clinical training arrangements, student welfare, examination systems, quality assurance and any other nursing-related standards notified by the Council under this Act.

(3) Any failure or deviation from the prescribed standards may result in suspension or cancellation of the affiliating status of the university for nursing and midwifery programs, suspension or cancellation of recognition of the nursing institution established, maintained or run by the affiliating university itself, or such other action as the Council may deem appropriate as per prescribed regulations made under the rules, after affording

an opportunity of hearing.

**24. Recognition of foreign qualification.**— (1) After conducting the national registration examination, if the Council is satisfied that a person holding a qualification granted by a nursing or midwifery institution outside Pakistan, possesses sufficient knowledge and skill to be registered as a nurse or midwife for the purpose of this Act, may register him and their qualification.

(2) The Council shall register the qualification granted by a nursing or midwifery institution outside Pakistan, possessed by a person maintaining a separate list in the register.

(3) The Council may grant recognition to such post-graduate nursing or midwifery institutions outside Pakistan that either impart training or grant higher qualifications or both. All such recognized institutions or qualifications shall be included in the Third Schedule of this Act and may be updated from time to time.

(4) The Council, for the reasons to be recorded in writing, may disqualify after evaluating the credentials of the foreign institution and the qualification granted by them.

(5) If any post-graduate nursing or midwifery institution outside Pakistan that imparts training or grants additional nursing or midwifery qualifications or both, intends to get recognition of the institution, it shall apply to the Council for recognition. If an institution wishes to only train for a recognized postgraduate qualification in any specialty, it shall also apply to the qualification awarding body, and after consultation and approval of the Council, the institution shall be added in the Third Schedule to this Act, declaring it as a recognized postgraduate institution.

(6) The Council shall evaluate any higher qualifications granted by such foreign institutions and may,-

- (a) recognize and include in the Third Schedule; or
- (b) notify only and shall not be included in the Third schedule; however, a separate list thereof shall be maintained.

**25. Certification of certain persons in possession of recognized qualification.**— (1) Where an application is made by a person who is qualified from an institution outside Pakistan having relevant experience, the Council shall satisfy itself that such a person possesses qualifications not inferior to a recognized qualification with the certification of the HEC that such a person possesses qualifications making him eligible for a recognized qualification.

(2) A person in favor of whom a certificate under sub-section (1) has been granted shall be deemed to be possessed of a recognized qualification for the purposes of this Act.

**26. Effect of recognition.**— Notwithstanding anything contained in any other law for the time being in force,-

- (a) a person possessing a recognized qualification shall be entitled to be enrolled in the register;
- (b) a person possessing a recognized higher qualification shall be entitled to have such qualification entered as a supplementary qualification in the register; and
- (c) no person shall, after the commencement of this Act, be entitled,-
  - (i) to be enrolled in the register as a nurse, midwife, health visitor, public health nurse, or nursing auxiliary unless such person possesses a recognized qualification; or
  - (ii) have any of his qualifications that are not a recognized higher qualification entered as an advanced professional qualification in the register.

**27. Institutions to furnish information required by the Council.**— Every institution or authority which conducts any educational programs for the purpose of preparing candidates for any recognized qualification or recognized higher qualification, or applies for the recognition of any qualifications granted by it in the fields of nursing, midwifery, or midwifery associate, shall furnish to the Council, such information as it may, from time to time, require relating to-

- (a) the educational programs;
- (b) examinations conducted during such educational programs;
- (c) the ages at which admissions are allowed to such courses of study and training;
- (d) clinical setting and beds pertaining to the education Program; or
- (e) any other matter generally pertinent to the requirements for its recognition.

**28. Withdrawal of Recognition.**—(1) After considering a report submitted under Section 20, the Council may hold the opinion that,-

- (i) the educational program required to be undergone for obtaining a recognized qualification or recognized higher qualification, or conditions

for admission to such courses of study or training, or the standards of proficiency acquired by the candidates at the examinations held by the Board, are not in conformity with, or fall short of the standards required by, the regulations, or

- (ii) that an institution recognized by the Council for the education of nurses, midwives, midwifery associates, or nurse auxiliaries does not satisfy the prescribed requirements as to educational program for continuing recognized qualifications or recognized higher qualifications.

