**Nurse and Midwives Profiling – Competency in Specialization Areas**

The Nursing council of Kenya (NCK) considers a specialist Nurse/Midwife to be an individual who has undertaken studies at masters and/or doctorate levels in a nursing/midwifery field. The NCK has approved certificate and higher diploma courses offering competencies in specialization areas. Table 1 below lists the specialization areas in focus:

|  |  |
| --- | --- |
|  | **Higher Diploma** |
|  | Kenya Enrolled Midwife |
|  | Kenya Registered Midwife |
|  | Kenya Registered Ophthalmic Nurse |
|  | Kenya Registered Accident & Emergency Nurse |
|  | Kenya Registered Critical Care Nurse |
|  | Kenya Registered Neonatal Nurse |
|  | Kenya Registered Nephrology Nurse |
|  | Kenya Registered Nurse Anaesthetist |
|  | Kenya Registered Oncology Nurse |
|  | Kenya Registered Paediatric Critical Care Nurse |
|  | Kenya Registered Paediatric Nurse |
|  | Kenya Registered Palliative Care Nurse |
|  | Kenya Registered Peri-Operative Nurse |
|  | Kenya Registered Psychiatric Nurse |

Table 1: Approved certificate and higher diploma courses in specialization areas

An analysis of the regulatory Human Resource Information System (rHRIS) deployed at the NCK, reveals that there are 15,714 ever registered professionals with competencies in the above listed specialization areas (as at 6th December 2018). Below is a breakdown of the professionals in the specialization areas:

|  |  |
| --- | --- |
| **Specialization Area** | **Total** |
| Kenya Registered Midwife | 5510 |
| Kenya Registered Ophthalmic Nurse | 205 |
| Kenya Enrolled Midwife | 7159 |
| Kenya Registered Accident & Emergency Nurse | 96 |
| Kenya Registered Critical Care Nurse | 739 |
| Kenya Registered Neonatal Nurse | 61 |
| Kenya Registered Nephrology Nurse | 311 |
| Kenya Registered Nurse Anaesthetist | 195 |
| Kenya Registered Oncology Nurse | 29 |
| Kenya Registered Paediatric Critical Care Nurse | 90 |
| Kenya Registered Paediatric Nurse | 264 |
| Kenya Registered Palliative Care Nurse | 56 |
| Kenya Registered Peri-Operative Nurse | 417 |
| Kenya Registered Psychiatric Nurse | 582 |

Table 2: Ever registered professionals in specialization areas

Out of the 15,714 ever-registered professionals with competencies, 6,218 (40%) professionals have an active practice license while 9,496 (60%) do not. Table 3 showcases the active/inactive breakdown:

|  |  |  |  |
| --- | --- | --- | --- |
| **Cadre** | **Active** | **Inactive** | **Total** |
| Kenya Registered Midwife | 1734 | 3776 | 5510 |
| Kenya Registered Ophthalmic Nurse | 170 | 35 | 205 |
| Kenya Enrolled Midwife | 2090 | 5069 | 7159 |
| Kenya Registered Accident & Emergency Nurse | 89 | 7 | 96 |
| Kenya Registered Critical Care Nurse | 644 | 95 | 739 |
| Kenya Registered Neonatal Nurse | 60 | 1 | 61 |
| Kenya Registered Nephrology Nurse | 273 | 38 | 311 |
| Kenya Registered Nurse Anaesthetist | 160 | 35 | 195 |
| Kenya Registered Oncology Nurse | 29 | 0 | 29 |
| Kenya Registered Paediatric Critical Care Nurse | 78 | 12 | 90 |
| Kenya Registered Paediatric Nurse | 190 | 74 | 264 |
| Kenya Registered Palliative Care Nurse | 53 | 3 | 56 |
| Kenya Registered Peri-Operative Nurse | 364 | 53 | 417 |
| Kenya Registered Psychiatric Nurse | 284 | 298 | 582 |
| **Total** | **6218** | **9496** | **15714** |

