



Annual Report of JNC for 2023



His Majesty King Abdullah the 2nd Bin Al Hussein



HRH Princess Muna Al Hussein
President of the Jordanian Nursing Council &
Patron of Nursing and Midwifery EMRO WHO



JNC Board Members 2023

Table of Contents

HRH Princess Muna Al Hussein	3
JNC Board Members 2023	4
HE Professor Hani Al Nawafleh	6
The Secretary General of JNC Statement	6
Introduction	7
Achievement of the Secretary General during 2023	8
The administrative and Financial Directorate	8
Regional.....	9
International	9
Achievement of the HRH Princess Muna Consultant on Health and social Development during 2023	10
Achievements of the Advisor of Her Highness Princess Muna Al Hussein for Nursing and Council issues during 2023	11
Outside the Council’s Activities	12
Summary of Council Services in Numbers	12
Other activities of JNC.....	14
Legislation and Policies	14
Future Aspirations.....	17

HE Professor Hani Al Nawafleh

The Secretary General of JNC Statement

HE Professor Hani Al Nawafleh
the Secretary General of JNC statement

The Jordanian Nursing Council is one of the national health organizations that aims to develop and regulate the nursing and midwifery profession in the Kingdom and develop it scientifically and practically, in order to achieve public protection

The Council derives its strength from the of the wise Hashemite leadership that guides us to the road map for the work process. His Majesty the King assured the sons and daughters of Jordan on his sixtieth birthday, January 30, 2022 & said:

“All countries today stand at a crossroads: either they keep pace with the changes and possess the tools to deal with them, or they fail to do so and become on the sidelines of the future. In our time, the criterion for the success of any country is its ability to quickly adapt to the qualitative leaps the world is witnessing, through... Stimulating creativity, excellence, innovation, and openness to new ideas and global experiences.”

The leadership of Her Royal Highness Princess Muna Al Hussein and her presidency of the Council gave it extra strength and distinction at the local, regional and global levels, and made JNC move forward towards achieving its goals in addition to stimulating and enhancing the role of nursing and highlight the nurses’ achievements, which qualify them for the leadership role in the health sector.

We publish the annual report of the council’s achievements during the year 2023, which reflects the work and achievements of the council and which confirms the commitment to achieving the visions, directions, national plans, and the strategic plan of the council to regulate the nursing and midwife profession to achieve safe care and preserving the health and safety of members of our society.

The Council was keen to continue its tasks and harness all efforts and resources to advance the nursing and midwifery profession excellence, anticipating the future and working to expand the horizons of cooperation and partnership with all local, regional and international institutions to promote a new concept of national achievement around which the Council’s goals and tasks revolve: Creativity, excellence, innovation and openness to New ideas and global experiences

I extend my sincere thanks and great gratitude to the one with the insightful vision and bright ideas, Her Highness Princess Muna Al-Hussein, and to the partners and employees of the Council, for they have all praise and appreciation.

Introduction

The Council aims at enhancing nursing services within the Kingdom with a primary focus on safeguarding the well-being of the community and promoting public health protection through regulating the profession and progressively developing it scientifically and professionally according to legislations in effect, encompassing the following:

- A- Joining in setting the national health strategy and in performing established plans and programs regarding the profession and their implementation.
- B- Developing human resources in the field of nursing to raise the standard of nursing performance in accordance with scientific and clinical developments.
- C- Supporting scientific research with the aim of enhancing the development of the profession.

JNC Vision: to be a recognized leader in nursing & midwifery regulation

JNC Mission

Enhancing professionalism and accountability of nurses and midwives within a scientific and practical framework, with high efficiency, commitment to professional ethics, and developing their nursing knowledge through scientific research, drawing and implementing nursing policies, and participatory leadership.