The Council shall send a statement to that effect, clearly stating the reasons for non-recognition to the institution concerned or requiring submissions within a specified period.

(2) Upon the expiry of the period specified under clause (b) of sub-section (1), the Council, after considering the explanation of the institution, shall take such steps, including temporary suspension of recognition, as may be necessary to ensure compliance by the institution with the requirements of this Act and regulations made thereunder.

(3) The temporary suspension may not exceed six months, allowing the institution to rectify the deficiencies reported in the inspection.

(4) Without prejudice to any steps that may be taken by it under sub-section (2) with respect to an institution, the Council may, by notification in the official Gazette, declare that any qualification granted by such institution which is a recognized qualification or a recognized higher qualification shall, if it is granted after a date specified in the notification, cease to be recognized qualification or, as the case may be, a recognized higher qualification.

(5) The Council may, by notification in the official Gazette, declare that any qualification granted outside Pakistan which is a recognized qualification or a recognized higher qualification shall, if it is granted after a date specified in the notification, cease to be a recognized qualification or, as the case may be, a recognized higher qualification.

**29. Maintenance of Database.** – The Council shall maintain the following digital database for national nursing and midwifery human resources, –

- (a) pre-registration;
- (b) registration;
- (c) faculty registration;
- (d) good standing certificates; and

(e) nursing staff working in foreign countries:

Provided that the Council shall maintain and verify the CNIC and all other necessary credentials of a person registered and licensed by the Council, 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 Division concerned and the respective healthcare commissions, as and when required.

**30. Digital identification, verification, and digitization cost.**— (1) The Council shall issue a digitally verifiable identification card incorporating a quick response (QR) code or any other secure digital identifier to all nurses, nurse practitioners, midwives, midwifery associates, and nursing auxiliaries registered or licensed by the Council and working in any healthcare facility or any other place.

(2) Every person issued an identification card under sub-section (1) shall wear or visibly display such card at all times while present in a nursing institution, healthcare facility, or any place of professional engagement.

(3) Every institution recognized, accredited, or regulated by the Council shall not permit any registrant to perform academic, clinical, or professional duties without such identification.

(4) The Council shall maintain a central digital system for verification of credentials through scanning of the identification card for the purposes of authentication, monitoring, and public safety.

**31. Maintenance of the Register.**— The Council shall, for the purpose of registration of nurses, midwives, midwifery associates and nursing auxiliaries possessing recognized qualifications or recognized higher qualifications, maintain a register, which shall enter such particulars relating to the persons registered as may be prescribed under Regulations.

**32. Procedure for Registration.**— Any person possessing a recognized qualification or recognized higher qualification, who is not disqualified for registration, may make an application, accompanied by the prescribed fee, for registration of his name in the register to the Council.

(2) The Council shall, if it is satisfied that the applicant possesses a recognized qualification or recognized higher qualification and it is not disqualified for registration, register the name of the applicant in the register.

(3) No application under sub-section (1) shall be rejected except after giving the applicant an opportunity of being heard.

**33. National Registration Examination.**— The Council, as per the schedule approved by it, shall conduct the NRE for Pakistani foreign graduate students having obtained an undergraduate nursing or midwifery qualification, including internship issued by a foreign university or by a foreign institution duly recognized by the Council. Passing the NRE shall be mandatory for obtaining a full registration. The NRE shall be designed in the manner as prescribed under the rules.

**34. National Licensing Examination.**—(1) The Council shall conduct the NLE at as per the schedule approved by it.

(2) On graduation, the Council shall issue a provisional license for one year.

(3) Passing the NLE shall be mandatory for obtaining a full license:

Provided that there shall be no limit on the number of attempts for a person to appear in the NLE and at any time:

Provided further that the Council shall implement the NLE within a period of two years from the commencement of this Act.

(4) The Council shall formulate the examination structure and standards of the NLE for the grant of a provisional license upon completion of undergraduate training, and to set up and authorize a committee of not less than three persons to formulate the examination papers of the NLE for approval of the Council in a manner prescribed under the Rules for all bachelor's degrees.

