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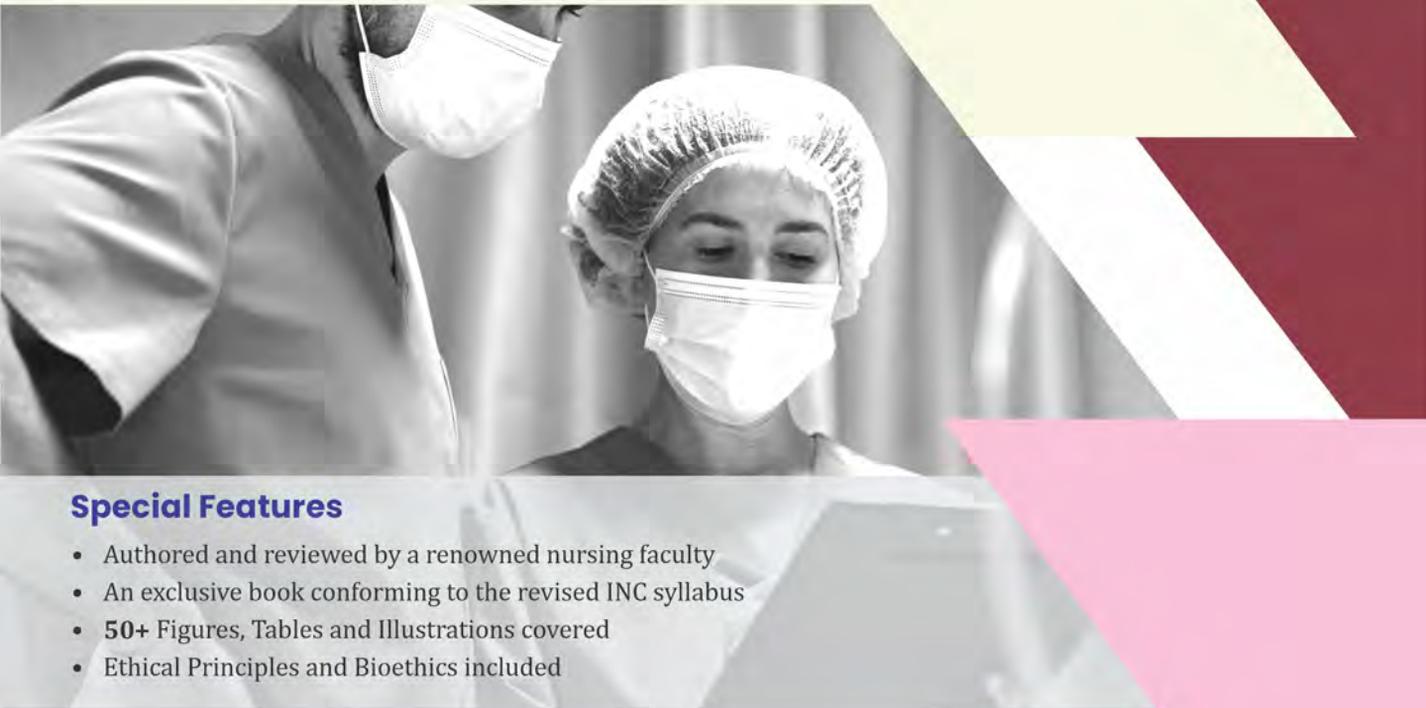
**IV**  
Semester



# Essentials of **Professionalism, Professional Values & Ethics**

for BSc Nursing Students

*As per the Revised INC Syllabus (2021-22) for BSc Nursing*



## **Special Features**

- Authored and reviewed by a renowned nursing faculty
- An exclusive book conforming to the revised INC syllabus
- **50+** Figures, Tables and Illustrations covered
- Ethical Principles and Bioethics included



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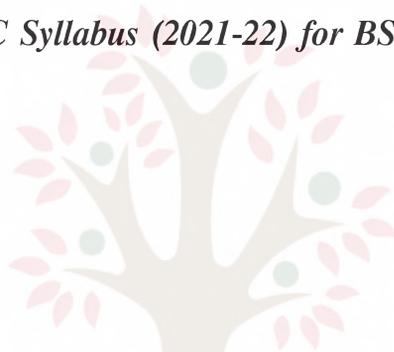
**Varinder Kaur**

Essentials of

# Professionalism, Professional Values & Ethics

for BSc Nursing Students

*As per the Revised INC Syllabus (2021-22) for BSc Nursing*



**Varinder Kaur** PhD, MSc (CHN)

*Principal*

HIMCAPES' College of Nursing

Badhera, Una, Himachal Pradesh

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# Reviewers



## **Alka Saxena**

PhD (N)  
*Principal cum Professor*  
Government College of Nursing  
Baba Raghav Das Medical College  
Campus  
Gorakhpur, Uttar Pradesh



## **D Bhuvaneshwari**

MSc (N)  
*Principal*  
Rathnamma College of Nursing  
Gudur, Andhra Pradesh



## **Deva Pon Pushpam I**

PhD (Scholar), MSc (N)  
*Associate Professor*  
Bee Enn College of Nursing  
Chak Bhalwal, Jammu  
Jammu and Kashmir



## **Don Jose K**

PhD (Scholar), MSc (N)  
*Assistant Professor*  
Amala College of Nursing  
Thrissur, Kerala



## **Frank JC**

PhD (Scholar), MSc (Community Health  
Nursing)  
*Principal cum Professor*  
Bee Enn College of Nursing  
Chak Bhalwal, Jammu and Kashmir



## **G Dhanalakshmi**

MSc (Medical Surgical Nursing)  
*Professor cum Vice-Principal*  
Head of Department  
Billroth College of Nursing  
Chennai, Tamil Nadu



## **Karpagavalli Nageswaran**

PhD (N), MSc (Mental Health Nursing)  
*Principal*  
Ganpat University Kumud and  
Bhupesh Institute of Nursing  
Pune, Maharashtra



## **Kondal Naik Megavath**

MSc (N)  
*Nursing Officer*  
Niloufer Hospital for Women and  
Children  
Hyderabad, Telangana



## **Poonam Thakur**

MSc (OBG)  
*Head of the Department*  
The Academy of Nursing Sciences  
and Hospital  
Gwalior, Madhya Pradesh



## **Pragnya Paramita Bhoi**

MSc (Pediatric Nursing)  
*Lecturer*  
Kalinga Institute of Nursing Sciences  
KIIT University  
Bhubaneswar, Odisha

*The names of the reviewers are arranged in an alphabetical order.*

# Preface

Nurses are responsible for delivering the best possible quality of care to their patients. No matter how experienced a nurse is, prioritizing professionalism and actively working on his/her professional development is important for upholding the values and core competencies of the health care sectors.

Learning about professionalism in nursing can help nurses to improve their ability to perform efficiently in health care sectors. Professionalism in nursing means embodying core values of integrity, responsibility, advocacy and accountability. Nurses show professionalism when they are committed to their role, uphold the highest standards of ethical behavior, and have the right attitude and show respect toward others. Keeping in view the importance of professionalism in nursing, this textbook follows the INC syllabus guidelines, and has been specially designed for BSc nursing students in a very simple language. Special care has been taken to include each and every topic prescribed in INC curriculum.

