

THE CONSTITUTION

OF

**THE EAST CENTRAL AND SOUTHERN AFRICA
COLLEGE OF NURSING AND MIDWIFERY
ECSACONM**



2022 EDITION

THE CONSTITUTION OF THE EAST, CENTRAL AND SOUTHERN AFRICA COLLEGE OF NURSING AND MIDWIFERY (ECSACONM)

PREAMBLE:

We, the Conference of Health Ministers of the East, Central and Southern Africa Health Community:

CONSCIOUS that our Member States have similarities in historical socio economic and political backgrounds and that they also share similar tropical climate and common causes of morbidity and mortality.

CONVINCED that the above shared heritage justifies a united front in attacking health problem through the appropriate health manpower development and that nurses and midwives are the largest single cadre of health personnel in our region;

DESIROUS to enhance the achievement of health for all through a unified forum of nursing and midwifery education/practice/strategies at national and regional levels.

HEREBY AGREE AS FOLLOWS: -

ARTICLE.1

THE ESTABLISHMENT OF THE EAST CENTRAL AND SOUTHERN AFRICA COLLEGE OF NURSING AND MIDWIFERY.

The Constitution for the establishment of the East, Central and Southern Africa College of Nursing and Midwifery (ECSACONM) is made under the provision of Article 5.2. (j) of the Convention establishing the East, Central and Southern Africa Health Community.

ARTICLE 2.

THE NAME OF AND LOCATION OF THE COLLEGE

The name of the College shall be "The East, Central and Southern Africa College of Nursing and Midwifery (ECSACONM) and it shall be located at Arusha or at any other venue in a Member state as the Quadrennial General Assembly may determine.

ARTICLE 3.

THE VISION OF THE COLLEGE

The Vision of the College is to be the leading centre of excellence for nursing and midwifery in the region.

**ARTICLE 4.
THE MISSION OF THE COLLEGE.**

To improve health and well-being of communities in the ECSA region through strengthening competencies of nurses and midwives in the delivery of sustainable quality health care services.

**ARTICLE 5.
THE PHILOSOPHY OF THE COLLEGE.**

The Philosophy of the College is to promote and strengthen professional excellence through the development of programs that strengthen nursing and midwifery regulation, education, practice, management and leadership, research and innovation for the improvement and delivery of quality health care to communities in the ECSA Region.

**ARTICLE 6
DEFINITIONS.**

In this Constitution unless the context otherwise requires; -

1. 'The College' means the East, Central and Southern Africa College of Nursing and Midwifery.
2. The 'Secretariat' means the Secretariat for the "East, Central and Southern Africa Health Community.
3. The 'College secretariat' means the office of the College headed by the SPO/CEO.
4. 'The 'Convention' means 'the Convention which established the East, Central and Southern Africa Health Community'.
4. 'The Community' means 'the East, Central and Southern Africa Health Community (ECSA –HC)
5. 'The Conference', means the Conference of Health Ministers of the East, Central and Southern Africa Health Community.
6. 'Council' means the highest organ of the College responsible for policy making.
7. 'A Chapter', means, a branch of ECSACONM at the country level.

8. 'A National Representative' (NR) means a nurse or midwife elected to represent a Chapter (*chapter should always be spelt with a capital "C"*)

9. 'Nursing/Midwifery Committee' means an ad hoc or permanent committee for the Nursing and Midwifery programme constituted by experts from the various specialties in clinical practice, nursing education, leadership, management and research.

10. 'Member', means an individual nurse/midwife or organizations admitted to the College after meeting the set criteria.

11. "Fellow" means a full Member of the College who has completed Fellowship training or an elected Member of the College who has passed Fellowship Examination.

12. 'Honorary Fellow' means a person of outstanding achievement who has contributed to Nursing and Midwifery who the College may decide to bestow such honor.

13. 'Member State' means any country within the Community with an ECSACON Chapter.

14. 'National Nursing/Midwifery Council', means a statutory body of nurses/midwives in each of Member State'

15. 'Member State' means any country in the ECSA HC region with an ECSACONM Chapter.

16. 'Nurse/Midwife', means a qualified nurse and midwife.

17. 'A nurse' means a person qualified in nursing

18. 'Nursing', *means* the autonomous and collaborative care of individuals of all ages.

19. 'A Midwife' means a person who has successfully completed a midwifery education program that is based on the ICM Essential Competencies for Midwifery Practice and the framework of the ICM Global Standards for Midwifery Education and is recognized in the country where it is located and who has acquired the requisite qualification to be registered and/or legally licensed to practise Midwifery and use the title "Midwife" and who demonstrates competency in the practice of Midwifery.

20. 'Basic nursing/midwifery qualification', means a recognized certificate, diploma, or degree awarded to a nurse or midwife.
21. 'Graduate Nurse' means a nurse or midwife who has completed his/her academic studies but has not yet completed the requirements for a license.
22. 'The President', means the President of the East, Central and Southern Africa College of Nursing and Midwifery (ECSACONM)
23. 'The Vice President' means, the Vice President of the East, Central and Southern Africa College of Nursing and Midwifery (ECSACONM)
24. 'Post graduate qualification', means a recognized professional certificate, diploma or degree acquired after the first degree.
25. 'Post basic qualification', means a recognized professional Certificate, Diploma, or Degree acquired after basic training.
26. 'Equivalent to a first degree', means, a qualification as a nurse/midwife registered in his/her own country and with advanced post basic diploma in an area of nursing specialty.
27. 'Accreditation', means the mechanism of assessing, evaluating, approving and certifying the quality of educational program and clinical practice.
28. 'The Constitution', means, the Constitution of the East, Central and Southern Africa College of Nursing and 'Midwifery'.
29. 'The President' means the President of the College.
30. 'Rules means the Rules of the Constitution of ECSACONM.

ARTICLE 7. THE BROAD OBJECTIVE OF THE COLLEGE

The broad objective of the College is to promote and strengthen nursing and midwifery professional excellence in the ECSA Region.

ARTICLE 8 THE SPECIFIC OBJECTIVES OF THE COLLEGE.

- a. To promote regional collaboration, co-operation and networking with Member States and other organisations with similar interests.
- b. To create a unified forum that speaks authoritatively for the Nursing and Midwifery profession in the East, Central and Southern Africa region on issues affecting Nursing and Midwifery health and well-being.
- c. To promote and support production of relevant health teaching /learning materials and platforms.
- d. To provide a forum for continuous collaboration and networking between Member states for co-ordination of Nursing and Midwifery activities in the region.
- e) To facilitate harmonization and reciprocity in Nursing and Midwifery regulation, education and practice.
- f) To facilitate opportunities for continuing education and exchange programs.
- g) To respond effectively to emerging and challenging health needs within the region by encouraging research and evidence based practice.