(5) All universities and Boards shall, within ten days of students having successfully completed the program of study and passed their final examinations, inform the Council of the results to enable the students to be registered for taking the NLE.

(6) Any registrant who has obtained a license to practice in any foreign country after having qualified from Pakistan or from a foreign institution recognized by the Council and does not hold a postgraduate qualification recognized by the Council shall be required to qualify for the NLE for the grant of a full license to practice in Pakistan:

Provided that a registrant who has obtained a license to practice in a foreign country or qualified from a foreign institution, but has acquired a postgraduate qualification in Pakistan or from a foreign institution recognized by the Council, shall not be required to qualify for the NLE

and shall be granted a full license to practice on the basis of the recognized postgraduate qualification.

**35. Renewal of License.**—(1) The Council shall renew a license granted to a registrant subject to compliance with recognized standards and competencies after passing the prescribed training courses and the Continuous Professional Development (CPD) Program.

(2) The Council shall prescribe training courses and a Continuous Professional Development (CPD) Program to be completed for renewal of the license.

**36. Removal of name from the Register.**—(1) The Council may, if it is satisfied that a person has, after his registration, become disqualified for such registration, remove the name of such person from the register, in a manner prescribed, whereupon such person shall cease to be a registrant:

Provided that no name shall be so removed except after giving the person affected an opportunity of being heard.

(2) Council shall maintain the lists of qualified and disqualified registrants on its website.

(3) The Council may, at any time for reason to be recorded in writing, restore in the register the name of any person who has been removed therefrom under sub-section (1).

**37. Disqualification for Registration.**— A person shall be disqualified for registration in the register, if he—

- (a) has been convicted of any offence under this Act or of any other offence which in the opinion of the Council, implies a defect of character; or
- (b) has, at any enquiry held by the Council in which the person was given a reasonable opportunity of being heard, been found guilty of such conduct as is considered derogatory to his profession in accordance with the Regulations.

**38. Prohibition of employment of unregistered nurses, etc.**— No healthcare facility shall employ therein any person as nurse, midwife, midwifery associate or nursing auxiliary unless such person,-

- (a) is registered in the register; or

- (b) is a trainee at an institution recognized for the purpose by the Council and is certified by the head of that institution to have already received sufficient training to be able to perform his duties safely and satisfactorily.

**39. Nursing standards in healthcare facilities.-** (1) The Council shall prescribe minimum nursing standards for healthcare facilities employing nurses, nurse practitioners, midwifery associates, or nursing auxiliaries, including standards relating to,-

- (i) nursing management and supervisory structures;
- (ii) nursing quality assurance, patient safety, and clinical governance;
- (iii) induction training, in-service training, and continuing professional development of nursing personnel;
- (iv) staffing levels, duty rosters, and working conditions for nursing personnel;
- (v) employment-related benefits for nursing personnel, including wages, leave, social security, and employees' old-age benefits coverage, where applicable; and
- (vi) performance evaluation, grievance redressal, and professional development of nursing personnel.

(2) Every healthcare facility shall maintain and submit to the Council, in such form and at such intervals as may be determined by the Council, information and documentation demonstrating compliance with the nursing standards prescribed under sub-section (1).

**40. Insurance coverage for nursing personnel and students.—** (1) Every nursing institution recognized or accredited by the Council shall ensure that all enrolled students, including pre-enrolled students, are covered by appropriate health and accidental insurance for the duration of their training and education.

(2) Every healthcare facility engaging nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries shall ensure that such personnel are covered by adequate health, life, and accidental insurance, in accordance with standards determined by the Council.

(3) The cost of insurance coverage for students may be recovered by the nursing institution as part of tuition or admission-related fees, in such manner as may be determined by the Council; and the cost of insurance coverage for nursing personnel shall be borne by the healthcare facility, as the case may be.

(4) Every healthcare facility and nursing institution shall maintain records of insurance coverage and shall submit evidence of compliance to the Council annually.

**41. Offences and penalties.-** (1) Any person who commits an offence under this Act, or contravenes any provision of this Act, the rules or regulations made thereunder, shall be punishable in accordance with the Fourth and Fifth Schedules.