This textbook on professionalism is a comprehensive book which leaves the reader with a comprehensive and encompassing overview to professionalism in nursing. Each part of the book introduces more comprehensive factors necessary for a broad-based understanding of the concept of professionalism.

At the end of each chapter, Assess Yourself exercises are given for both subjective and objective assessment. It will not only enhance the comprehensiveness of the material covered in each section but also assess students' learning skills.

I hope this new textbook will equip the next generation of students with the knowledge and understanding related to the concept of professionalism in nursing. However, professionalism in nursing is a very vague subject to explore, so any suggestions by the readers for the further improvement of the book will be highly appreciated.

**Varinder Kaur**

# Acknowledgments

Every task demands efforts and cannot be completed without cooperation from all quarters. First and foremost, praises and thanks are due to the **God, the Almighty**, Who has always showered His blessings throughout this venture, which led to the completion of this book.

I would like to express my deep and sincere gratitude to my family, especially my husband **S Rupinderjit Singh** and my son **Sehaj Preet Singh** for their constant patience, support and encouragement. I am extremely grateful to my **parents (Mrs Balvir Kaur and S Parvinder Singh)** for their love, prayers, caring and sacrifices for educating and preparing me for my future. I especially express my deep sense of gratitude and heartfelt thanks to my siblings for encouraging me to complete this book.

I extend my special thanks to **Mr Satish Kumar Jain** (Chairman) and **Mr Varun Jain** (Managing Director), M/s CBS Publishers and Distributors Pvt Ltd for their wholehearted support in publication of this book. I have no words to describe the role, efforts, inputs and initiatives undertaken by **Mr Bhupesh Aarora** [Sr. Vice President – Publishing & Marketing (Health Sciences Division)] for helping and motivating me.

Last but not least, I sincerely thank the entire CBS team for bringing out the book with utmost care and attractive presentation. I would like to thank Ms Nitasha Arora (Publishing Head and Content Strategist – Medical and Nursing), and Dr Anju Dhir (Product Manager cum Commissioning Editor – Medical) for their editorial support. I would also extend my thanks to Mr Shivendu Bhushan Pandey (Sr. Manager and Team Lead), Mr Ashutosh Pathak (Sr. Proofreader cum Team Coordinator) and all the production team members for devoting laborious hours in designing and typesetting the book.

Finally, my thanks go to all the people who have supported me to complete this project directly or indirectly.



# Nursing Knowledge Tree

An Initiative by CBS Nursing Division

*"Coming together is a beginning. Keeping together is progress.  
Working together is success."*

It gives us immense pleasure to share with you that Nursing Knowledge Tree—An initiative by CBS Nursing Division, has successfully established itself in the field of nursing as we have been standing as a strong contender by sharing approximately 50% of market share. This growth could not have been possible without your invaluable contribution as our reader, author, reviewer, contributor and recommender, and your outstanding support for the growth of our titles as a whole. Before I enunciate in detail, I would like to thank each and every Clinical Nurse, Academician and Nursing Student for the phenomenal support during the COVID-19 pandemic. It is all your support that instilled a sense of responsibility in us and provided us with strength and motivation to survive under the worst circumstances of the pandemic.



The last two years were the most crucial phase when the entire world stood still due to adversity of COVID-19. The normal life was in turmoil, and people had no idea what would be their next step and how long this crisis would persist. In the midst of all, a few things which nobody could stop is 'Change', which is inevitable. During the last two years, we have done a lot of innovations and put our best efforts in implementing those innovations to bring quality education and make sure that every person should have access to best possible education.

It is worth mentioning that with all your support we have made some remarkable innovations in the field of nursing education, which are:

1. More quality books by the top Authors from the top institutes
2. Entered into Nursing EdTech Segment with NNL App (Nursing Next Live Application)
3. NN Social
4. Phygital Books
5. Social Media Presence
6. Built Strong Community (Faculty/Student Ambassador Program)

As a publisher, we have been contributing to the field of Medical Sciences, Nursing and Allied Sciences and have many established titles in the market. Tradition is carrying forward the legacy of the old pattern and approach in the contemporary time. We broke the boundary of being a traditional publisher through innovations and changes. As far as publishing industry is concerned, we are the first to enter the **Nursing EdTech** with the Launch of **Nursing Next Live App**.

Through Nursing Next Live, we made possible the reach of quality education from Jammu and Kashmir to Kanyakumari and from Gujarat to Arunachal Pradesh.

**We started with the mission:**

***"We are bringing Learning to the People Instead People are going for the Learning."***

When pandemic halted everything, the future seemed to be doomed, Nursing Next Live made it possible for the Nursing Professionals across the nation to keep continuing their learning and helped them to achieve their dream career.

In a step toward strengthening the Nursing Segment, we have melded the four important pillars—Print, Digital, Nursing Professionals and Social Media—to work in a homogenized manner for the better future of the nursing education through:

NN Social, a community of 20K+ professionals, is an initiative of Nursing Next Live as India's knowledge-sharing network platform for the nursing segment. Nursing Next Social is curated with the aim to bring all the nursing faculty members across the nation closer and together on a single platform. Through **NN Social**, we aim to connect the sharp

minds across the nation to use their knowledge for the better future of Nursing Profession. With NN Social **India's top-notch societies, like TNAI, SOCN, NTA, KINS, etc. are associated with us.** Apart from this, NN Social has a strong network of 100+ authors, 500+ reviewers and contributors. They all are dedicated and committed as we are, toward imparting quality nursing education.

In the era of digitalization, to make study interactive and convenient, we have conceptualized the idea of **Hybrid Edition of the books.** In this series, our many bestselling titles are available in the hybrid form. This hybrid learning is a blended learning wherein printed booklets are thoughtfully integrated with the digital support to reconceptualize the learning method in a more interactive manner with added values to knowledge. Hybrid edition is an endeavor to facilitate the next level of preparation for any nursing competitive exams through quality content, flexibility, customization and engaging interactive learning experiences.

We have also increased our **social media presence** through meaningful and innovative ideas and are committed to assist the nursing professionals in gaining and sharing the knowledge. We have taken the initiative to learn from the experience of the others and started **NNL Talks.** It is a platform where every nursing professional who has done exceptionally well in his/her career, toppers of any Nursing Exams and those who manage themselves in all the odds and stand firm and determined and succeed in his/her life, can share the success journey. We aim to motivate, educate and encourage the nursing professionals through various activities and posts on our social media platform.

*Whatever initiative we take, we always make sure that it is for a noble cause of promoting the quality education accessible to everyone.*

*Today we can say this with confidence, we "CBS Publishers and NNL" have an edge over all other Indian and International Publishers. Our Approach, Vision, Mission, Concept, Content, Reach, Ideas all have a single goal that is better nursing education can lead to a better healthcare system.*

**Long way to go.... Together!**

Looking forward to invite more young and experienced minds who can join us as Authors, Reviewers, Contributors, and Faculties and accomplish our mission of providing quality nursing education to all.

With Best Wishes

**Mr Bhupesh Aarora**

Sr. Vice President – Publishing and Marketing  
(Health Sciences Division)

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# Special Features of the Book

## Learning Objectives

After studying this chapter, the learner should be able to:

- Understand the definition and criteria of the profession.
- Explain nursing as profession.
- Describe the definition and characteristics of a profession.
- Explain the concept, attributes and indicators of professionalism.