ARTICLE 9. POWERS OF THE COLLEGE.

The Powers of the College:

- 1.The College will have power to regularly review this Constitution to ensure the effective working of all of its organs.
- 2.To regularly review Nursing and Midwifery curricula in the region in order to meet the requisite standards.
- 3.To establish Standing and Ad-hoc Committees as may be necessary from time to time.
- 4.To develop frameworks that will assist in recognizing Nursing and Midwifery Fellowship qualifications in relation to the minimum criteria spelt out by the College.
- 5.To support Chapters in the formulation, implementation and evaluation of Nursing /Midwifery programs in response to community needs.
- 6.To build capacity in identified critical areas of Nursing and Midwifery.

7. To guide in the development of relevant Nursing and Midwifery legislation in the regulation of education, practice and professional conduct/behavior.

8.To monitor and evaluate the College's programs.

9.To identify and develop centers of excellence, award, suspend and revoke certificates or recognition using the requisite criteria.

10.To award Fellowship certificates to its graduates and elected Fellows/

11.To award honorary ECSACONM Fellowship certificates.

12.To determine Registration fees, annual subscriptions and other fees and charges payable by the various classes of Fellows and Members of the College from time to time.

13.To approve examiners, examinations, fees and allowances payable to examiners and other persons involved in the conduct of examinations.

14.To release position statements and fact sheets regularly.

15.To purchase, assign, mortgage or in other ways, dispose such monies, assets or real property as it deems fit in realization of its objectives.

ARTICLE 10. MEMBERSHIP OF THE COLLEGE.

The Membership of the College may be drawn from Botswana, Eswatini, Kenya, Lesotho, Mauritius, Mozambique, Namibia, Rwanda, Seychelles, South Africa, South Sudan, Tanzania, Uganda, Tanzania, Zambia, Zimbabwe and any Nursing and Midwifery body beyond the ECSA Health Community Region as may be approved by the College.

ARTICLE 11. ECSACONM LANGUAGE.

The official and working language of the College shall be English unless determined otherwise by the Council

ARTICLE 12. MEMBERSHIP OF THE COLLEGE.

he Membership of the College shall consist of individual nurses and midwives, professional organisations and other corporate bodies.

**ARTICLE 13.
TYPES OF MEMBERSHIP.**

There will be 9 Types of Membership of the College

1. Individual Member.

a) A fully paid up Registered Nurse/Midwife of the College who is in good standing with his/her National Nurses and Midwives Council (NNMC).

2. Full Member.

An individual Member or a Registered Nurse/Midwife in good standing with his/her National Nurses and Midwives Council (NNMC) who has completed College membership training.

3. Associate Member.

There will be two types of Associate Membership to the College: -

a) Enrolled Nurse/Midwife or Nursing Assistant who has undergone basic training of not less than two years.

b) A Student Nurse/Midwife.

4. Professional/Statutory Nursing Organisations: -

a) A professional National Nursing/Midwifery Association (NN/MA) which is recognized in a Member State.

b) A National Nursing or National Midwifery Regulatory body in a Member State

c) Any organization with interest in Nursing and Midwifery.

5. Corporate Member.

An organization with interest in Nursing and Midwifery admitted to the College.

6. Fellow

A full member of the College who has completed Fellowship Training or an elected member of the College who has passed the Fellowship Examination.

7.Overseas Fellows.

A Nurse/Midwife Specialist practicing outside the Member States of the College having satisfied the Council of the College that they possess qualifications entitling them to be admitted as Fellows of the College.

8.Honorary Member.

A person of outstanding achievement in the Nursing and Midwifery profession who meets the criteria as defined by the College.

9.Member Specialist

A Nursing or Midwifery specialist who has satisfactorily completed his/her specialties in Nursing and Midwifery training in institutions other than the College and elected into Membership having satisfied the Council of the College that he/she possesses qualifications entitling them to be Member Specialists of the College.

10.Ambassador.

A person of outstanding achievement or position in society who has special interest in Nursing and Midwifery and advocates for the professions.

ARTICLE 14. MEMBERSHIP REGISTERS.

- a) The College Secretariat maintain a record of the names of all the Members of the College in Registers approved by the Council.
- b) Relevant extracts of the Membership Register shall be sent to each Chapter annually for updating.

ARTICLE 15. PROCEDURE FOR ADMISSION TO MEMBERSHIP.

- a) A person or organisation desiring to be a Member of the College shall apply in writing to the Council through his/her National Nursing/ Midwifery Association which shall endorse his/her application.

b) Upon admission to Membership the Member shall pay Membership fees as determined by the College.

c) A professional/ statutory Nursing/Midwifery organizational corporate institution shall apply to be admitted to the College upon criteria set in the Rules to be made by the Council.

d) A non-Member State desirous of being admitted to Membership of the College shall apply directly to the Council. Such applications will be deliberated upon by the Council. Admission to Membership of the applicant shall be a majority vote of the Members of the Council.

**ARTICLE 16.
PROMOTION TO FULL MEMBERSHIP AND FELLOW.**

a) An individual Member or any other Registered/enrolled Nurse or Midwife shall become a Full Member upon completion of College Membership training.

b) A Full Member shall become a Fellow upon completion of a Fellowship training program.

c) Honorary Fellowship shall be awarded this status during the Quadrennial General Assembly of the College upon recommendation by the Chapter and approval of the Council of National Representatives.

**ARTICLE 17.
SUSPENSION AND TERMINATION OF MEMBERSHIP:**

A Member of any category of College Membership shall be suspended or removed from the College Register by a Written Notice if:-

a) He /she has failed to pay his/her/its Membership fees for two (2) successive years.

b) The College obtains a written confirmation from the National Registrars of Nursing and/or Midwifery Councils of suspension of a member or his/her death.

**ARTICLE 18.
RE-ADMISSION TO THE REGISTER.**

i) A member whose membership has been suspended or removed from the College Register other than by death may apply for re-admission. Upon admission, they shall be required to pay the outstanding arrears.

ii) Re-admission to Membership to the College shall not exceed two (2) times.

iii) A person or organization whose membership was terminated for failure to pay dues may apply to for re-admission to membership.

ARTICLE 19. PRIVILEGES OF MEMBERS.

Every member shall have the following privileges:-

- a) To access on line courses and materials for learning.
- b) To access recommendations for potential growth and development.
- c) To be represented before international, governmental and non-governmental organizations with which ECSACONM maintains a relationship.
- d) To participate in the nomination of candidates for ECSACOMN elections and standing committees.
- e) To participate in ECSACONM conferences, workshops, seminars and other professional activities as appropriately promoted by the College.
- f) To receive professional guidance and assistance from the College.
- g) To receive from the College documents, and periodic information about the activities and news in nursing and midwifery worldwide.
- h) To have their professional articles of regional and international interest published in the College news/journals and magazines.