(2) The Court of Sessions shall, in accordance with the Criminal Procedure Code, 1898 (Act V of 1898), try the offences mentioned in the fourth schedule, which shall be amended by the Council with the approval of the Division concerned.

(3) The Council shall take cognizance of the offences mentioned in the fifth schedule, which shall be amended by the Council with the approval of the Division concerned.

**42. Quarterly report. –** (1) The Council shall submit a quarterly report to the National Assembly Standing Committee and to the Division concerned covering the conduct of its affairs and shall also display it on its website by the end of September each year.

- (2) The Division concerned may, at any time, require the Council to furnish it with—
- (i) a report on any subject with which the Council is concerned;
  - (ii) any return, statement, statistics, or other information regarding any matter under the control of the Council; or
  - (iii) a copy of any document in the charge of the Council, and the Council shall comply with every such requisition, and the Council shall be bound to act thereon.

**43. Appellate Authority.—**The Secretary of the Division concerned shall be the Appellate Authority for the offences mentioned in the Fifth Schedule of this Act, and any appeal or representation provided under this Act shall lie to him within thirty days of any impugned decision of the Council.

**44. Commission of Inquiry.-** (1) The Division Concerned, upon receipt of any information or complaint or on its own motion, may constitute a Commission of Inquiry headed by an officer of the Division concerned not below the rank of Joint Secretary and one member, an expert in the subject matter. The commission shall, for the purpose of this Act, have the same power as vested in a Civil Court under the Court of Civil Procedure 1908 (Act V of 1908) to conduct the proceedings relating to the following:-

- (i) summoning and enforcing the attendance of any person and examining him on oath;

- (ii) compelling the production of a document, including any digital evidence;
- (iii) receiving evidence on affidavits; and
- (iv) issuing a commission for the examination of witnesses.

(2) The Commission shall fix the responsibility within ninety days of the inquiry and shall submit a report to the Secretary of the Division concerned, who shall be authorized to take disciplinary action against the employees of the Council under Efficiency and Disciplinary Rules applicable to the Council.

(3) Upon receiving the report from the Commission, the Secretary of the Division concerned may advise the Council to withdraw the recognition or accreditation of such institutions that obtained their recognition or accreditation fraudulently or are running the same without legal procedures as prescribed under the Act, rules, or regulations:

Provided that such advice of the Secretary of the Division concerned shall be binding upon the Council.

(4) The Council shall provide the secretariat support to the Commission of Inquiry:

Provided that no inquiry shall be ordered by the Division concerned on a false, frivolous, baseless, or anonymous complaint or information. The Commission of Inquiry shall, before proceeding with the complaint, satisfy itself with regard to the genuineness and authenticity of the complaint.

**45. Directives from the Division concerned.**-The Division concerned may, from time to time, issue to the council such policies, directives, and instructions as it may consider necessary for carrying out the purposes of this Act, and the Council shall be bound to act thereon.

**46. Reporting, dissemination, and confidentiality of data.**- The real-time data, information, SOPs, guidelines, and reports as produced by the council shall be reported and regularly placed and updated on its public website for wider dissemination and sharing, in English and the national language, to keep the public informed.

**47. Action done in good faith.** (1) No suit or other legal proceedings shall lie against the Division concerned, Council, or any other committee constituted so, inspection teams, advisers, consultants, staff, and officers, or other persons appointed by the Council for anything done in good faith in the execution or purported execution of this Act, rules, or regulations made thereunder.

(2) No suit or other legal proceedings shall lie against the Council for any damage caused or likely to be caused for anything which is done with due care in good faith or intended to be done in pursuance of the provisions of this Act.

**48. Fund of the Council.-** (1) There shall be established a fund to be known as the Pakistan Nursing and Midwifery Council Fund, hereinafter referred to as the Fund, which shall vest in the Council and shall be utilized by the Council to meet charges and expenses in connection with the affairs of the Council.

(2) The Fund shall consist of,-

- (i) such sums, grants received from the Government or any other source;
- (ii) donations from domestic and international donor agencies and other institutions;
- (iii) grants of money and sums borrowed or raised by the Council for the purposes of meeting any of its obligations or discharging any of its duties;
- (iv) fees, penalties, fines, or other charges imposed under this Act; and
- (v) all other sums which may in any manner become payable to or vested in the Council in respect of any matter incidental to the exercise of its functions and powers.