Learning Objectives given in all the chapters focus on the areas that a student will become aware after completing the chapter.

Every chapter starts with a **Chapter Outline** that gives a glimpse of the content covered in the chapter.

## Chapter Outline

- Profession
- Nursing as Profession
- Professionalism as a Skill
- Concept, Attributes and Indicators of Professionalism
- Challenges of Professionalism
- Self-Integrity

## Key Terms

- **Code of ethics:** The code of ethics regulates the relation between professional and the client.
- **Falsifying documents:** It is the act of intentionally changing or modifying information on a document with the intention of misleading a person or an institution.
- **Profession:** A profession is any type of work that needs special training or a particular skill, often one that is respected because it involves a high level of education.

Important terms used in the chapter are enlisted under **Key Terms**.

Numerous **Tables** are used in text to provide you necessary data and information to supplement the text.

**TABLE 4.1:** Distinction between beneficence and nonmaleficence

Beneficence	Nonmaleficence
<ul style="list-style-type: none"> <li>• Refers to actions that promote the well-being of others.</li> <li>• It involves helping to prevent or remove harm or to improve the situation of others.</li> <li>• Beneficent actions involve rescuing a person from danger, encouraging a smoker to quit smoking, and helping a homeless person.</li> </ul>	<ul style="list-style-type: none"> <li>• Refers to do no harm to others.</li> <li>• It simply involves not doing any harmful action.</li> <li>• Nonmaleficent actions involve not giving a person harmful drugs, not saying hurtful things to another, and not encouraging someone to smoke.</li> </ul>



# Syllabus

## PROFESSIONALISM, PROFESSIONAL VALUES & ETHICS INCLUDING BIOETHICS

Placement: IV Semester

Theory: 1 Credit (20 Hours)

Unit	Time (Hrs)	Learning Outcomes	Content	Teaching/ Learning Activities	Assessment Methods
I	5 (T)	<ul style="list-style-type: none"> <li>Discuss nursing as a profession</li> <li>Describe the concepts and attributes of professionalism</li> <li>Identify the challenges of professionalism</li> <li>Maintain respectful communication and relationship with other health team members, patients and society</li> <li>Demonstrate professional conduct</li> <li>Respect and maintain professional boundaries between patients, colleagues and society</li> <li>Describe the roles and responsibilities of regulatory bodies and professional organizations</li> <li>Describe the roles and responsibilities of regulatory bodies and professional organizations</li> </ul>	<p><b>PROFESSIONALISM</b></p> <p><b>Profession</b></p> <ul style="list-style-type: none"> <li>Definition of profession</li> <li>Criteria of a profession</li> <li>Nursing as a profession</li> </ul> <p><b>Professionalism</b></p> <ul style="list-style-type: none"> <li>Definition and characteristics of professionalism</li> <li>Concepts, attributes and indicators of professionalism</li> <li>Challenges of professionalism                             <ul style="list-style-type: none"> <li>Personal identity versus professional identity</li> <li>Preservation of self-integrity: threat to integrity, deceiving patient: withholding information and falsifying records</li> <li>Communication and relationship with team members: Respectful and open communication and relationship pertaining to relevant interests for ethical decision making</li> <li>Relationship with patients and society</li> </ul> </li> </ul> <p><b>Professional Conduct</b></p> <ul style="list-style-type: none"> <li>Following ethical principles</li> <li>Adhering to policies, rules and regulation of the institutions</li> <li>Professional etiquettes and behaviors</li> <li>Professional grooming: Uniform, dress code</li> <li>Professional boundaries: Professional relationship with the patients, caregivers and team members</li> </ul>	<ul style="list-style-type: none"> <li>Lecture cum Discussion</li> <li>Debate</li> <li>Role play</li> <li>Case-based discussion</li> </ul>	<ul style="list-style-type: none"> <li>Short answer</li> <li>Essay</li> <li>Objective type</li> </ul>

Contd...

Unit	Time (Hrs)	Learning Outcomes	Content	Teaching/ Learning Activities	Assessment Methods
			<b>Regulatory Bodies and Professional Organizations: Roles and Responsibilities</b> <ul style="list-style-type: none"> <li>• <i>Regulatory bodies:</i> Indian Nursing Council, State Nursing Council</li> <li>• <i>Professional Organizations:</i> Trained Nurses Association of India (TNAI), Student Nurses Association (SNA), Nurses League of Christian Medical Association of India, International Council of Nurses (ICN) and International Confederation of Midwives</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture cum Discussion</li> <li>• Visit to INC, SNC, TNAI</li> </ul>	<ul style="list-style-type: none"> <li>• Visit reports</li> </ul>
II	5 (T)	<ul style="list-style-type: none"> <li>• Discuss the importance of professional values</li> <li>• Distinguish between personal values and professional values</li> <li>• Demonstrate appropriate professional values in nursing practice</li> </ul>	<b>PROFESSIONAL VALUES</b> <ul style="list-style-type: none"> <li>• Values: Definition and characteristics of values</li> <li>• Value clarification</li> <li>• Personal and professional values</li> <li>• Professional socialization: Integration of professional values with personal values</li> </ul> <b>Professional Values in Nursing</b> <ul style="list-style-type: none"> <li>• Importance of professional values in nursing and health care</li> <li>• Caring: Definition, and process</li> <li>• Compassion: Sympathy versus empathy, altruism</li> <li>• Conscientiousness</li> <li>• Dedication/devotion to work</li> <li>• Respect for the person—Human dignity</li> <li>• Privacy and confidentiality: Incidental disclosure</li> <li>• Honesty and integrity: Truth telling</li> <li>• Trust and credibility: Fidelity, loyalty</li> <li>• Advocacy: Advocacy for patients, work environment, nursing education and practice, and for advancing the profession</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture cum discussion</li> <li>• Value clarification exercise</li> <li>• Interactive learning</li> <li>• Story telling</li> <li>• Sharing experiences</li> <li>• Scenario-based discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Short answer</li> <li>• Essay</li> <li>• Assessment of student's behavior with patients and families</li> </ul>
III	10 (T)	<ul style="list-style-type: none"> <li>• Define ethics and bioethics</li> <li>• Explain ethical principles</li> <li>• Identify ethical concerns</li> </ul>	<b>ETHICS AND BIOETHICS</b> <b>Definitions: Ethics, Bioethics and Ethical Principles</b> <ul style="list-style-type: none"> <li>• Beneficence</li> <li>• Non-maleficence: Patient safety, protecting patient from harm, reporting errors</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture cum discussion</li> <li>• Group discussion with examples</li> </ul>	<ul style="list-style-type: none"> <li>• Short answer</li> <li>• Essay</li> <li>• Quiz</li> <li>• Reflective diary</li> <li>• Case report</li> <li>• Attitude test</li> </ul>

Contd...