ARTICLE 20. DUTIES AND OBLIGATIONS OF A MEMBER:

It shall be the duty and obligation of every member to:-

- a) abide by Member states' policies, rules and regulations
- b) inform the Council on program activities and issues on annual basis and to respond to any requests for information from the College.

- c) To submit written recommendations to the College regarding amendment of the Constitution, policy or position statement of the College for consideration by the Council.
- d) To maintain active communication with the College in relation to the implementation of the programs and the policies of the College.
- e) To participate actively in College meetings.
- f) To take all possible steps to increase the Membership of the College.
- g) To pay dues of the College as stipulated.

ARTICLE 21 MEMBERSHIP DUES.

- a) Membership fees and subscriptions shall be determined by the Council at its Quadrennial General Assembly. Such fees and subscriptions must be paid in advance and in full at the commencement of each year.
- b) Retired members aged 70 years and above and Honorary Fellows shall be exempted from paying Membership fees

ARTICLE 22. THE QUADRENNIAL GENERAL ASSEMBLY OF THE COLLEGE AND THE BIENNIAL SCIENTIFIC CONFERENCE.

- a) There shall be the Quadrennial General Assembly which shall be held every four (4) years and Scientific Conference which shall be held biennially. The Quadrennial General Assembly and Scientific Conference shall be open to all Member states of the College to be chaired by the President of the College
- b) Subject to invitation, the Quadrennial General Assembly shall be held on a rotational basis in Member states in an alphabetical order or at the College's headquarters or at any such other venue and at times as the Council may determine.

ARTICLE 23. POWERS OF THE QUADRENNIAL GENERAL ASSEMBLY.

The Quadrennial General Assembly is the highest decision and policy -making body of the College. Its powers are:

- a) To receive, discuss and approve matters of the College as presented by the Council.
- b) To elect the President, the Vice President. Regional Faculty Chair persons and ratification of National Representatives.
- c) To install the President and the new Council
- d) To carry out any other functions as may be deemed necessary.
- e) To admit to the College members as recommended by the Council.

ARTICLE 24.
REGISTRATION AND CONFERENCE FEES FOR THE QUADRENNIAL
GENERAL ASSEMBLY AND SCIENTIFIC CONFERENCE.

The College shall be responsible for collecting registration fees during the Quadrennial General Assembly and Scientific Conference of the College.

ARTICLE 25.
ADMINISTRATIVE ORGANS OF THE COLLEGE.

1. The following shall be the Administrative Organs of the College:-

- a) The Council:
- b) The Ministry of Health
- c) The Health Ministers' Conference.
- d) The ECSA Health Community.
- e) The secretariat of the College.
- f) The Executive Committee.
- g) The SPO/CEO
- h) The Committees of the College.

ARTICLE 26.
THE COUNCIL

1. This is the Executive arm and the highest Policy making body of the College. It shall be chaired by the President. In his/her absence the Vice Chairperson shall chair it.

2. Composition of the Council.

- i) The President.
- ii) The Vice President.
- iii) A Representative of regulatory bodies
- iv) A representative of Nursing and Midwifery in Ministry of Health
- v) Registrar of the College.
- vi) National Representatives of Member states.
- vii) Chairpersons of Standing Committees for the College.
- viii) Three ex officio members who include:
 - 1. The immediate past President of the College.
 - 2. The Director General or his/her representative, ECSA Health Community.
 - 3. SPO/CEO of the College.

3. Powers of the Council.

- i) The Council is the overall supervisor and organizer of all the affairs of the College and shall set up all the appropriate committees and other bodies as required by this Constitution.
- ii) To conduct, participate and appoint representatives or delegates to attend meetings, symposia and conferences of other bodies on Nursing and Midwifery.
- iii) To appoint, remove, suspend salaried staff and determine their duties and powers and to fix their terms of service on the basis of the prevailing labor regulations.
- iv) To raise funds for and on behalf of the College.
- v) Maintain a Central US dollar Bank account in the name of the College through a bank account established for the College at the ECSA Health Community headquarters at Arusha.
- vi) Present the Auditors' Report and Statement of Accounts thereof before the Annual Council Meeting and the Quadrennial General Assembly for their consideration.
- vii) Acquire property for the College on such terms and conditions as it deems fit and to let, or mortgage the same as it may deem fit.
- viii) To accept donations, endowments or bequests made to the College or for the purpose of any objective and carry out trusts attached to such donations, endowments or bequests.

ix) With approval of the Quadrennial General Assembly to raise loans for purpose of the College or give security or pledge, mortgage or hypothecate the property of the College on such terms as the Meeting may approve.

x) To determine and propose for consideration to the Quadrennial General Assembly the registration fees, annual subscriptions and other fees and charges payable by the various classes of Fellows and Members of the College from time to time.

xi) To print and publish any periodicals, manuals, circulars, journals or calendars as the Council may from time to time determine and fix prices for their sale.

xii) To appoint Examinations and Credentials Committee, Examining Panels and other necessary committees and to define their respective duties.

xiii) To authorize payment of out of pocket expenses to members of the Council, committees, examiners and salaried staff when traveling on College business.

xiv) To make Regulations for the management of the College or any other organ of the College provided that no Rules or Regulations of such organ shall be in conflict with these Articles.

xv) To make recommendations to the Quadrennial General Assembly any alterations or amendments to these Articles, Rules or Regulations for regulating any matter pertaining to the admission to the College of Nurses and Midwives of any member, or the elections of any person to Fellowship Membership or other status of the College.

xvi) To appoint a Registrar of the College who shall be a prominent Fellow of the College. The Registrar shall hold office for a period of 3 (three) years and is eligible for re-appointment as the Council may deem fit.

xvi) To make Rules and Regulations to facilitate the execution of the provisions of this Constitution.

ARTICLE 27.

THE ROLE OF THE MINISTRY OF HEALTH IN MEMBER STATES.

The Ministry responsible for Health in each Member States shall:-

a) be the main stake holder of ECSACONM.

b) be the focal point for all Regional and National ECSACONM programs and activities.

c) facilitate the provisions of resources for ECSACONM activities at Chapter level

2.The Health Ministers' Conference.

The Health Ministers' Conference shall:

a) endorse policies on Nursing and Midwifery in the region as recommended by the College.

b) encourage ECSA-HC staff to support the College in mobilising resources.

3.ECSA Health Community shall:

a. provides technical support to the College.

b. support the College in mobilizing resources.

c. provide policy guidelines to the College

ARTICLE 28. THE SECRETARIAT OF THE COLLEGE

The Secretariat of the College shall be based at Arusha or in any other location as may be determined by the Quadrennial General Assembly.