(3) The Council shall be responsible and accountable for management and disbursement of expenditure from the Funds, including the use of assets as prescribed under the Rules and such procedures defined in Regulations.

**49. Endowment Fund.-** (1) There shall be established an Endowment Fund, linked with and forming part of the Fund of the Council, to be known as the Pakistan Nursing and Midwifery Council Endowment Fund.

(2) The Endowment Fund shall be utilized exclusively for purposes including-

- (i) development and strengthening of international linkages and cooperation;
- (ii) faculty exchange programs, fellowships, and capacity-building initiatives;
- (iii) regulatory collaboration and exchange with foreign nursing and midwifery councils and bodies;
- (iv) facilitation of memoranda of understanding, international agreements, and regulatory exchanges;
- (v) promotion, exchange, and export of nursing and midwifery human resource potential of Pakistan;and
- (vi) provision of scholarships, educational support, and financial assistance to deserving, needy, and talented students enrolled in nursing and midwifery programs, in such manner as may be determined by the Council.

(3) Every institution recognized, accredited, or regulated by the Council shall make an annual contribution to the Endowment Fund in such amount and manner as may be determined by the Council.

(4) Any institution organizing conferences, seminars, workshops, or similar academic or professional events relating to nursing or midwifery shall deposit a prescribed proportion of the revenue or collection generated from such events into the Endowment Fund.

(5) The Endowment Fund shall be administered, managed, and accounted for by the Council as part of its Fund, subject to audit and financial oversight in accordance with this Act.

(6) The Council shall ensure transparency in the utilization of the Endowment Fund and shall include a separate statement of its receipts and expenditures in its annual report.

(7) Where any institution fails to make the required contribution to the Endowment Fund within the prescribed time, the Council may, after affording an opportunity of being heard,-

- (i) suspend or cancel the registration, recognition, or accreditation of such institution under this Act; or
- (ii) recover the outstanding amount as arrears of land revenue in accordance with the relevant law.

(8) The remedies provided under sub-section (7) shall be in addition to and not in derogation of any other action that may be taken under this Act.

(9) The Council shall be responsible and accountable for management and disbursement of expenditure from the Funds as prescribed under the Rules and such procedures defined in Regulations.

**50. Power to make regulations.** – The Council shall make regulations for carrying out the purposes of this Act, subject to approval of the Division concerned, inter alia,-

- (i) management of the property of the Council and the maintenance and audit of its accounts;
- (ii) summoning and holding of the meetings of the Council or of a Board, the conduct of business thereof, and the number of members necessary to constitute a quorum;
- (iii) the functions of the Executive Committee, the summoning and holding of meetings thereof, the times and places at which such meetings shall be held, and the number of members necessary to constitute a quorum;
- (iv) the conditions for admission to courses of training as aforesaid;
- (v) procedure and timelines for inspection, accreditation, and recognition of the public and private sector nursing institutions reporting thereof;

- (vi) the standards of examination and other requirements to be satisfied for the declaration of any qualification as a recognized qualification or recognized higher qualification; and
- (vii) any other matter which is to be or may be prescribed.

**51. Powers to make Rules** -(1) The Federal Government, with the consultation of the Division concerned, may make rules for carrying out the purposes of this Act inter alia,-

- (i) the powers and duties of the President and the Vice-President;
- (ii) scope of practice for its registrants, including regulating the practice of nurses, midwives, midwifery associates, and nursing auxiliaries, and for prohibiting persons not registered in the register from so practicing;
- (iii) fees to be charged for registration or for any other purpose of the Act;
- (iv) fees for recognition of any institution or authority;
- (v) a code of professional conduct and standard for practice and education for Nurses, Midwives, and midwifery associates;
- (vi) the functions of the Nursing and Midwifery provincial and regional Boards;
- (vii) terms and conditions of service, the pay and allowances of the officers and servants, and the powers and duties of the officers and supportive staff of the Council in conformity with the federal government pay and scale for the autonomous bodies;
- (viii) financial and funds management of the council;
- (ix) procedure for removing all or any member of the Council;
- (x) prescribing conflict of interest; and
- (xi) any matter connected or ancillary to this Act.