Values

- Visionary leadership: We strategize and lead health care regulation locally and regionally
- Accountability and Transparency: We act in the best interest of our people, take responsibility for our actions and communicate effectively.
- Professionalism: We strive for quality, function with high standards, and rely on our expertise.
- Efficiency in performance: We innovate, embrace change and turn ideas into actions
- Partnership: We consult, network and collaborate with others to achieve our goals

Achievement of the Secretary General during 2023

General JNC daily work

First follow-up on all JNC Directorate's activities

The Technical Directorate

- The activities of the training section
- The activities of the specialization section
- The activities the simulation section
- The activities of the accreditation unit
- The activities of the planning section
- The activities of the examination center

The administrative and Financial Directorate

- The activities of the support services
- The Activities of financial section
- Activities of the financial section
- The activities of the computer information technology
- Activities of the human resources section
- Activities of the internal auditor

Second follow up on the committee formation and activities

- The specialization committee
- The deans of school's committees
- The directors of nursing committees

Third Signing MOUs with different Jordanian, regional and international organization

- WHO Amman Office on Mental health capacity building
 - Triple Win to attract and recruit nurses or Germany through GIZ
 - Caplan to prepare students and upgrade their capacity
 - The national center for infection control to put protocols form committees on that
 - The University of Jordan to run the licensure exam in their examination laboratory
 - The German Jordanian University to allow students use JNC facilities for training purposes
 - The Romanian Nursing Order to send nurses to be training in emergency
 - Philadelphia university to train students in the JNC simulation center
 - Network international to utilize visa and Master card
- Fourth Partnership and Collaboration

Fourth attending, participating and presented as keynote and moderator in a number of Jordanian regional and international events such:

Jordanian

- WHO workshop on national insurance
- Workshop on introducing specialization. Belka university
- Presenting to PMCN about licensure exam
- Keynote in Isra university about health developments
- Keynote in Zarka Private University
- Mental health conference
- RMS international conference moderator
- German Jordanian
- UNRWA workshops
- Launching scope of competencies for ICUs
- At Balka university as keynote speaker
- Attending the rheumatic conference
- Presenting to students at Jordan university about the Council activities
- Attending Hamza Hospital conference
- Workshop on excellence Award at the institute of Public Administration
- HCAC conference

Regional

- Keynote speaker in Saudi Arabia about nursing and midwifery
- UAE
- Bahrain conference as keynote speaker
- As representative attending of Jordan League of Arab states in EGYPT to discuss the strategy on nursing and Midwifery

International

- With HRH attending the investing in Human Resources for health in Geneva
- With HRH attending the INC congress in Montreal Canada and presenting a poster session
- Romania conference

Fifth: attending local regional and international meetings

- With Director of UNRWA to apply best practices nursing and midwifery
- With USAID to have overview on CPD
- Introductory Meeting about King Abdullah Excellence Award
- National account meeting and strategy
- Meeting with Caton Howard the CEO of ICN in Jordan
- Attending the HCAC board meeting

- Meeting with members of parliament health committee to discuss the midwifery law
- Meeting to agree on Universal Health coverage and agree on the blue print
- Meeting with UAE about JNC accomplishment
- Meeting about restructuring public institutions
- With deputy prime minister about updating Job descriptions

Seventh: Membership of Deans Council at:

- Athaliah university
- Princess Muna college of nursing
- The Council of the nursing specialties at the league of Arab states

Eighth: Accepting donations from USAID and GIZ, in the form of computers to renew all computer for JNC staff and tablets for Board members in addition to LCD Smart monitor and television at the cost of 34315 JDs

Achievement of the HRH Princess Muna Consultant on Health and social Development during 2023

First Development of nursing and midwifery leadership in line with JNC

- Keynote speaker at the Nurse Managers Forum, which was organized by the Council o 10/23/2023
- Keynote speaker at the Deans Forum, which was organized by the Council on 10/5/2023
- Keynote speaker at the 10th Royal Medical Services Conference 7-8/10/2023.
- Managing a dialogue session on the sidelines of the Fourth Nursing Policy Forum under the title “Towards a Safer Future: Preparedness for Emergencies and Disasters for a More Effective Response” 6/15/2023

Second: Follow up on developments and initiatives in the field of the nursing profession globally

- The Nursing Now Initiative, with the aim of strengthening the role of nursing and midwifery by providing opportunities to develop nursing and midwifery leaders in the field of health care globally.
- WHO's Global Community of Nursing and Midwifery Initiative Emergency Care Saves Lives: Training 2025 campaign, aiming to equip nurses to lead emergency and disaster response

Third: Strengthening partnership and cooperation to support the profession locally by delegating it on behalf of Her Royal Highness Princess Muna Al-Hussein.