ARTICLE 29. THE SENIOR PROGRAM OFFICER/C.E.O.

There shall be a Senior Program Officer/CEO appointed by the Council. He/she shall be answerable to the Council.

ARTICLE 30. POWERS AND DUTIES OF THE SPO/CEO.

i) The SPO/CEO's main responsibility shall be the provision of leadership, general supervision, management and control of the operations of the College on a day to day basis in accordance with plans and policies as approved by the Council.

ii) He/she shall report to the ECSACONM Council.

iii) He/she shall develop strategic plans, annual budget and annual operational plans.

iv) He/she shall organize fund raising and marketing to ensure that the College is self-sustaining.

v) He/she shall run the College in a business-like manner.

vi) He/she shall appoint delegates to meetings and motivate staff. He/she will be responsible for operational management and handling of the College's secretariat.

vii) He/she shall develop and nurture links with the Ministry of Health in Member States.

viii) He/she shall make sure that the College functions take place timeously and as fixed.

ix) He/she must see to it that annual operational plans are fulfilled.

x) He/she must display transparency in running the College and budget management.

xi) He/she must see to it that Courses' Examinations are held on time.

xii) He/she must make sure that Council Meetings are held in accordance with the Constitution and the Rules.

xiii) He/she is authorized to represent the College and make any public statements on its behalf.

xiv) He/she advises and acts as Secretary to the Council.

xv) He/she operates and manages the College funds and budget.

ARTICLE 31. THE EXECUTIVE COMMITTEE.

This is a decision-making body of the College which sees to it that the College functions in accordance with its Mission, Vision, Philosophy and Objectives.

a) Composition of the Executive Committee:

I. The President

ii. The Vice President.

iii. Chairpersons of the Standing Committees for the College.

iv. ECSA – HC Representative

v. 2 ex-officio members

1. The Registrar

2. The SPO/CEO.

c) Powers and Duties of the Executive Committee.

i) Shall act on behalf of the Council between Meetings and when addressing urgent situations;

ii) To make recommendations to the Council on major commitments and advises the Council on decisions and College matters.

iii) To supervise the College Registrar;

iv) To oversee, support and provide leadership to the Standing and ad-hoc committees ensuring that objectives of the College are realized.

v) To determine the agenda and give directions for the Council meetings and the Quadrennial General Assembly

**ARTICLE 32
CONSTITUENT FACULTIES.**

There shall be four Constituent Faculties of the College, made up of individual nurses/midwives practicing in any one of the four faculties from each Member State. Each headed by a faculty chairperson. These shall form the main operational system/mechanisms through which College activities are planned and executed.

The four faculties shall be the driving forces of ECSACON activities at regional and national levels.

These faculties shall be constituted by members of the College by virtue of their specialized qualifications, experience and interest and each shall consider priority health and Nursing/Midwifery trends and problems relevant to it.

The faculties shall be:

i) Nursing Education

ii) Nursing Practice

iii) Nursing Leadership and Management

iv) Nursing Research

These faculties shall apply at both regional and national levels.

b) The Constituent Faculty Committees

Each of the four Constituent Faculties shall have an Executive Committee made up of a chairperson, an assistant chairperson, a secretary and a treasurer.

ECSACON Constitution and By-Laws

The chairperson at regional level shall be elected at the General Assembly while at the national level shall be elected at the Chapter meeting.

Functions of Constituent Faculties at Regional/National level:

- . i) To assess the health and Nursing/Midwifery needs of the region or country.
- . ii) To plan interventions and strategies to address the identified needs and problems.
- . iii) To facilitate the implementation of the planned programs/activities.
- . iv) To monitor and evaluate the effectiveness of the programs/activities and
- . v) To assist in mobilization of resources to facilitate implementation of the planned programs/activities.
- . vi) The faculty of education shall design, implement, and monitor educational programmes, Mobilize resources and Develop curriculum.

b) Representation to the CNR is through the elected regional chairpersons of each faculty and not necessarily from each Member State.

However, no one Member State shall have two Faculty Chairpersons.

ARTICLE 33

COMMITTEES OF THE COLLEGE

1. Types of Committees

There shall be: a) Standing Committee b) Adhoc Committees

2. The Standing Committees shall be:

- a) Vice-President of the College who shall be the Chairperson;
- b) Two other members of the CNR, elected by the CNR
- c) A finance officer of ECSA-HC as ex-officio member;
- d) Manager, Human Resources for Health and Capacity Building
- e) The Officer of the ECSA Secretariat overseeing ECSACON activities.

3. Functions of the Finance Committee shall be:

- a) Preparing financial projections for the College;
- b) Preparing annual budgets for the College;
- c) Soliciting for funds;
- d) Developing financial regulations and guidelines for College funds;
- e) Preparing and presenting the annual financial report to the CNR;
- f) Approving funds for major College activities;
- g) Presenting the ECSACON budget and Auditors report to the General Assembly.

4) Functions of the Membership and Constitution Committee shall be:

- a) To propose amendments of the Constitution to the CNR as and when necessary;

- b) To ensure that approved amendments are reflected in the Constitution;
- c) To review the By-Laws as and when required;

5) Education and scientific committee

To streamline the procedures pertaining to the selection of members to be submitted to the College;

To scrutinize applications from the member countries and present these applications to CNR for approval;

To encourage member states to motivate members to pay their annual dues of the College in order to maintain their membership;

To follow-up recommendations made by previous Membership Committee;

To encourage Member States to intensify membership drive to the College;

To keep and from time to time update membership record.

ARTICLE 34 NATIONAL CHAPTERS

1. There shall be ECSACONM branches at National level to be known as 'Chapters' with a minimum number of 50 active members

A National Chapter shall operate through a National Committee at country level composed of and shall be anchored in the Ministry of Health of each Member state

2. Composition of the National Chapter.

- a) The National Representative (NR) who will be the Secretary of the Chapter.
- b. Chairpersons of the 4 Standing Committees at national level.
- c. The President, National or Midwives associations/unions.
- d. The Nurse leader, Ministry of Health.
- e) The immediate past NR.
- f) Registrar of National Nursing and Midwifery Council.
- g) A representative from the Ministry of Education.
- h) Program Director who shall be the Chairperson of the Chapter.

- i) Coordinator.
- j) 2 Trainees Fellows.

b) Functions of the National Chapter:-

- a) To assess and accredit training sites.
- b) To receive and review applications for training.
- c) To review and appoint examiners.
- d) To develop and review learning and training materials for student nurses and midwives.
- e) To develop country level strategic plan.
- f) To develop and implement an annual plan of activities based on College resolutions and communicate progress to the College and to the nurses and midwives.
- g) To co-ordinate the raising of funds activities for the College.
- h) To screen applications for College membership and update the list of College members.
- I) to screen nominees for Council positions and candidate for Presidency, Vice Presidency and forward their names to the Secretariat.
- j) To attend to any other matters which relate to the College.