**52. Removal of difficulties.** If any difficulty arises in giving effect to any provision of this Act, the Federal Government, through the Division concerned, may make such orders not inconsistent with the provisions of this Act as may appear to it to be necessary for the purpose of removing such difficulty.

**53. Repeal and Saving.**- (1) The Pakistan Nursing Council Act, 1973 (Act No. XXVI of 1973) as amended from time to time, and Pakistan Nursing and Midwifery Council Ordinance, 2025, and any regulations or bye-laws made under the said Act or Ordinance and were in force immediately before the commencement of this Act are hereby repealed.

(2) Notwithstanding the repeal of the said Act and Ordinance.-

- (i) the Pakistan Nursing and Midwifery Council constituted under the Pakistan Nursing and Midwifery Council Ordinance, 2025(Ordinance No IX of 2025), and functioning immediately before the commencement of this Act, shall be deemed to have been constituted under this Act to the extent of Section 4 of this Act and shall continue to function as per the composition already notified;
- (ii) any scheme of reciprocity settled under the said Act or Ordinance and subsisting immediately before the commencement of this Act shall continue in force and be deemed to be a scheme of reciprocity settled under the said Acts;
- (iii) any register of nurses, midwives, health visitors, and nursing auxiliaries which was maintained immediately before the commencement of the said Act or Ordinance under the said Act, and the persons registered in such register shall be deemed to be the register-maintained persons registered therein under this Act;
- (iv) any qualification entered as a supplementary qualification in any register under the said Act or Ordinance shall be deemed to be the supplementary qualification entered in the register under this Act, notwithstanding that such qualification is not a recognized higher qualification;
- (v) subject to the administrative scrutiny, any employee of the Pakistan Nursing and Midwifery Council appointed under the said Act or Ordinance, through due process of law and procedure, shall be deemed to be an employee appointed by the Council under this Act;
- (vi) all assets, rights, powers, authorities and privileges and all property, movable and immovable, and all interests therein and all debts, liabilities and obligations of the Pakistan Nursing and Midwifery Council constituted under the said Acts and subsisting immediately before the commencement of this Act shall stand transferred to, and be deemed to be the assets, rights, powers, authorities, privilege, property and interests of the Council established under this Act;
- (vii) any action taken or any proceeding commenced under any of the provisions of the said Act or Ordinance shall continue in force and be deemed to have been done, taken, or commenced under the corresponding provision of this Act; and
- (viii) subject to the administrative scrutiny by the Division concerned, any decisions taken by the Council in the past, in good faith and with proven due diligence, before the commencement of this Act shall be deemed to be decisions taken under this Act.

**The First Schedule**

[see section 2 (xxi, xxii)]

**Recognized Qualification**

- (1) Bachelor's in Nursing: Four-year Degree Course
- (2) Post RN Bachelor's in Nursing: Two-year Degree Course
- (3) Master's in Nursing (MSN): Two-year Degree Course
- (4) Doctorate in Nursing: Four years Degree course
- (5) Post Basic Specialization: 1year diploma course in different disciplines, e.g. Cardiac Care Nursing, Oncology Nursing, etc.
- (6) Midwifery Associate
  - (i) Lady Health Visitor (LHV): Twenty-seven months Diploma Course
  - (ii) Community Midwife (CMW): Two-year Diploma Course
  - (iii) Associate Degree: (LHV) Two-year Course
  - (iv) Associate Midwifery Degree: Two-year Midwifery Course
  - (v) Female welfare worker: two-year program
- (7) Post Associate Bachelor's Degree for (LHV): Two-year Degree Course
- (8) Post Associate Midwifery Degree (RM): Two-year Midwifery degree Course
- (9) Nursing auxiliary
  - (i) Certified Nursing Assistant
  - (ii) Health Caregiver one-year Diploma Course
  - (iii) Any other discipline as deemed appropriate by the Council.