Unit	Time (Hrs)	Learning Outcomes	Content	Teaching/ Learning Activities	Assessment Methods
		<ul style="list-style-type: none"> <li>Ethical issues and dilemmas in health care</li> <li>Explain process of ethical decision making and apply knowledge of ethics and bioethics in making ethical decisions</li> <li>Explain code of ethics stipulated by ICN and INC</li> <li>Discuss the rights of the patients and families to make decisions about health care</li> <li>Protect and respect patients' rights</li> </ul>	<ul style="list-style-type: none"> <li>Justice: Treating each person as equal</li> <li>Care without discrimination, equitable access to care and safety of the public</li> <li>Autonomy: Respects patients' autonomy, self-determination, freedom of choice</li> </ul> <p><b>Ethical Issues and Ethical Dilemma: Common Ethical Problems</b></p> <ul style="list-style-type: none"> <li>Conflict of interest</li> <li>Paternalism</li> <li>Deception</li> <li>Privacy and confidentiality</li> <li>Valid consent and refusal</li> <li>Allocation of scarce nursing resources</li> <li>Conflicts concerning new technologies</li> <li>Whistleblowing</li> <li><i>Beginning of life issues</i> <ul style="list-style-type: none"> <li>Abortion</li> <li>Substance abuse</li> <li>Fetal therapy</li> <li>Selective deduction</li> <li>Intrauterine treatment of fetal conditions</li> <li>Mandated contraception</li> <li>Fetal injury</li> <li>Infertility treatment</li> </ul> </li> <li><i>End of life issues</i> <ul style="list-style-type: none"> <li>End of life</li> <li>Euthanasia</li> <li>Do not resuscitate (DNR)</li> </ul> </li> <li><i>Issues related to psychiatric care</i> <ul style="list-style-type: none"> <li>Noncompliance</li> <li>Restrain and seclusion</li> <li>Refuse to take food</li> </ul> </li> </ul> <p><b>Process of Ethical Decision Making</b></p> <ul style="list-style-type: none"> <li>Assess the situation (collect information)</li> <li>Identify the ethical problem</li> <li>Identify the alternative decisions</li> <li>Choose the solution to the ethical decision</li> <li>Implement the decision</li> <li>Evaluate the decision</li> </ul>	<ul style="list-style-type: none"> <li>Flipping/ self-directed learning</li> <li>Role play</li> <li>Story telling</li> <li>Sharing experiences</li> <li>Case-based clinical discussion</li> <li>Role modeling</li> <li>Group exercise on ethical decision-making following steps on a given scenario</li> <li>Assignment</li> </ul>	<ul style="list-style-type: none"> <li>Assessment of assignment</li> </ul>

Contd...

Unit	Time (Hrs)	Learning Outcomes	Content	Teaching/ Learning Activities	Assessment Methods
			<p><b>Ethics Committee: Roles and Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Clinical decision making</li> <li>• Research</li> </ul> <p><b>Code of Ethics</b></p> <ul style="list-style-type: none"> <li>• International Council of Nurses (ICN)</li> <li>• Indian Nursing Council</li> </ul> <p><b>Patients' Bill of Rights—17 patients' rights (MoH &amp; FW, GoI)</b></p> <ol style="list-style-type: none"> <li>1. Right to emergency medical care</li> <li>2. Right to safety and quality care according to standards</li> <li>3. Right to preserve dignity</li> <li>4. Right to nondiscrimination</li> <li>5. Right to privacy and confidentiality</li> <li>6. Right to information</li> <li>7. Right to records and reports</li> <li>8. Right to informed consent</li> <li>9. Right to second opinion</li> <li>10. Right to patient education</li> <li>11. Right to choose alternative treatment options if available</li> <li>12. Right to choose source for obtaining medicines or tests</li> <li>13. Right to proper referral and transfer, which is free from perverse commercial influences</li> <li>14. Right to take discharge of patient or receive body of deceased from hospital</li> <li>15. Right to information on the rates to be charged by the hospital for each type of service provided and facilities available on a prominent display board and a brochure</li> <li>16. Right to protection for patients involved in clinical trials, biomedical and health research</li> <li>17. Right to be heard and seek redressal</li> </ol>		

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# Regulatory Bodies and Professional Organizations

## 2 Chapter

### Learning Objectives

After studying this chapter, the learner should be able to:

- Explain the regulatory bodies: Indian Nursing Council, State Nursing Council.
- Describe various professional organizations.

### Chapter Outline

- Regulatory Bodies
- Professional Organizations

### Key Terms

- **Indian Nursing Council:** It is a national regulatory body for nurses and nurse education in India. It is an autonomous body under the Government of India, Ministry of Health and Family Welfare, constituted by the Central Government.
- **International Confederation of Midwives (ICM):** ICM is an accredited non-governmental organization representing midwives and midwifery to organizations worldwide to achieve common goals in the care of mothers and newborns.
- **The International Council of Nurses (ICN):** It is a federation of more than 130 National Nurses' Associations (NNAs), representing the more than 27 million nurses worldwide.
- **The Nurses League of the Christian Medical Association of India:** It was founded in 1930. It got affiliation from the TNAI in 1936.
- **The Student Nurses Association (SNA):** It is an associate organization of the Trained Nurses Association of India and is a nation-wide organization.
- **The Trained Nurses' Association of India (TNAI):** It is a national organization of nursing professionals at different levels. It was established in 1908 and was initially known as the Association of Nursing Superintendents.

## REGULATORY BODIES

### Indian Nursing Council

Indian Nursing Council is a national regulatory body for nurses and nursing education in India. It is an autonomous body under the Government of India, Ministry of Health and Family Welfare, constituted by the Central Government under section 3(1) of the Indian Nursing Council Act, 1947 of Indian parliament. According to the Act, the main function of the council is to provide uniformity in nursing education (Fig. 2.1).



**Figure 2.1:** Indian nursing council

#### *Roles/Functions of Indian Nursing Council*

- To establish and monitor uniform standards of nursing for nurse midwives, auxiliary nurse midwives and health visitors' education by doing inspection of the institutions.
- To recognize the qualification(s) for the purpose of registration and employment in India and abroad.
- To prescribe minimum standards of education and training in various nursing programs and also to prescribe the syllabus and regulations for nursing programs under Section 16 of the Indian Nursing Council Act, 1947.
- Power to withdraw the recognition of qualification under Section 14 of the Indian Nursing Council Act, 1947 in case the institution fails to maintain its standards under Section 14(1) (b) of the Act when an institution recognized by a State Council for the training of nurses midwives, Auxiliary Nurse Midwives or health visitors does not satisfy the requirements of the Council.
- To recognize Degree/Diploma/Certificate awarded by Foreign Universities.
- To give approval for registration of Indian and Foreign Nurses possessing foreign qualification under Section 11(2)(a) of the Indian Nursing Council Act, 1947.
- To maintain Indian Nurses Register (record in the form of NUID no.) for registration of nursing personnel.
- To advise the State Nursing Councils, Examining Boards, State Governments and Central Government in various important items regarding nursing education in the country.
- To promote research in nursing.
- To prescribe code of ethics and professional conduct.
- To regulate the policies of training of nursing programs in the field of nursing to improve the quality of nursing education.



### Services of Indian Nursing Council

- To attend all matters relating to recognition of nursing qualification awarded by different university. The Council stripes to deal such matters on priority basis so that the decision in these matters are taken at the earliest and conveyed to the concerned authority.
- To deal with all matters relating to accord suitability and annual renewal of suitability of a large number of nursing educational institutions all over India. The Council has made this work completely online without any personnel interaction which is a big boon to the institutions that can get the work done without need for any travel to INC office with bulky documents.
- A large number of candidates approach INC to verify the credential of their qualification which is also an online process done on priority basis. It is the process by which services can be accessed. As indicated above, the suitability renewal as well as verification of the qualification is online process. The institutions/candidates can access the services using their Login ID and password and as such the information will be known only to the concerned and not third party.