- Graduation ceremony for the professional diploma program “Primary and Reproductive Health Care” for nurses, nurses, and midwives working in health centers affiliated with the United Nations Relief Agency (UNRWA) in Jordan, the West Bank, and the Gaza Strip, which was organized by the Council on 5/22/2023.
- Opening of the second international conference of the Faculty of Nursing at Zarqa University entitled “The Nursing Profession in the Current Era” 5/17/2023.
- Opening of the national forum organized by the Faculty of Nursing at Al-Ahliyya Amman University entitled “The Role of the Hashemites in Building and Developing the Nursing Profession to Reach Global level” 6/30/2023

Fourth: Strengthening human resources management for the nursing and midwifery profession globally

- Leading the national program for qualifying and employing male and female nurses in Britain.
- Headed the council delegation on behalf of Her Highness Princess Muna participating at the conference “Looking Back to Lead Forward, Tracing New Paths to Excellence in Nursing and Midwifery”, organized by the Romanian Nursing and Midwifery Association in Romania 7/25/2023
- Participation in the dialogue and discussion sessions at the Fifth Global Forum for Human Resources for Health, which discussed the importance of protecting and investing in human resources and the workforce in the health sector, which was held in Geneva at the headquarters of the World Health Organization 4/10/2023.

Achievements of the Advisor of Her Highness Princess Muna Al Hussein for Nursing and Council issues during 2023

For the Council

- Reviewing HRH Princess Muna annual achievements and translating it into English a updating HRH Princess Muna C.V as ongoing process
- Reviewing all legislation that are to be amended or developed such as the specialization and clinical ladder bylaw , & the nursing safety ratios etc.as ongoing process
- Participating in reviewing MoU & agreements between JNC and Jordanian, regional and internal institutions
- Reviewing the web site of the JNC English and Arabic version
- Translating the JNC quarterly report of activities. Ongoing process

- Chairing the JNC policy committee in development setting updating a number JNC policies such as:
 - JNC accreditation unit
 - policy on JNC employees' incentives and many others
 - policy on projects
- Chairing the Board policy committee
 - Revising Principles and instructions for bridging programs
 - Reviewing and presenting to the Board the safety staffing ratio by law
- Reviewing the forum for Kurdistan

- Act as a resource person for JNC staff

- Chairing the King Abdullah excellence Award committee to prepare for the award
- Providing lectures on legislation for JNC employees
- Participating in JNC meeting such as the NELEX zoom meeting
- Reviewing JNC
 - Visiting with SG to many organizations to support JCN
 - Reviewing the rate card
 - Reviewing the JNC strategy
 - Participating in investigation committees and recruitment committees

Outside the Council's Activities

- Member the policy lab to review the liability law and its application
- Reviewing for ICN congresses 50 abstract papers for each congress to be considered for session presentation or poster presentation
- Participating in a number of conferences and workshops and presenting in some such as the Princess Muna College of Nursing International conference 2023 or being a moderator and attending national regional and international activities
- Initiating the process for restarting the leadership for change and preparing proposal for WHO Amman office to support JNC on that

Summary of Council Services in Numbers

Licensure Exam

1,709 registered nurses passed the licensure exam, with a success rate of 73.8%.
743 female candidates passed the exam, with a success rate of 75.6%

Specialization

- 28 certifications for advanced practice level, 3 for specialist level

- Renewal of certification for 5 people for the specialist level and 2 for the advanced practice level.
- Compatibility: 5 for advanced practice level, 2 for specialist level, 1 for assistant specialist level, and 1 for qualified level.
- Granting a clinical ladder level for one to the consultant level.

