



NURSING COUNCIL OF KENYA

Promoting Quality Nursing and Midwifery Education and Practice in Kenya
All communications to be addressed to the Registrar/CEO

Process paper: Development of the uniform guidelines for nurses and midwives in Kenya.

Date: June 2026

1. Purpose

The purpose of this process was to provide documented guidance for streamlining nurses and midwives uniform in Kenya.

2. Steps

The process was broken down in to the following steps:

- a. Situational analysis- This sort to understand the current status of use of uniform among nurses and midwives in Kenya. It provided an overview of how well the existing uniform guideline was being adhered to, the challenges in adherence, and opportunities in strengthening this aspect of nursing and midwifery practice.
- b. Desk review- This was to get an overview of the global trends and practices as far as nursing and midwifery uniform is concerned.
- c. Development workshops- Three development workshop meetings were conducted. Stakeholders mapping was first done to determine relevant stakeholders. These included the Ministry of Health, the County Chief Nurses' forum, the nursing and midwifery nursing associations, the nursing union, Private Health Institutions, and Faith-Based Health Facilities.
- d. Discipline Standards and Ethics) DSE committee sensitization- This is a committee of the council that handles standards and compliance issues of the Council. The committee reports its deliberations to the full council for further discussion and resolution.
- e. Stakeholders' engagement- This was done on the NCK social media platforms. The draft document was shared on the platforms, alongside a template of feedback on the document. The stakeholders were requested to submit their inputs within a stipulated period.
- f. Council approval- The documented was presented to the council for their approval, in line with the process of NCK development of documents. The approval process also provided ownership of the documents
- g. Dissemination – The process of dissemination was meant to create awareness to the nurses and midwives of the guidelines, the content and significant of the nurses' uniform.



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3. Challenges

- Engaging stakeholders – Very few nurses and midwives provided feedback, perhaps many of them did not visit the NCK social media platforms. This resulted to some thoughts and contribution of the nurses and midwives not being captured, and utilized towards making a better document.
- Divergent views from different stakeholders that resulted to intense and robust discussions, threatening process completion.

4. Learning points

- Have different stakeholders' engagement mechanism to ensure more provide feedback.
- Conduct comprehensive stakeholders' analysis at the beginning of the process from better engagement.

5. Conclusion

Nurses and midwifery uniform is important and promotes professional identity. Successful implementation of this guideline is expected to promote professionalism among nurses and midwives, maintain professional image that enhance public confidence.

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