Table 3: Specialization Area Breakdown

**Active Cadre - Employment Sector**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Cadre | Armed Forces | Company Medical Service | Diaspora | FBO | NGO | Private | Public | Unknown | **Total** |
| Kenya Registered Midwife | 3 | 3 | 46 | 101 | 3 | 337 | 638 | 645 | **1776** |
| Kenya Registered Ophthalmic Nurse |  |  |  | 9 |  | 4 | 72 | 102 | **187** |
| Kenya Enrolled Midwife | 3 | 5 | 8 | 133 | 14 | 243 | 828 | 907 | **2141** |
| Kenya Registered Accident & Emergency Nurse | 3 |  | 3 | 3 |  | 14 | 38 | 41 | **102** |
| Kenya Registered Critical Care Nurse | 8 | 3 | 8 | 39 | 3 | 103 | 270 | 302 | **736** |
| Kenya Registered Neonatal Nurse |  |  | 2 | 3 |  | 2 | 30 | 39 | **76** |
| Kenya Registered Nephrology Nurse | 3 |  | 1 | 6 |  | 19 | 118 | 194 | **341** |
| Kenya Registered Nurse Anaesthetist |  |  | 1 | 17 |  | 2 | 40 | 119 | **179** |
| Kenya Registered Oncology Nurse |  |  |  | 1 |  | 5 | 7 | 31 | **44** |
| Kenya Registered Paediatric Critical Care Nurse |  |  |  | 3 |  | 12 | 19 | 64 | **98** |
| Kenya Registered Paediatric Nurse | 1 |  | 1 | 5 |  | 36 | 72 | 87 | **202** |
| Kenya Registered Palliative Care Nurse | 1 |  |  | 1 |  | 4 | 25 | 29 | **60** |
| Kenya Registered Peri-Operative Nurse | 7 | 1 | 6 | 13 |  | 43 | 132 | 212 | **414** |
| Kenya Registered Psychiatric Nurse | 1 |  | 6 | 7 |  | 21 | 138 | 127 | **300** |
| **Total** | **30** | **12** | **82** | **341** | **20** | **845** | **2427** | **2899** | **6656** |

Table 4: Active Cadre - Employment Sector

* 501 individuals have undertaken more than one higher diploma in the specialization areas, out of these 9 individuals have undertaken 3 higher diplomas in the specialization areas. This brings the total active certificate and higher diploma count to **6656**

**Active Cadre - Employment Status**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Cadre | Diaspora | Employed | Unemployed | Unknown | **Total** |
| Kenya Registered Midwife | 46 | 1083 | 520 | 124 | **1773** |
| Kenya Registered Ophthalmic Nurse |  | 85 | 61 | 41 | **187** |
| Kenya Enrolled Midwife | 8 | 1230 | 673 | 241 | **2152** |
| Kenya Registered Accident & Emergency Nurse | 3 | 59 | 24 | 16 | **102** |
| Kenya Registered Critical Care Nurse | 8 | 423 | 182 | 118 | **731** |
| Kenya Registered Neonatal Nurse | 2 | 35 | 15 | 24 | **76** |
| Kenya Registered Nephrology Nurse | 1 | 143 | 77 | 117 | **338** |
| Kenya Registered Nurse Anaesthetist | 1 | 60 | 59 | 59 | **179** |
| Kenya Registered Oncology Nurse |  | 13 | 4 | 27 | **44** |
| Kenya Registered Paediatric Critical Care Nurse |  | 34 | 28 | 36 | **98** |
| Kenya Registered Paediatric Nurse | 1 | 114 | 53 | 34 | **202** |
| Kenya Registered Palliative Care Nurse |  | 31 | 17 | 12 | **60** |
| Kenya Registered Peri-Operative Nurse | 6 | 197 | 131 | 80 | **414** |
| Kenya Registered Psychiatric Nurse | 6 | 167 | 80 | 47 | **300** |
| **Total** | **82** | **3674** | **1924** | **976** | **6656** |