Accreditation of CPD

- Approval of 685 CPD activities for the purposes of professional development for the profession of registered nurses and registered midwives in various health institutions.
- Propose to accredit of 359 CPD activities for the associate nursing and assistant nursing level
- Propose to accredit 349 CPD activities for the paramedics

Simulation Unit

- 14 ongoing professional development activities in partnership with a number of national institutions
- Training 147 trainees
- 2 exams for the Jordanian Board of Family Medicine (OSCE) for 148 male and female doctors
- 2 training courses at Philadelphia University for 70 male and female students

Training Section

Courses for Nursing and Midwifery profession

- 31 ongoing professional development activities in partnership with a number of national institutions
- Training 859 trainees
- Number of learning hours: 1627
- The most common is the WHO mental health courses, the infection control, courses for UNRWA

Courses for JNC employees

Developing capacity of JNC Employees to achieve the strategic goal of empowering and preserving human resources, which included:

- An awareness lecture held entitled “Information security and protection is everyone’s responsibility” with the aim of increasing awareness of information and data security and implementing national policies for information security and protection
- firefighting and evacuation training workshop was held in cooperation with the West Amman Civil Defense Directorate, which included theoretical and practical

training on firefighting, and a simulated mock evacuation process within the council.

- Training for the King Abdullah Excellence Award

Other activities of JNC

Legislation and Policies

In order to achieve the strategic goal of regulating the nursing and midwifery profession and enhancing the efficiency of its workers within a system of tight and effective legislation, regulations and policies, work was done on:

First: Regulations and Legislation

- Amending the instruction No. (38) of 2023 on the Nursing and Midwifery Profession to exempt for setting the licensure exam for anyone who obtained an academic degree in nursing or midwifery before May 1, 2019 and practiced for at least two years as professional nurse or midwife
- Completing the amendment to the Specialization and clinical ladder bylaw No. (85) of 2016 and proceeding with the procedures for issuing it in accordance with existing rules.
Completing the safety staffing ratio bylaw which was passed by the board and proceeding with the procedures for issuing it in accordance with the existing rules.

Second: Principles and instructions for bridging programs

The Nursing Council addressed the Ministry of Higher Education and Scientific Research to approve the recommendations of the Council's Academic Committee and the Board regarding bridging nursing programs as the following:

- The percentage of equivalent hours from the student's plan should not exceed 35% of the approved study plan for the bachelor's degree
- Raising the acceptance rate for bridging from 68% to 70%, in the associate level similar to the engineering, veterinary medicine, and pharmacy specializations.
- The need to reconsider the plan for associate programs in nursing to align with the competencies, skills and knowledge stipulated in the National Qualifications Framework.
- Creating a general framework for the equivalence of subjects, provided that the equivalence focuses on not counting the subjects of the basic fields in the nursing as part of the equivalence of the subjects studied by the student within the associate degree program.

Third: Policies

Forming a committee to develop a policy for the induction program for new nurses with the aim of:

- Developing an effective policy for an induction program dedicated to new nursing graduates that aims to qualify as new nurses and enhance their skills and health care culture
- Establish a general framework and identify the basic topics and skills that the new nurse must acquire during the induction period
- Develop a schedule for the program that includes training periods and approved activities
- The Board Policy Committee was reconstituted from a number of Council members with the aim of:
 - Reviewing policy issues and proposals referred to it by the Council
Determine policy priorities in line with the Council's directives and national and global trends
 - Providing advice regarding the Council's directions and position towards nursing and health issues

Fourth: The Council is among the institutions that grant qualifications

The Council was accredited as a qualifications-granting institution in the Jordanian National Qualifications Framework by the Higher Education Accreditation and Quality Assurance Commission on 3/28/2023.

Fifth: Residency program and specialization instructions

Work is underway to develop a residency program leading to advanced practice nursing compatible with the specialization and clinical ladder bylaw, which aims to improve the quality of training and development in a way that contributes to improving the level of specialized nursing services.