ARTICLE 35.

THE ROLE OF THE NATIONAL EXECUTIVE COMMITTEE.

The National Executive Committee shall be composed by the following persons:

- 1. The Chairperson
- 2. The National Representative
- 3. The Chapter Treasurer

A. Duties of the Chairperson.

- i. To manage training programs at country level
- ii) To participate in the assessment and accreditation of training sites.
- iii) To preside over all meetings of the Chapter and Chapter Executive Committee.
- iv) To work in close collaboration with the Secretary.
- v) Perform any other duties as may be necessary for the attainment of the objectives of the College.

B. Duties of the National Representative.

- i) To provide secretariat services for the Chapter Meetings.
- ii) To compile national report from all the four (4) Standing Committees.

- iii) To submit national reports from all the four (4) Standing Committees.
- iv) To spearhead the membership drive.
- v) To maintain an accurate record of membership and College activities.
- vi) To represent the country at regional Council Meetings.
- vii) To collaborate with study centers in recruiting individuals for College educational programs.

**I.The Chapter Treasurer:
His/her Duties**

- i) Responsible for opening a Bank account for ECSACONM funds at the country level.
- ii) Maintain financial records and writing the Financial Report.
- iii) Spearhead resource mobilization.
- iv) Carry out any other functions to enhance the financial status of the College.
- v) Ensure that all ECSACONM finances are expended according to the Financial Regulations and Guidelines.
- vi) Receive and show proof of payment of Membership fees.
- vii) Pay dues to the ECSACONM as prescribed.

**ARTICLE 36.
THE NATIONAL REPRESENTATIVE.**

1.Eligibility for Selection as a National Representative: -

- i)He/she must be a member of the College who holds a Masters Degree or its equivalent and who is in good standing with the Nursing or Midwifery Council in his/her Member States.
- ii)He/she must be a paid-up member of the College actively involved in professional matters.
- iii) He must have been a Fellow for at least 5 (five) years or post-graduation from a recognized institution.

**ARTICLE 37.
THE PRESIDENT AND THE VICE OF THE COLLEGE.**

**I. Election to the Office of the President, the Vice President and
Duration of Tenure:-**

a) The President and the Vice President shall be elected at the Quadrennial General Assembly. If at the Quadrennial General Assembly, there is no candidate who qualifies for these positions the positions will be floated during the Meeting for Chapters to contest.

b) The President and the Vice-President shall hold office for a period of 4 years.

c) The President and the Vice President shall not come from the same Member States

e) The Vice President shall assume all the duties of the President if the President is unable to perform them due to:

- i) Sickness;
- ii) Resignation.
- iii) impeachment

iv) Absence from the office for any other reason.

v) Death.

2. Eligibility for the Position of President or Vice President.

a) He/she must be a paid-up member of the College and outstanding Fellow in good standing with his/her country's National Nursing or Midwifery Council.

b) He/she must have been nominated by his/her Chapter and forms duly signed.

c) He/she must have been an NR for at least one term of office.

3. Power of the President.

a) To preside over all meetings of the Council, Quadrennial General Assembly and the Executive Committee.

b) He/she will conduct all the College's affairs in close collaboration with the Manager, Human Resources for Health and Capacity Building (ECSA- HC)

c) To negotiate for enabling policies with relevant Government bodies and NGOs which will strengthen the contribution of nurses and midwives in the delivery of quality health services.

d) To mobilize resources for the College.

- e) To establish and maintain good relationship with partners and stake holders.
- f) To supervise the SPO/CEO.
- g) To perform other duties as may be necessary for the attainment of the objectives of the College.

3.Incapacity to serve full Term as President and Vice President:-

Where the President or Vice President is unable to serve full Term the they will be replaced as follows:

- a) The President:-The Vice President shall take over the duties of the President until the next Quadrennial General Assembly. In that event, he/she will combine his duties with those of the President.
- a) The Vice President.

The member who acquired the 2nd place votes during the election of the President at the Quadrennial General Assembly shall assume the duties of the Vice President until the next Quadrennial General Assembly.

If that person is not available to take over the position an election for the position shall be held in accordance with the Rules if the duration of the remaining term is more than one year before the expiry of the term of office of the Vice President.

If the duration before the expiry of the office of the Vice President is less than one year, the Council shall nominate one person among themselves to act as the Vice President.

ARTICLE 38. FINANCIAL MANAGEMENT OF THE COLLEGE.

The College shall have a budget administered by the Secretariat in collaboration with the Finance, Planning and Development Committee.

1.Sources of Funds shall be:

- a) Membership fees and annual subscriptions and stipulated in the Rules.
- b) Registration fees for Conferences.
- c) Donations and endowments.
- d) Fund-raising activities.

- e) Other external sources.
- f) Fellowship fees.
- g) ECSA Health Community Secretariat.

2.Expenditure of Funds of the College.

Expenditure of College Funds shall be related to:

- a) Program Planning management.
- b) Fellowship training programs.
- c) Meetings.
- d) Scientific networking and collaboration conferences.
- e) Resource mobilization activities.
- f) Capacity building programs.
- g) Monitoring and evaluation activities.
- h) Communication.
- i) Other activities pertaining to the achievement of the objectives of the College.
- j) Sponsorship of members.

3.Control of Finances.

- a) The funds of the College shall be controlled and guided by the Financial Regulations of the ECSA Health Community.
- b) All monies of the College shall be deposited in a Bank account as approved by the Council.
- c) Registration fees for meetings and conferences shall be collected by the College.

4. Auditing of Finances.

- a) The funds of the College shall be audited annually by an auditing firm as approved by the Council.
- b) An Audit Report prepared by the approved firm shall be presented to the Quadrennial General Assembly of the College.

ARTICLE 39. THE COLLEGE's RELATIONSHIP WITH ECSA HEALTH COMMUNITY AND OTHER REGIONAL AND INTERNATIONAL ORGANISATIONS AND AGENCIES.

1.The College exercise and enjoy rights in partnership with other professional agencies at the same level as may be established by the Conference of Health Ministers in terms of Article 5.2. (j) of the Convention establishing ECSA Health Community;

2.The College shall co-operate and collaborate with country based regional and international organisations with similar objectives and interests.

**ARTICLE 40.
AMENDMENT OF THIS CONSTITUTION.**

1.Nine (9) months before the Quadrennial General Assembly, any Member State desirous of amending this Constitution shall send a draft of the proposed amendments to the Council.

2. Any provision of this Constitution may be amended at the Quadrennial General Assembly by at least 60% of Member States attending.