Table 5: Active Cadre - Employment Status

Notes

1. The employment status and sector of all the **9,496** inactive practitioners with competencies in specialization areas in unknown
2. This is also true for **2,899** of the **6,656** active practitioners with competencies in specialization areas
3. A total of **12,395** need to be contacted to update their employment status and sector. A list containing the contact information of the practitioners has been provided

**Special Register**

A total of 233 records where retrieved from the manual specialist register who had trainings at the level of higher national diploma, masters and PHD. Out of these 188 could be identified using the electronic rHRIS while 45 had incomplete data and could not be identified. A listed below is a summary of this data:

|  |  |
| --- | --- |
| **Level** | **Total** |
| Higher Diploma | 171 |
| Masters | 58 |
| Other | 1 |
| Phd | 1 |
| Unknown | 2 |
| **Total** | **233** |

Table 6: Special Register Level of Training

|  |  |  |
| --- | --- | --- |
| **Level** | **Program** | **Total** |
| Higher Diploma | Accident And Emergency | 18 |
| Advanced Nursing | 2 |
| Anaethesia | 2 |
| Child Health | 3 |
| Community Health And Development | 1 |
| Community Health And Hiv Care | 2 |
| Community Health Nursing | 2 |
| Counselling Psychology | 2 |
| Critical Care | 13 |
| Disaster Management | 1 |
| Epidemiology | 2 |
| Health Services Management | 1 |
| Hiv/Aids | 1 |
| Hospital Management And Leadership | 1 |
| Intensive Care | 55 |
| Medical Education | 3 |
| Midwifery | 3 |
| Neonatal Nursing | 15 |
| Oncology | 1 |
| Operating Room Nursing | 1 |
| Palliative Care | 17 |
| Psychiatry | 1 |
| Psychological Counselling | 1 |
| Public Health | 1 |
| Renal Nursing | 12 |
| Surgery | 4 |
| Theatre | 5 |
| Unknown | 1 |
| Masters | Community Health Nursing | 1 |
| Critical Care Nursing | 6 |
| Family Health | 1 |
| Health Studies | 1 |
| International Health | 1 |
| Maternal And Neonatal Health | 6 |
| Med/Surg | 4 |
| Mental Health | 1 |
| Midwifery | 3 |
| Nursing | 8 |
| Nursing Administration | 1 |
| Nursing Education | 2 |
| Obstetrics And Gynecology | 1 |
| Oncology | 1 |
| Pediatrics | 7 |
| Psychiatry | 1 |
| Public Health | 6 |
| Public Reproductive Health | 1 |
| Surgery | 2 |
| Unknown | 4 |
| Other | Oncology | 1 |
| Phd | Nursing | 1 |
| Unknown | Unknown | 2 |
| **Total** | **233** |

Table 7: Special Register Level and Program of Training

|  |  |  |
| --- | --- | --- |
| **Country** | **Level** | **Total** |
| Australia | Higher Diploma | 2 |
| Canada | Other | 1 |
| Eritrea | Higher Diploma | 1 |
| India | Masters | 1 |
| Kenya | Higher Diploma | 136 |
| Masters | 38 |
| Unknown | 2 |
| Pakistan | Masters | 1 |
| Philippines | Masters | 2 |
| South Africa | Higher Diploma | 1 |
| Masters | 3 |
| Phd | 1 |
| Tanzania | Higher Diploma | 1 |
| Thailand | Masters | 1 |
| Uganda | Higher Diploma | 1 |
| United Kingdom | Higher Diploma | 14 |
| Masters | 4 |
| United States | Masters | 1 |
| Unknown | Higher Diploma | 15 |
| Masters | 7 |
| **Total** | **233** |

Table 8: Special Register Country and Level of Training

|  |  |
| --- | --- |
| **Employment Sector** | **Total** |
| Private | 1 |
| Public | 7 |
| Unknown | 173 |

Table 9: Special Register Employment Sector

Notes

* Only 1 individual from the special register has an active practice license
* Effort should be put into contacting the practitioners whose employment sector is unknown
* Contact information will be provided