### Indian Nursing Council: Important Points

**Website:** [indiannursingcouncil.org](http://indiannursingcouncil.org)

**Founded:** 1947

**Sector:** Nursing, Nurse education

**Purpose:** To establish a uniform standard of training for nurses, midwives and health visitors

**Headquarters:** New Delhi

**President:** T. Dileep Kumar

**Vice President:** Dr Asha Sharma

**Secretary:** Lt Col (Dr) Sarvjeet Kaur

**Joint Secretary:** Mrs K S Bharti

**Parent agency:** Ministry of Health and Family Welfare, Government of India

**Address:** 8th Floor, NBCC Center, Plot No. 2, Community Center, Okhla Phase I, New Delhi, Delhi 110020

### State Nursing Council

In India, there are 29 State Nursing Councils that carry out the functions of a Nursing Council for its state (Fig. 2.2).



**Figure 2.2:** State nursing council

### *Mission and Vision of State Nursing Council*

- To bring a quality in health care system through proper practices of nurses in the state.
- To improve the quality of nursing education and health care.
- To enable the nurses, ANM/FHW, Midwives, Female Health Assistants to provide care to the patients by safe practices.

### *Functions of State Nursing Council*

- To register Nurses, Midwives, Auxiliary Nurses Midwives/Female Health Worker, Lady Health Visitors/Health Supervisors.
- To maintain database of the persons practicing as Nurse, Auxiliary Nurse Midwives, Female Health Workers, Lady Health Visitors.
- To monitor the issues and appeals of aggrieved persons related to recognition, affiliation and registration.
- To conduct inspection and licensing of nursing institution in the state.
- To conduct timely examination of GNM and ANM courses.
- **Foreign verification:** To issue Good Standing certification to the candidates who have applied for various foreign countries. The Good Standing Certificate/Verification is only issued to those candidates who are registered with the respective state Registration Council.
- To issue Diploma Certificate after passing examination.

There are many registered state-level nursing councils. They are granted autonomous rights by the Indian Nursing Council (Table 2.1):

**Table 2.1:** Registered State-Level Nursing Councils

Council body	Address
Andhra Pradesh Nurses and Midwives Council	Old Govt. General Hospital, Hanumanpet, Main Road, Vijayawada – 520001, Andhra Pradesh
Arunachal Pradesh Nursing Council	C Sector, Naharalagun, Papum Pare – 791110, Arunachal Pradesh
Assam Nurses Midwives and Health Visitor Council	Six Mile, Khanapra, Guwahati – 22 Assam
Bihar Nurses Registration Council	Room No. 330-A, Vikas Bhawan, New Secretariat, Bailey Road, Patna -800015 (Bihar)
Chhattisgarh Nursing Council	Old Nurses Hostel, Dte. Of Health Services, Mantralaya Parisar, Raipur, Chhattisgarh
Kerala Nurses and Midwives Council	Red Cross Road, Thiruvananthapuram-695035, Kerala
Maharashtra Nursing Council	5th Floor, Bombay Mutual Annex Building, 10-16, Cowasji Patel Street and 131-145, Gunbow Street, Fort, Mumbai-400001
Delhi Nursing Council	Ahilya Bai College of Nursing Building, LNJP Hospital, New Delhi-110002
Goa Nursing Council	Institute of Nursing Education, Opposite Holy Cross Chapel, Bambolim – Goa-403202
Haryana Nurses and Nurses-Midwives Council	Sco No. 4, 2 <sup>nd</sup> Floor, Sector-16, Panchkula, Haryana-134109

*Contd...*

Council body	Address
Punjab Nurses Registration Council	Medical Sikhiya Bhawan, 3rd Floor, Sector 69, Near Mayo Hospital, Punjab, 160 062
Karnataka Nursing Council	71, Nightingale Towers, A Street, 6th Cross, AR Extension, Gandhinagar, Bangalore-560009, Karnataka
Uttar Pradesh Nurses and Midwives Council	Servapalli, Mall Avenue Road, Lucknow – 226001, Uttar Pradesh
Tamil Nadu Nurses and Midwives Council	140, Santhome High Road, Mylapore, (Near Santhome Church) Chennai – 600004, Tamil Nadu
Rajasthan Nurses Registration Council	B – 39, Sardar Patel Marg, C-Scheme, Jaipur, Rajasthan - 302001
Madhya Pradesh Nurses Registration Council	Flat No.7-8and8 Illrd Floor, Gomantika Parisar, Jawahar Chowk, Bhopal – 462003, MP
West Bengal Nursing Council	Room no. 302, DF Block, 3rd Floor, Purta Bhaban, Sector-1, Salt Lake, Kolkata-700091
Gujarat Nursing Council	3rd Floor States Council House, Near Cancer Hospital, Civil Hospital Campus, Ahmedabad, Gujarat – 16
Himachal Pradesh Nurses Registration Council	Opposite Amartex, Near Laxmi Narayan Temple, Sanjauli, Shimla-6
Jammu and Kashmir State Paramedical and Nursing Council	Office of the Registrar J and K Nursing Council, Govt. Medical College, Srinagar
Jharkhand Nurses Registration Council	G.N.M. Nurses Hostel, Rajendra Medical Institute, Ranchi-834009, Jharkhand
Manipur Nursing Council	Medical Directorate, Lamphelpat, Imphal West-795004, Manipur
Meghalaya Nursing Council	Old NEIGRIMS Urban Health Centre, Pasteur Hill, Lawmali, Shillong, Meghalaya-793001
Mizoram Nursing Council	Mizoram Secretariat Complex, Khatla, Aizwal, Mizoram-796001
Odisha Nurses and Midwives Registration Council	Directorate of Medical Education and Training, Head of Department Building, Bhubaneswar – 751001, Odisha
Tripura Nursing Council	Directorate of Health Services Building, 3rd floor, Pt. Nehru Complex, Agartala-799006, Tripura West
Uttarakhand Nurses Midwives Council	Directorate General Office, Medical Health and Family Welfare, DandaLakhond, P.O. Gujrara, Sahasradhara Road, Dehradun, Uttarakhand-248001
Nagaland Nursing Council	Paramedical Training Institute, Merhulietsa Colony, Kohima, Nagaland - 797001.
Telangana State Nurses Midwives Auxiliary Nurse Midwives and Health Visitors Council	Sultan Bazar, Koti, Hyderabad-500095, Telangana
Sikkim Nursing Council	Health and family Welfare Engineering Cell, Secretariat -Block “B” Tashiling, Gangtok, Sikkim

## PROFESSIONAL ORGANIZATIONS

### Trained Nurses Associations of India (TNAI)

Address of TNAI:

L-17, Florence Nightingale Lane

Green Park Main

New Delhi - 110016

The Trained Nurses' Association of India (TNAI) is a national organization of nurse professionals at different levels (Fig. 2.3). It was established in 1908 and was initially known as the Association of Nursing Superintendents. The Government of India has recognized TNAI as a service organization in 1950. A similar recognition by all the State Governments has been an asset to the promotion of its objectives. Foundation stone for TNAI Headquarters was Inaugurated by Indira Gandhi and laid by Dr S Radhakrishnan.