**ARTICLE 41.
DISSOLUTION OF THE COLLEGE.**

The Quadrennial General Assembly can dissolve the College if:-

a) A Motion to that effect is supported by at least 80% of the States present at the Meeting.

b) A minimum Notice of one year from 80% of States is received by the Council.

**ARTICLE 42.
DISTRIBUTION OF COLLEGE ASSETS AFTER DISSOLUTION.**

Upon dissolution of the College all its assets and liabilities shall be shared equitably among the Member states after payment of all outstanding claims, debts, salaries and any other dues owing to suppliers and creditors.

**ARTICLE
LAUNCHING OF CONSTITUTION**

ARTICLE 45.

REPEAL OF THE CONSTITUTION MADE IN 1988.

This Constitution now repeals without any savings the Constitution made in the year 1988 and amended in 2010.

ARTICLE 43. APPROVAL OF CONSTITUTION

THIS CONSTITUTION was made with the approval of the Quadrennial General assembly held at Matsapha in the Kingdom Eswatini this day 17th of September 2022

ENTRY INTO FORCE.

THIS CONSTITUTION SHALL COME into force upon approval by the Quadrennial General Assembly and ratification by a Meeting of the Conference of Health Ministers of the East, Central and Southern Africa Health Community on a date as shall be signified by the Director General.

ARTICLE 44. DEPOSITORY OF THIS CONSTITUTION.

This Constitution shall be deposited with the Secretariat at Arusha. The Secretariat shall transmit certified true copies of it to the Member States upon approval and signature by the Conference of Health Ministers.

THE RULES OF THE EAST.CENTRAL AND SOUTHERN AFRICA HEALTH COMMUNITY COLLEGE OF NURSES AND MIDWIVES(ECSACONM)

**(Made under Article 5(2(j) of the Convention of the ECSA Health
Community and under Article 27 of the Constitution establishing the
East,Central and Southern Africa Health College of Nursing and
Midwifery- ECSACONM)**

RULE 1. DEFINITIONS.

The definitions of terms contained in Article 6 of the Constitution of the East, Central and Southern Africa College of Nurses and Midwifery shall apply mutatis mutandis with these Rules.

RULE 2. ADMISSION, RE-ADMISSION, PROMOTION, SUSPENSION, AND TERMINATION OF MEMBERSHIP

The Rules for admission, re-admission, promotion, suspension and termination of membership shall be as contained in articles 12,13,14,15,16,17 and 18 of the Constitution.

RULE 3 SEPECTION OF HONORARY FELLOWS.

(1) The Selection Process:

- a)** Nomination from countries using the prescribed criteria and ECSACONM form designed for such purpose.
- b)** Assessment by the Executive Committee which recommends the candidate to the Council.
- c)** Notification to the country and nominee.
- d)** conferring the award to the successful candidate at the Quadrennial General Assembly.

(2) Description of the award.

- a)** The Honorary Fellow is commemorated either by **a plaque** or a certificate at the Quadrennial General Assembly.

(3) Special exemptions.

- a) Retired members of the age of 70 years and above shall be exempted from paying membership fees.
- b) Honorary Fellows.

RULE 4

SUSPENSION AND TERMINATION OF MEMBERSHIP.

- a) any member shall be removed from the register in accordance with the provisions of the Constitution.
- b) Members of the Council including the President and the Vice President shall be removed from the office for any of the following reasons:
 - i) Vote of No Confidence by 60% of Member States.
 - ii) Resignation.
 - iii) Ill health or death
 - iv) Failure to attend three (3) consecutive meetings without a valid cause.
 - v) Violation of the Articles, Rules and Regulations of the College.

RULE.5.

REMOVAL FROM OFFICE OF THE PRESIDENT AND THE VICE PRESIDENT.

1. In the event that the President or the Vice President are removed from office a by-election shall be held.
- i) the Executive Committee shall convene a meeting too discuss the matter;
 - ii) The Secretariat shall inform the Member states and request nomination for the posts.
 - iii) The Member states shall submit to the Secretariat within a nominee within one month of the notification.
 - iv) The Executive Committee shall scrutinize the names of the nominees for eligibility and send mail ballot to all States or convene an extra Ordinary Council Meeting to carry out the election.

RULE 6.

FAILURE TO PAY MEMBERSHIP FEES.

1. Membership fees shall be paid in advance in full at the commencement of each financial year.

a) A member who fails to pay his/hers his/her fees for a period of two years will be suspended from membership.

b) If a member fails to pay his/her fees for a period of three years, he/she will have his/her membership terminated.

RULE 7.

RE-ADMISSION TO THE COLLEGE REGISTER.

i) Any member or organization whose membership was terminated for failure to pay is dues may reapply in writing for re-admission.

ii) The application shall be scrutinized by the National ECSACONM Chapter before making its recommendations to the Council.

iii) The Membership and Constitution committee (ad hoc) shall scrutinize the application on the basis of ability of the member to pay the fees and make a decision.

iv) The Membership and Constitution Committee shall recommend the Member to the Council for re-admission after being satisfied that the member meets the constitutional criteria for readmission.

RULE 8.

THE QUADRENNIAL GENERAL ASSEMBLY AND SCIENTIFIC CONFERENCE

a) The Quadrennial General Assembly and Scientific Conference of the College shall be held within the Member states on an alphabetical rotational basis and shall be open to all Member states and invited guests.

RULE 7.

SUBSCRIPTIONS AND OTHER INCOME

a) Membership subscriptions are determined by the Quadrennial General Assembly.

b) Subscriptions shall be reviewed by the Council from time to time as need arises.

c) Donations, endowments received by the College shall be expended only on ECSACOMN activities and in accordance with Financial Regulations of ECSA Health Community or as otherwise directed.

d) Upon payment of the requisite subscription a member shall be issued with a Membership card.

RULE 9.

NOMINEE FOR THE OFFICE OF PRESIDENT AND VICE PRESIDENT.

The criteria for nomination shall be in accordance with the provisions of the Constitution.

RULE 10.

THE NATIONAL REPRESENTATIVE.

a) The criteria for selection of a National representative shall in accordance with the provisions of the Constitution.

b) Such a nominee must be a paid up active Fellow of the College in good standing with NN/MC and who is able and willing to serve for a full term.

c) Shall hold at least a Masters' degree or its equivalent.

d) Shall have at least five years' experience in a recognized institution/organization.

RULE 11.

CHAIRPERSON OF A STANDING COMMITTEE.

The nominee for a Standing Committee shall: -

a) Be a paid up and active Fellow of the College in good standing with the NN/MC at country level.

b) Have a specialized qualification/experience in the Committee he/she is aspiring to be Chair.

c) Have met all other criteria for election to the Council as provided for in the Constitution.

RULE 12.

REPRESENTATION ON COUNCIL AND STANDING COMMITTEE MEETINGS BY PROXY.