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**The Second Schedule**

[see Section 18]

**Recognized Institutions**

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**The Third Schedule**

[see Section 22]

**Registered Foreign Qualification**

**The Fourth Schedule**

[See section 41]

**Offence Cognizable by the Court of Sessions**

<b>Sr. No.</b>	<b>Offence</b>	<b>Punishment</b>
(a)	Any person procuring or attempting to procure registration by making or causing to be made any false or fraudulent statement, representation, or declaration	Imprisonment of either description for a term which may extend to six months, or fine which may extend up to Rs. 500,000, or both.
(b)	Representing oneself as a registered nurse, midwife, midwifery associate, or nursing auxiliary without being registered, or using any title, word, or letter intended to imply such registration	Imprisonment of either description for a term which may extend to one year, or fine which may extend up to one million rupees but not less than one hundred thousand rupees, or both
(c)	Practicing as a nurse, midwife, midwifery associate, or nursing auxiliary in contravention of this Act, rules, or regulations	Imprisonment of either description for a term which may extend to two years, or a fine which may extend up to one million rupees but not less than one hundred thousand rupees, or both
(d)	Repetition of the same offence more than three times	Suspension or cancellation of registration or license, in addition to punishment as mentioned in clause (c) of this Schedule.
(e)	Issuing, selling, awarding, or offering forged or unauthorized nursing or midwifery qualifications, or falsely representing such qualifications as recognized.	Imposing a fine on the institution, which may extend to Rs. 2,000,000.

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**The Fifth Schedule**

[see Section 41]

**Offences Cognizable by the Council**

Sr. No.	Offence	Punishment
(a)	Any institution fails to make the required contribution to the Endowment Fund of the Council within the specified period of time, and after affording an opportunity to be heard.	Temporary suspension of the registration, recognition, or accreditation of such institution initially for a period of three (03) months. In case of continued contravention, it may lead to permanent cancellation.
(b)	Intentionally or knowingly not providing insurance cover to the students of the recognized nursing institutions and engaging nurses, nurse practitioners, midwives, midwifery associates, or nursing auxiliaries at healthcare facilities as per Section 40 of the Act.	Cancellation or suspension of registration or recognition of the nursing institution, and imposition of a fine not exceeding PKR 500,000 on the healthcare facility or nursing institution, or both.
(c)	Any institution seeking or attempting to seek recognition by making or causing to be made any false or fraudulent statement or representation	Imposing a fine of not exceeding twenty-five hundred thousand on the institution
(d)	Establishing, operating, or advertising any nursing or midwifery institution, or admitting students therein, without recognition, registration or accreditation from the Council, or by using false representation of such authorization	shall be punishable with a fine which may extend to ten million rupees but shall not be less than three million rupees, and the institute concerned shall be liable to closure for a period which may extend to two years but shall not be less than one year, or with both.

## STATEMENT OF OBJECTS AND REASONS

Pakistan Nursing and Midwifery Council Bill, 2025 is related to the registration, licensing, and training of nurses, nurse practitioners, midwives, midwifery associates, and nurse auxiliaries in Pakistan.

The previous governing laws, i.e., Pakistan Nursing Council Act, 1973 (XXVI of 1973) and its subsequent Amendment Act, 2023, were unable to address serious governance, administrative and financial challenges faced by the Council. The body became dysfunctional due to internal disputes, litigations and allegations of inefficiency and misconduct, resulting in a severe backlog in registration and licensing, thus affecting national service delivery in the nursing and midwifery sectors.

To restore effective regulation, ensure transparency, and align the nursing and midwifery profession with international standards, the Bill seeks to:

- a) Reconstitute the Council with balanced representation from public, private, and professional sectors.
- b) Introduce supervisory oversight by the Ministry of National Health Services, Regulations & Coordination to ensure accountability and continuity.
- c) Ensure financial transparency through audits conducted by registered Chartered Accountant firms.
- d) Establish digital mechanisms for real-time data collection and monitoring of nursing and midwifery human resources.
- e) Institutionalize National Registration and Licensing Examinations (NRE/NLE) to standardize competence evaluation.
- f) Recognize institutions and qualifications through transparent, third-party accreditation.
- g) Align national nursing and midwifery standards with global best practices in healthcare and education.

The Bill has been designed to achieve the aforesaid objects.



(Minister-in-Charge

Ministry of National Health Services,  
Regulations & Coordination