#### *Objectives*

- To uphold every way the dignity and honor of the nursing profession.
- To promote a sense of spirit de corps among all nurses.
- To advance professional, educational, economic and general welfare of nurses.

#### *Functions*

- To enunciate standards of Nursing Education and implement these through appropriate channels.
- To establish standards and qualifications for nursing practice.
- To enunciate standards of Nursing Service and implement these through appropriate channels.
- To establish a code of ethical conduct for practitioners.
- To stimulate and promote research designed to enhance the knowledge for evidence-based nursing practice.



**Figure 2.3:** The trained nurses' association of India

- To promote legislation and to speak for Nurses in regard to legislative action.
- To promote and protect the economic welfare of Nurses.
- To provide professional counseling and placement service for Nurses.
- To provide for the continuing professional development of practitioners.
- To represent Nurses and serve as their spokesperson with allied national and international organizations, governmental and other bodies and the public.
- To serve as the official representative of the Nurses of India as a member of the International Council of Nurses.
- To promote the general health and welfare of the public through the Association programs, relationships, and activities, e.g., Disaster Management.
- To render care as per the changing needs of society.

### *Major Activities of TNAI*

#### **Publications**

The TNAI brings out a monthly journal, The Nursing Journal of India which was founded in 1910 as its official organ. This is the main link between the members of the Association, the Headquarters and State Branches on all important matters. The Association also brings out books on nursing practices and nursing education.

#### **Rapport with the Government of India**

- Government recognition as service association.
- **Issuance of the railway concession:** Since 1991, Railway is granted concession to the TNAI members and the association was authorized to issue certificates to members for getting 25% concessions in second classes.
- **Affiliation with government committees and councils:** TNAI is involved in all governmental endeavors in the field of nursing and given the opportunity to put across its points of view on all matters of consequence (Bhore Committee, Central Council of Health).
- **Affiliation with other organizations:** TNAI is affiliated with all governmental and nongovernmental/ National and International organizations.

#### **Collaboration in Research Activities**

Some of the major activities related to research are:

- HIV/AIDS project in collaboration with the American Nurses' Association (1994).
- UNICEF Reproductive Child Health project on "Strengthening System support to ANMs and Health Supervisors, Females' capabilities for implementing Safe Motherhood Practices in the Reproductive and Child Health Program." (2001).
- Feasibility study in collaboration with European Commission on improving health care for safe motherhood services of independent private practice by unemployed and under-employed ANMs in India (2002).
- TNAI/Swedish International Development Corporation Agency/Indian Institute of Management, Ahmedabad, project on improving midwifery and emergency obstetric services in India (2005).

- TNAI is in collaboration with the Association of Women Health, Obstetric and Neonatal Nurses (AWOHNN, US-based organization) is in the process of preparing the guidelines for newborn skin care as per the Indian perspective.

### Socio-Economic Welfare (SEW) Programs

TNAI being committed to provide socio-economic welfare to nurses in the country, a Socio-Economic Welfare (SEW) Committee was formed in 1963. TNAI conducts surveys to study the socio-economic welfare problems of nurses in India and recommends appropriate reforms and solutions. The TNAI Headquarters and the State Branches have been representing SEW problems of Nurses to the authorities concerned at different fora.

### Membership

A life member is a person who is a registered Nurse and Midwife (equivalent of midwifery training in case of male nurse), trained from an institution recognized by the Indian Nursing Council/State Nursing Council and holds a certificate of training issued by a Nursing Registration Council or Board of Examinations recognized by the Indian Nursing Council.

### Milestones of TNAI (Table 2.2)

**Table 2.2:** TNAI achievements

Sl. no	Year	Achievements
1	1905	Association of Nursing Superintendents founded at Lucknow.
2	1908	The Trained Nurses Association of India established during the conference of the Association of Nursing Superintendents held in Bombay.
3	1909	Association of Nursing Superintendents and the Trained Nurses' Association of India share the same office.
4	1910	The first conference of the Trained Nurses' Association of India held at Banaras or Varanasi. The Nursing Journal of India is published for the first time.
5	1912	The two Associations, i.e., The Association of Nursing Superintendents and The Trained Nurses' Association combined for the purpose of affiliation with the International Council of Nurses (ICN). In 1995, TNAI was forced to disaffiliate itself from the ICN because of the paucity of funds to meet the subscription fee.
6	1917	Trained Nurses Association of India registered under the Societies Registration Act XXI of 1860.
7	1922	Association of Nursing Superintendents and Association of Trained Nurses' are amalgamated and known as the Trained Nurses' Association of India; Health Visitors' League established under the jurisdiction of the TNAI.
8	1925	Midwives and Auxiliary Nurse Midwives Association established
9	1926	Sustained efforts of the TNAI also brought about the establishment of the State Nursing Councils (1926) at Chennai.
10	1929	Student Nurses Association (SNA) established. Celebrates Silver Jubilee in 1954, Golden Jubilee in 1979, Diamond Jubilee in 1989 and Platinum Jubilee in 2004. Its membership is now 85,000.

Contd...

Sl. no	Year	Achievements
11	1931	An education committee was appointed to request some universities to grant a degree in nursing. The committee of Nurses appointed through the TNAI to advise the Bhole Committee took up again the question of establishing degree courses which was accepted by the Government. The first Colleges of Nursing were established in Delhi and Vellore in 1946.
12	1937	TNAI adopted the Nurses' Charter which formed the basis for TNAI's representations to Government and other employing authorities on vital matters like upgrading, development and standardization of nursing education (Basic and Post-Basic), improvement of living and service conditions for Nurses throughout India and registration of qualified Nurses.
13	1941–44	A Committee of Nurses appointed through the TNAI to advise the Bhole Committee (The Health Survey and Planning Committee) TNAI has worked toward establishing nurses at appropriate levels in various health departments in order to control and direct all matters connected with nursing service and nursing education, as a result of this Chief Lady Superintendent was appointed in the office of Director General of IMS. This post was later designated as Nursing Advisor in 1954.
14	1946	TNAI is instrumental in establishing nursing schools and colleges.
15	1947	TNAI was instrumental in establishing Indian Nursing Council and the Act was passed by an Ordinance on December 31, 1947.
16	1949	First TNAI state branch established in Delhi. TNAI now has 33 branches and Union Territories all over India.
17	1950	The Government of India recognizes the Association as Service organization vide No. F8-3/50-M II Government of India Ministry of Health New Delhi, June 14, 1950. A similar recognition by all the state governments has been an asset to the promotion of the association's objectives.
18	1958	TNAI celebrates Golden Jubilee, Diamond Jubilee in 1968 and Platinum Jubilee.
19	1959	A Standing Committee for Nursing Research was established with Miss M Craig as a Chairperson.
20	1960	Foundation stone for TNAI Headquarters in Green Park, New Delhi laid by the Vice-President of India, Dr S Radhakrishnan on October 17, 1960.
	1961	TNAI Headquarters building inaugurated by Indira Gandhi on September 30, 1961. Former President TNAI, Ms Edith Paul awarded "Padmashree" by the President of India.
21	1971	TNAI is instrumental in getting the National Awards for Nurses instituted by the Government of India.
22	1974	TNAI becomes a member of the Commonwealth Nurses Federation (CNF) and currently known as Commonwealth Nurse Midwives Federation (CNMF)
23	1982	TNAI member, Ms V Gauri appointed as Major General in Military Nursing Services
24	1987	TNAI is instrumental in the institution of High Power Committee on Nurses and Nursing Profession.
25	1989	The Association was represented on the High Power Committee on Nursing and Nursing Profession appointed by the Government of India that submitted its report in 1989.
26	2000	TNAI organizes International Women Conference at Delhi in collaboration with Mc Masters University, Canada.