1.A National Representative can be represented by his/her vice chairman at meetings of the council.

2.In the event that the vice chairperson is not also available the Chairperson can be represented by proxy by an active Fellow of the respective Committee.

In that event then the proxy holder must present credentials and be cleared by the College secretariat.

RULE 13.

NOMINATION PAPERS FOR QUADRENNIAL GENERAL ASSEMBLY AND THE SCIENTIFIC CONFERENCE.

1.Nomination papers shall be sent to Member states by the College secretariat one year in advance before the Quadrennial General Assembly and Scientific Conference.

2.Nomination from Countries.

Countries should return forms to the College secretariat 6 (six) months before the Quadrennial General Assembly and Scientific Conference.

3.Submission of Nomination Papers.

The Secretariat shall receive the Nominees' applications six (6) months before the Quadrennial General Assembly and the Scientific Conference.

RULE 14.

NOTIFICATION ON THE STATUS OF CANDIDATES.

1.Within a period of one month after the Executive Committee has reviewed the nominations the Secretariat will inform the Member States of the status of their candidate.

2.In the event that the candidate is disqualified by the Executive Committee, the affected Member States shall be notified immediately and be requested to re-submit another name within one month of the notification.

3.The Executive Committee shall scrutinize the credentials of the new candidate and make recommendations to the Council prior to the Quadrennial General Assembly.

RULE.15.
MODE OF ELECTIONS IN COLLEGE MEETING

All College meetings elections shall be conducted by consensus.

RULE 16.
BALLOT PAPERS.

The College shall prepare Ballot papers for all elections of the Quadrennial General Assembly.

RULE 17.
**THE ELECTORAL COMMITTEE FOR CONDUCTING THE QUADRENNIAL
GENERAL ASSEMBLY**

1.The Council shall appoint an Ad-hoc Committee 3 (three) months before the Quadrennial General Assembly and Scientific Conference for purposes of carrying out the elections. The Committee shall remain in office 3 (three) months after the elections after which it will be dissolved.

2.Composition of the Electoral Committee:-

- i) A representative from ECSA HC.
- ii) A representative from the Ministry of Health of the host country appointed by the Permanent/Principal Secretary, such an appointee not being a nurse or a midwife)
- iii) One senior nurse from the host country.
- iv) Two (2) senior members from the Membership and Constitution Committee.
- v) One co-opted member from the Electoral Commission of the host country as observers.

RULE 19
ELECTION PROCEDURE GUIDELINES

a. These guidelines are made in respect of the election of:-

- i. The President.
- ii. The Vice President and,
- iii. The Chairpersons of Standing Committees:

b. Election of the President and Vice President.

i) The election will be by secret ballot.

ii) Member States must nominate their candidates for the office of the President and Vice President six months prior to the next election.

iii) Each Member States can only submit only one name for either President or Vice President.

c. Voters:

i) At the election, each country is allowed to cast 3 votes.

ii) Member States must submit the three names of their voters to the Secretariat three (3) months prior to the election.

iii) In the event a Voter of a Member state failing to attend the Meeting, a replacement should be submitted to the Secretariat a day before the commencement of the Quadrennial General Assembly.

iv) In the event of a Chapter having only one delegate, he/she will be allowed to vote three times for the candidates standing to be elected.

vi) The election shall be done by secret ballot.

vii) The candidates vying for any of these positions can nominate one observer during the counting of the votes.

d. Election of Chairpersons of Standing Committees.

i. The nominee for a Standing Committee shall meet the requisite qualifications as set out under Rule 11 (supra)

ii. The election of Chairman of a Standing Committee shall be conducted and supervised by the Electoral Committee.

iii. The election of a Chairperson of the Standing Committees shall be done one at a time. The results will be announced before the election of the next Chairperson commences.

iv. Once a Chairperson of a Standing Committee is elected from Member States A, This Member States shall not be availed any opportunity to stand for election for Chairmanship of any other Standing Committee.

v. The Member states from where the newly elected President or Vice President come from shall not be eligible to contest for election as Chairperson of any Standing Committee.

vi. Each of the 4 Standing Committees shall elect a vice chairperson, secretary and vice secretary to constitute the Executive Committee of that Standing Committee.

vii. The Chairperson of each of the Standing Committees shall become a Member of the Council.

e. Election of the National Representative(NR).

i) Each country elects a National Representative(NR) in accordance with the provisions of Article 36 of the Constitution.

ii) The National Representative shall be the Member States' contact person for a full term of office of 4 years and is eligible for re-election for a second and final term.

iii) The Member state shall submit to the Executive Committee the name of its nominee six (6) months prior to the Quadrennial General Assembly.

iv) The Executive Committee shall receive, deliberate the nominee's suitability and approve the name before the Quadrennial Conference.

f. General Rules for Elections:

i) The Council has to approve the names of all the nominees/candidates for election.

iv) No Member States shall have more than one members in the Council.

v) If at the time of evaluation of candidates for the office of the President and Vice President, the Executive Committee is satisfied that no candidate qualifies to be elected as President and Vice President, the Committee shall extend the period of submission to eligible Member states for a period of one month.

vi) In the event that there is no submission of a candidate/s within that period, the position will be open to all Member States to submit a candidate at least two months before the Quadrennial General Assembly.

vii) If up to the time of the Quadrennial General Assembly, no candidate has applied for election, the Assembly will make a decision on the matter.

g. Withdrawal of a candidate:-

i. A candidate for the office of President, Vice President, or Chairman of a Standing Committee may withdraw his candidature at any stage before the election.

h) Election Results:-

i) Where a candidate for any position is not being opposed, the Electoral Committee shall declare him/her duly elected.

ii) The election results for any particular position shall be announced by the Electoral Committee immediately after the counting of the votes.

iii) If there is a tie in the results, the outgoing President shall use simple random rotary method to cast a vote which will be a decider.

iv) At the election the names of the National representatives shall be endorsed.

**RULE 20.
MEETINGS OF THE COLLEGE.
POWER FOR THE COUNCIL TO CO-OPT MEMBERS.**

i. The Council shall have powers to co-opt any member of the College to its meetings.

ii) The payment for co-opted members to College meetings shall be born by the College.

**RULE 21.
TIMING AND NOTICES OF MEETINGS.**

**THE QUADRENNIAL GENERAL ASSEMBLY AND SCIENTIFIC
CONFERENCE MEETING.**

i) The Secretariat shall send Notices and call for Agenda items and abstracts 18 months prior to the date of the scheduled meeting.

ii) All the abstracts must be received by the Secretariat one year prior to the date of the meeting.

iii) The Secretariat must send notification of the abstracts of papers selected for presentation and the provisional agenda 6(six)months prior to the date of the meeting.

iv) The Venue for the Quadrennial General Assembly and Scientific Conference shall be held on a rotational basis in alphabetical order in Member states or at such other places and on such time as the Council may determine.