Sixth: conducting two forum for Deans of universities and directors in nursing to have an overview of the Council's activities

Sixth King Abdullah II Award for Excellence in Government Performance and Transparency for the year (2023-2024)

The Council is working to improve and develop its operations and used a variety of administrative tools and methodologies for this purpose, which included, for example, the use of the balanced scorecard in strategic planning, risk management plans, knowledge management, partnership and communication strategy, and improvement and development methodologies

Administrative and Financial Directorate

First : the tender for an additional floor to the Council building was completed in cooperation with the Jordanian Armed Forces. The new floor will

be equipped with a meeting room and an examination laboratory for the American Board of Exam NECLEX exam, and aims to meet the needs of nurses and midwives. Locally and regionally.

Second: facilitate the running of training courses and workshops

Third: participate in King Abdullah Excellence award by preparing technical issues for presentation

Fourth: The Council's Website and social media

The design and content of the website were updated in a way that is compatible with government and international websites and in cooperation with the Ministry of Digital Economy and Entrepreneurship. Since then:

- The number of users of the Council's website increased to 30,890, including 24,378 locally, 1,191 regionally, and 5,321 globally.
- The number of followers of the Facebook page increased to 27,109.
- The number of followers of the Instagram page increased to 1,569.
- The Council's news was covered by the Jordanian News Agency (Petra) in several press releases including news and reports, and were distributed to all local Jordanian media.

Fifth: Electronic payment in the Council

In order to achieve the strategic goal of promoting and developing the digital transformation and automation of the Council's systems and services and the continuity of the Council's work to facilitate the customers service, a Visa and MasterCard machines were provided in the Council.

Sixth: Establishing a nursing information system (LMIS).

The Council completed the nursing information system project, which began in partnership with the "Move HET" project, funded by the German Federal Ministry for Economic Cooperation, and ended on 10/31/2023. Work is underway to collect data on nursing staff in Jordan.

Seventh: His Excellency Engineer Saeed Darwaza Center for Electronic Examinations

- Holding two examinations for specialization in nursing
- Holding a licensure nursing exam.
- The Jordanian Medical Council exam (Jordanian Board) was held for two sessions, for the theoretical part, while the practical part was held in the simulation and clinical skills laboratory.
- Holding two exams for the primary health care diploma and two exams for the training course in the field of primary health care

Eighth: Pearson VUE Center

In order to achieve the strategic goal of the Council, which focuses on enhancing the efficiency and effectiveness of operations to maximize the optimal value for the benefit of stakeholders; Technical support and monitoring were provided to 103 examinees in the Pearson VUE laboratory during the period from 7/1-12/24/2023, with a satisfaction

rate of 97%, for various international institutions, including ACAMS, Amazon Web Services, Cisco Systems (networks), Fortinet, Microsoft, Project Management Institute (PMI), Royal College of Psychiatrists, Society for Maintenance & Reliability Professionals, The London Institute of Banking & Finance

Ninth: Enhancing interaction with the local community and increasing cultural and community awareness regarding health

- The Council received a number of students from Mada International Academy School
- The students were introduced to the Council's role and tasks. The students also toured the Council's departments and the Skills and Clinical Simulation Center.

Future Aspirations

First: Developing legislation and policies:

- Specialization and clinical ladder by law is passed.
- Instructions for Specialization and clinical ladder is completed
- Residency program instructions is completed
- Newcomer's Guide
- Instructions for the nursing and midwifery practice exam.

Second: Administrative and financial affairs:

- Creating an additional floor for the Jordanian Nursing Council.
- Establishing an examination laboratory for the American Board exam (NCIEX).
- Obtaining the King Abdullah II Award for Excellence in Government
- Performance and Transparency for the year (2023-2024)
- Establishing an electronic platform for the nursing information system LMIS.
- Developing and modernizing the computer network infrastructure to keep pace with recent developments and innovations, which was built in 2010.
- Developing and modernizing the council's server equipment.
- Third: Technical affairs
- Launching a platform for continuous professional development in partnership with relevant institutions.

Third: Technical affairs

- Launching a platform for continuous professional development in partnership with relevant institutions.
- Specialization in nursing: At the beginning of 2024, sub-specialization committees will be reconstituted for a number of specialties, the Healthcare Quality Committee, the Pain Management Committee, and the Operations Nursing Committee.