Contd...

Sl. no	Year	Achievements
27	2002	Land allotted for Central Institute of Nursing and Research (CIN)/ Elderly Care Home (ECH) Project. (5571 sq m for CIN and 5614 sq m for ECH at Greater NOIDA, Knowledge Park III).
28	2005	Land for CIN/ECH Project at Greater NOIDA registered; President TNAI, Mrs Satish Chawla becomes Vice President of CNF.
29	2006	TNAI was instrumental in reviving the Florence Nightingale National Nurses' Award after the gap of 21 years.
30	2007	Construction of twin mega projects of Central Institute and Elderly Care Home at Greater Noida, started. TNAI was instrumental in renaming The L Block of the Green Park to Florence Nightingale Lane.
31	2008	TNAI celebrated the 100 glorious years of the Association.
32	2011	The Postal Department of the Government of India honored TNAI by releasing a stamp in the name of TNAI.
33	2012	TNAI's Central Institute of Nursing and Research and Elderly Care Home was Inaugurated by Dr APJ Abdul Kalam, Former President of India in 2012.
34	2015	DAKSHA: A National Skill Lab has been set up with the help of Liverpool School of Tropical Medicine (LSTM) and Ministry of Maternal Health, Gol.
35	2016	Supreme court verdicts on Working condition of Nurses in Private hospitals.

### Student Nurses Association

The Student Nurses Association (SNA) is an associate organization of The Trained Nurses Association of India and is a nation-wide organization. It was established in 1929 at the time of the Annual Conference of the Trained Nurses' Association of India (TNAI). Each nursing institute has its own SNA unit. It is remarkable that the growth of SNA Units has been persistent ever since its inception.

The SNA and TNAI used to have combined annual conference, but due to the increase in the number of delegates, it was felt in 1960 to hold separate conferences for the student Nurses. Since 1961, the students' nurses are having separate biennial conferences. These are held alternately with TNAI Conferences. The students are being given more and more responsibility to manage their affairs both at the State and National levels.

#### *Composition*

The General Committee consists of the President of TNAI, Vice president, Treasurer of TNAI, SNA Advisor, Secretaries of SNA State Branches, Secretary-General, TNAI.

Membership is opened to all students' nurses of basic programs. On completion of their training, students are eligible for full membership in TNAI.

#### *Objectives*

- To help students to uphold the dignity and ideals of the profession for which they are qualifying.
- To promote a corporate spirit among students for common good.
- To furnish Nurses in training with advice in their courses of study leading up to professional qualification.

- To encourage leadership ability and help students to gain a wide knowledge of the Nursing profession in its different branches and aspects.
- To increase the student's social contacts and general knowledge in order to help them take their place in the world when they have finished their training.
- To encourage both professional and recreational meetings games and sports.
- To provide a special section in the Nursing Journal of India for the benefit of students.
- To encourage students to compete for prizes in the various competitions and also to attend national and regional conferences.

A wide variety of activities are encouraged at all levels for the SNA members and this is done in view of the objectives of the Association for which it was formed. The diversity of activities is derived from the professional, social, cultural and recreational spheres. The activities are geared to strengthen curricular and co-curricular components.

### Activities

**Organization of meetings and conferences:** The first one-day SNA Conference was held in 1951 and the first Biennial SNA Conference was held at Nagpur in 1961. It is one of the important activities which provide a forum for the members to discuss and find solutions for various problems faced by the students.

**Maintenance of SNA diary:** It was instituted in 1939. This is a biennial record book drawn up for the use of the unit secretaries to record all unit activities—professional, educational, social-cultural, and recreational activities. These dairies are assessed by the state SNA advisors and two best are sent to National SNA advisor for evaluation and award.

**Exhibition:** It is one of the oldest, useful and very popular activities of the Association. The students prepare posters on the subjects taught to them. The best one from the state under each section is entertained at the national level.

**Boost up self-confidence among nursing students:** To increase self-confidence in the students and help them to gain skills in communication the association arranges debates, panel discussions seminars, the students are encouraged to write on professional topics for the Nursing Journal of India.

**Welfare activities in the society:** The students undertake community projects, like health surveys, school health projects, medical camps, etc.

**Collaboration with general public:** To acquaint the general public with the nursing profession, a general public is invited to the celebrations and festivals.

**Fundraising:** It is an important and necessary activity. The fundraising is done at all levels.

**Organizing socio-cultural and recreational activities:** Socio-cultural and recreational activities like dance, dramatics, and music, sport competitions are carried out to bring about overall development in the students.

In addition to aforesaid activities, there are numerous other activities which are carried out by the units and students are awarded for their both scholastic and talent performances.

The students are encouraged to arrange their own extracurricular activities and thus to accept leadership roles.

## Nurses League of Christian Medical Association of India

The Nurses League of the Christian Medical Association of India was founded in 1930. It was affiliated to the TNAI in 1936 and promotes membership in this organization (Fig. 2.4).



**Figure 2.4:** Christian medical association of India

### Objectives

- To promote cooperation and encouragement among Christian nurses.
- To promote efficiency in nursing education and service.
- To secure the highest standards possible in Christian nursing education through the Christian schools of nursing.
- To consider the special work and problems of Christian nurses, wherever employed.

### Activities

- Activities include national and area conferences and retreats for its members.
- Development of leadership abilities is encouraged by participation in these meetings.
- Each meeting also allows for sharing of problems common to the Christian nurse.
- Provides expert professional advice.
- Provides scholarships for advanced study.
- Provides financial assistance for professional meetings and seminars.

### Membership

Membership fees are required and a life membership is available. Nursing students may become associate members of the league. Membership in the Nurses league may be a requirement for certain nursing positions under control of Christian employing authorities.

## The International Council of Nurses

The International Council of Nurses (ICN) is a federation of more than 130 National Nurses' Associations (NNAs), representing more than 27 million nurses worldwide (Fig. 2.5).



**Figure 2.5:** International council of nurses

It was founded in 1899 and is the world's first and widest reaching international organization for health professionals. It is operated by nurses and leading nurses internationally. It is headquartered in Geneva, Switzerland.

International Council of Nurses (ICN)	
Founded	1899
Headquarters	Geneva, Switzerland
Location	International
Members	135
Key people	Dr Pamela Cipriano, President
Website	<a href="http://www.icn.ch">www.icn.ch</a>

### *ICN Mission*

To represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies.

### *ICN Vision*

The global community recognizes, supports, and invests in nurses and nursing to lead and deliver health for all.

### *ICN Objectives*

- To promote the development of the strong national nurses' association.
- To assist national nurses association to improve the standards of nursing education and practice.
- To assist national nurses association to improve the status of nurses within their countries.
- To serve as the authoritative voice for nurses and nursing internationally.

### *Governing Body*

The governing body of the ICN is the Council of National Representatives, which is made up of the ICN honorary officers and the presidents of the national member associations.