RULE 22.

AGENDA OF THE QUADRENNIAL GENERAL ASSEMBLY.

1.The Agenda of the Quadrennial General Assembly of the College shall include the following items:

- i. To receive the Report of the Council
- ii. To receive recommendations from the floor.
- iii. To approve the Budgetary aspects of Action Plans.
- iv. To elect Members to the Council.
- v. To elect any other officers as the Council may determine.
- vi. To admit members/Fellows.
- vii. To decide the next Venue for the next Quadrennial General Assembly and Scientific Conference.

2.Additional Agenda items:

With the exception of extra ordinary meetings, the Secretariat may, in consultation with the President, include any other agenda item which may have arisen between the dispatch of the provisional agenda and the opening day of the Council Meeting or Quadrennial General Assembly.

Rule 23.

MEETING DOCUMENTS.

The Council shall not discuss any matter for which the relevant documents have not been made available to Members at least one month prior to the date of the Meeting. The Council may at its own discretion decide otherwise.

RULE.24.

PROCEEDINGS OF THE MEETING.

The Secretariat shall prepare draft minutes of the proceedings of the Meetings (Council and Quadrennial) and send them to Council Members not later than 2

weeks of the Meeting for which they relate for the Members to make the necessary corrections. After such corrections, if any, the Members shall return the corrected version of the proceedings for preparing a fair text.

RULE 25.
DISSEMINATIONS OF
RESOLUTIONS/DECISIONS/RECOMMENDATIONS AND REPORTS.

The Report of the Council or its Committees, its recommendations and other formal decisions shall be send to the Member states and the National Chapters.

RULE 26
QUORUM OF MEETINGS.

The Quorum for conducting the business of the Council is 60% of the Member States

RULE 27.
INSTALLATION AND INDUCTION OF OFFICE BEARERS.

- i. At the end of the Quadrennial General Assembly the incoming President shall be installed into office by the outgoing President.
- ii)The outgoing President's shall hand over the President's chain to the incoming President.
- iii)The Vice President and the Council Members shall be inducted by the outgoing President.
- iv)The outgoing Vice President shall hand over the Constitution to the incoming Vice President.
- v. The new members/Fellows to the College shall also be officially admitted to the College.

RULE.28.
VENUE FOR COUNCIL MEETINGS.

The annual Council Meetings shall be held at the Secretariat in Arusha.

RULE.29.
EXTRA ORDINARY MEETINGS OF THE COUNCIL.

Extra ordinary Meetings of the Council shall be held at the headquarters of the College unless the President decides otherwise. The Agenda for such an extra ordinary meeting shall be limited to the urgent issues necessitating the meeting.

RULE 30.
STATUS OF MEETINGS.

i.The Meetings of the Council shall be closed.

ii)The Quadrennial General Assembly and Scientific Conferences shall be open to all members, Fellows, invited guests and observers.

RULE 31.
THE CONDUCT OF MEETINGS BY CHAIRPERSONS

The Chairperson conducting any Meeting of the College shall exhibit transparency and accord all participants/members equal and unhindered right to speak for or against any motion. The Chairperson shall at all times use his/her discretion in the conduct of the debate so as to determine any matter in controversy in a cordial manner with a view to achieve consensus for the greater welfare of **ECSACONM**.

RULE 32
OBSERVER STATUS.

Subject to the terms in relevant agreements between the College and international organizations/agencies/governmental/non-governmental organizations with which the College has established working relationship, these organizations may be invited to participate in meetings of the College as observers at their own expense as observers.

RULE 33.
AMENDMENT OF THESE RULES.

The Council may amend or supplement these Rules as the circumstances may permit.

RULE 34.
CONFLICT BETWEEN THESE RULES AND THE CONSTITUTION.

In the event of any conflict in the interpretation of these Rules and the Constitution, the provisions of the Constitution shall prevail.

MADE BY THE COUNCIL OF THE EAST, CENTRAL AND SOUTHERN AFRICA COLLEGE OF NURSING AND MIDWIFERY AT ITS 7TH QUADRENNIAL GENERAL ASSEMBLY MEETING HELD IN MANZINI, ESWATINI, THIS 17TH DAY OF SEPTEMBER, 2022

NAME.....MS. KEOGETSE KGWABI

PRESIDENT

SIGNATURE.....

DATE.....17 SEPTEMBER 2022.....

WITNESSED BY:

MS.THERESA SIKATEYO

VICE PRESIDENT

SIGNATURE..........

DATE.....17 SEPTEMBER 2022.....

AMENDED CONSTITUTION

We, the undersigned Council of National Representatives, having been fully authorized to amend this Constitution as per Section XIX (1) a, b, sign this Amended Constitution.

DONE IN THE TOWN OF MATSAPHA, KINGDOM OF ESWATINI this 17th DAY OF September, TWO THOUSAND AND TWENTY TWO in English as witness the hand of the duly authorized Representatives of the College.

Country National Representatives			Faculty Chairpersons		
Name	Signature	Country	Name	Signature	Faculty
1. <i>Glan T. Tshenyaga</i>	<i>[Signature]</i>	Botswana			
2. <i>Fredrick Oniah</i>	<i>[Signature]</i>	Kenya			
3. <i>MPOCERIS, NALAU</i>	<i>[Signature]</i>	Lesotho			
4. <i>Lucy Mkhutsumula</i>	<i>[Signature]</i>	Malawi			
5.		Mauritius			
6.		Seychelles			
7. <i>Simone Hlungwane</i>	<i>[Signature]</i>	South Africa			
8. <i>CHORIS MABISI</i>	<i>[Signature]</i>	Eswatini	<i>RUTH Mkhonta</i>	<i>[Signature]</i>	Research
9. <i>IBRAHIM W. MUSA</i>	<i>[Signature]</i>	Tanzania	<i>Eveline Mazuka</i>	<i>[Signature]</i>	Clinical
10.		Uganda	<i>Dolores Mawida</i>	<i>[Signature]</i>	Education
11.		Namibia			
12.		Zimbabwe	<i>DODZO MURAN</i>	<i>[Signature]</i>	Leadership
13. <i>PRISCILLA S. MUKOSICA</i>	<i>[Signature]</i>	Zambia			
14.		Rwanda			
15.		South Sudan			
16.		Mozambique			

ECSA-HC: Director General

Name: *YMDAMBISI* Sign: *[Signature]*

President of the College:

Name: *Keonance Kumbi* Sign: *[Signature]*

Manager, HR for Health and Capacity Building

Name: Sign:

Vice-President of the College

Name: *Theresa Simate* Sign: *[Signature]*

SPO/CEO ECSACON:

Name: *LEMMY MABUKA* Sign: *[Signature]*