### *ICN Functions*

- The ICN has published the **Code for Nurses**.
- Position nurses as pivotal to achieving good health and well-being of individuals and populations.
- Contribute evidence and expertise to the development of effective human resources for health planning and policies, including scaling up of a qualified nursing workforce supported by a healthy work/practice environment.
- Strengthen the impact of nursing at the WHO, World Health Assembly (WHA), United Nations (UN), World Bank (WB), International Labor Organization (ILO), and Organization for Economic Cooperation and Development (OECD).
- Build collaborative interprofessional and intersectoral relationships and advance joint activities with key global organizations.
- Reinforce the importance of strong linkages with national, regional and international nursing and non-nursing organizations.
- Building positive relationships internationally helps position ICN, nurses and nursing for now and the future.
- ICN works to ensure quality nursing care for all, make sound health policies globally and the advancement of nursing knowledge.
- It makes the policy statement on health and social issues.
- It also maintains and improves the status of nurses and standard of nursing around the world.
- The council works to improve the nursing education and practice by publishing the guidelines for National Nurses Association.
- The ICN publishes the International Nursing Review and the News Letter, which give the news of the ICN and the National Member Association.

### International Confederation of Midwives (ICM)

The ICM is an accredited nongovernmental organization representing midwives and midwifery to organizations worldwide to achieve common goals in the care of mothers and newborns (Fig. 2.6).

Since the early 1900s, there were a variety of international meetings of midwives in Europe, in 1922; the International Midwives Union (IMU) was created in Belgium. In 1954, the reconstituted IMU changed its name to ICM and appointed Marjorie Bays as the first Executive Secretary. The first Head Office was based in London. In 1999 the ICM Council decided to move the Head Office to The Hague, the Netherlands where it has been ever since.

**Address:** Koninginnegracht 60, 2514 AE Den Haag, Netherlands

**Phone:** +31 70 306 0520

**Province:** South Holland



**Figure 2.6:** International confederation of midwives

### *Vision*

The ICM envisions a world where every childbearing woman has access to a midwife's care for herself and her newborn.

### *Mission*

The ICM seeks to strengthen member associations and to advance the profession of midwifery globally by promoting autonomous midwives as the most appropriate caregivers for childbearing women and in keeping birth normal, in order to enhance the reproductive health of women, and the health of their newborn and their families.

### *Functions*

- The International Confederation of Midwives (ICM) works closely with the WHO, UNFPA and other UN Agencies; global professional health care organizations including the International Federation of Gynecology and Obstetrics (FIGO), the International Pediatric Association (IPA), the International Council of Nurses (ICN), nongovernmental organizations; bilateral and civil society groups..
- The International Confederation of Midwives (ICM) supports, represents and works to strengthen professional associations of midwives on a global basis. At present, ICM has over 100 members, representing midwifery associations in around 100 countries.
- The ICM works with midwives and midwifery associations globally to secure women's rights and access to midwifery care before, during and after childbirth.
- The ICM has worked alongside UN agencies and other partners for decades in global initiatives to help reduce the numbers of mothers and babies who die in and around childbirth, and evidence is growing that shows expanding midwifery care is one of the best ways to combat maternal mortality.
- ICM Global standards for midwifery education are one of the essential pillars of ICM's efforts to strengthen midwifery worldwide by preparing fully qualified midwives to provide high quality, evidence-based health services for women, newborns and childbearing families. The education standards were developed with the update of essential competencies for basic midwifery practice, which define the core content of any midwifery education program. They are available on the ICM Website in English, French and Spanish.

## ASSESS YOURSELF

### Short Answer Questions

1. Indian Nursing Council
2. State Nursing Council
3. Trained Nurses Association of India
4. Student Nurses Association
5. International Council of Nurses
6. International Confederation of Midwives

### Long Answer Questions

1. Explain the regulatory bodies of nursing profession in India.
2. Illustrate the roles of Indian Nursing Council.
3. Elucidate the role of Student Nurses Association (SNA).

### Multiple Choice Questions

1. **The code of ethics in nursing was adopted and published by the:**
  - a. Indian Nursing Council
  - b. Rajasthan Nursing Council
  - c. World Health Organization
  - d. International Council of Nurses
2. **The Indian Nursing Council was established in:**
  - a. 1922
  - b. 1939
  - c. 1947
  - d. 1949
3. **After registration in one state nursing council, the condition of mutual recognition by the other state nursing registration council, is termed:**
  - a. Code of ethics
  - b. Reciprocity
  - c. Uniformity
  - d. Red crescent
4. **Activities of INC include all; except:**
  - a. Registration of nursing students after completion of course
  - b. To decide rules and regulations for establishing new college of nursing
  - c. Maintain uniform standards in nursing education in all over India
  - d. Provide reciprocity in nursing registration throughout the country
5. **The organizations responsible for registration of nursing personnel is:**
  - a. TNAI
  - b. INC
  - c. State Nurse's Council
  - d. International Council of Nurse's
6. **The full form of RNRM is:**
  - a. Recognized Nursing Recognized Midwifery
  - b. Recognized Nurse Recognized Mother
  - c. Registered Nurse and Registered Midwife
  - d. Recognized in Nurse and Recognized in Midwife

**7. The organization which represents largest number of professional nurses in India is:**

- |           |         |
|-----------|---------|
| a. ICN    | b. TNAI |
| c. UNICEF | d. SNA  |

**Answer Key**

1. d    2. d    3. b    4. a    5. c    6. c    7. b

**Further Readings**

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3. [http://www.indiannursingcouncil.org/pdf/inc-act-1947\\_New.pdf](http://www.indiannursingcouncil.org/pdf/inc-act-1947_New.pdf)
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5. [http://www.indiannursingcouncil.org/pdf/inc-act-1947\\_New.pdf](http://www.indiannursingcouncil.org/pdf/inc-act-1947_New.pdf)Functions of Indian Nursing Council
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Nursing Knowledge Tree  
An Initiative by CBS Nursing Division

Essentials of

# Professionalism, Professional Values & Ethics for BSc Nursing Students

## Salient Features

- A comprehensive compendium capturing the essence of Professionalism, Professional Values and Ethics
- Developed keeping in mind the revised INC syllabus of BSc Nursing
- Numerous figures and photographs are used to make learning easy and captivating
- Ethical facts have been covered extensively using pointers
- Important terms used in the chapter are defined in the beginning
- Important short answer questions, long answer questions & MCQs are included at the end of each chapter to help the students assess their learning.

## About the Author



**Varinder Kaur** *PhD (Nursing), MSc (CHN), MA (Pub. Ad.)* is presently working as Principal in HIMCAPES' College of Nursing, Badhera, Una, Himachal Pradesh. She holds a doctorate degree in nursing and her specialization is Community Health Nursing from National Institute of Nursing Education (PGIMER) Chandigarh and an additional degree of Masters in Public Administration and Diploma in Palliative Care. The author has 16 years of teaching experience in the field of nursing. She is an active member of many professional organizations. She has also authored a couple of books, viz. *Textbook of Nutrition for GNM Students and Textbook of Applied Sociology for BSc Nursing Students*. Apart from this, she has reviewed many books of nursing for graduate and postgraduate students. Besides, she serves as an external examiner as well as guide at various universities. Last but not least, she also adds to her credit publications of research articles in national and international journals and organization of various workshops/seminars and webinars related to current issues of nursing profession.



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