



Ministerial Decision

on

Nursing and Midwifery Regulations

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Ministry of Health

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Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity
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Ministry of Health

No. 656 /MoH
Vientiane, date 20/06/2007

**Ministerial Decision on
Nursing and Midwifery Regulations**

- In reference to the Law on Health Care No. 09/NA, dated November 9, 2005.
- In reference to the Education Law No. 03/NA, dated April 8, 2000.
- In reference to Prime Ministerial Decree No. 20/PM, dated March 19, 1999 on organization and activities of the Ministry of Health.
- In reference to the scrutiny and proposal made by the Department of Organization and Personnel, the Ministry of Health.

Minister of Health Decision:

Chapter I

General Provision

Article 1. Purposes

These nursing and midwifery regulations set forth the philosophy, principles, organization, management, roles, and duty and responsibility of the nursing and midwifery professions, of nurses and midwives themselves, and of nursing and midwifery education in order to protect and improve health and provide equitable nursing services to the population, to ensure high quality nursing services and education, and to protect the rights, interests, and independence of the profession for nurse, midwife, and nurse-midwife.

Article 2. Nursing and Midwifery Philosophy

Nursing and midwifery are rational activities based on education and competency and abide by the morals and ethics of the profession, and are conducted with dignity and discipline. They shall provide support to allow for the maintenance of health and safety of the population and their adaptation to a changing environment.

Furthermore, nurses and midwives shall be in good physical and mental health, be proud of their profession, and always endeavor to improve themselves in order to contribute to the development and enhancement of the nursing and midwifery professions at the international level.

Article 3. Definitions of terms

Terms used in these regulations shall be defined as follows:

1. Nursing shall be defined as activities in support of physi-

cal, mental, emotional and social health in accordance with the needs of individuals, families, and communities in order to regain, sustain and promote health by themselves in accordance with patients' health status and needs.

It also represents a chain of support processes encompassing health promotion, disease prevention, health recovery, rehabilitation, and facilitation of peaceful death based on scientific theories and the art of nursing.

2. Midwifery shall be defined as the provision of support to women at the stages of pregnancy, delivery, and post-delivery as well as to newborn babies and infants in regards to issues such as health promotion, prevention of pregnancy related abnormalities, safe delivery, rehabilitation, and promotion of children's growth and development based on scientific theories and the art of midwifery.
3. Nursing Care shall be defined as all nursing or midwifery that is provided by nurse, midwife or nurse-midwife based on the art and science of nursing.

Academic definition of titles:

4. Nurse shall be defined as a person who has completed any level of nursing curriculum and has graduated from a Ministry of Health (hereinafter referred to as the MOH) and Ministry of Education (hereinafter referred to as the MOE)-recognized national or foreign educational institution, or one who holds a nursing training certificate from an MOH-and MOE-recognized educational institution.
5. Midwife shall be defined as a person who has completed any level of midwifery curriculum and has graduated from an MOH-or MOE-recognized national or foreign educational institution, or one who holds a midwifery training

certificate from an MOH-and MOE- recognized educational institution.

6. Nurse-midwife shall be defined as a person who has completed an MOH-recognized nursing-midwifery curriculum of the First or Diploma level, or one who holds a nursing or midwifery training certificate from an MOH-recognized educational institution.
7. The MOH may register nurses, midwives and nurse-midwives above the Diploma level as Registered nurses, midwives or nurse-midwives.

Professional definition of titles:

8. Professional Nurse including midwife shall be defined as one who has essentially completed nursing curriculum above the bachelor degree, graduated, and holds a certificate from an MOH- and MOE-recognized national or foreign educational institution.
9. Technical Nurse including midwife shall be defined as one who has essentially completed Diploma-level nursing curriculum and graduated, and holds a certificate from an MOH and MOE-recognized national or foreign educational institution.
10. Auxiliary Nurse shall be defined as one who has completed pre-2002 First-level nursing curriculum and graduated from an MOH-authorized nursing educational institution, or holds an MOH-recognized nursing curriculum certificate.

Others:

11. Health care facilities comprise:
 - Public health care facilities include central hospitals, specialized care centers, regional hospitals, provincial hospitals, capital hospitals, district hospitals, municipality hospitals, health centers, village

drug kits, hospitals and clinics practicing traditional medicine.

- Private health care facilities include hospitals, clinics, hospitals and clinics practicing traditional medicine as stipulated in Article 11 of the Law on Health Care.

12. Professional subjects shall be the educational subjects specified in the MOH- and MOE-authorized Nursing Sciences Curriculum (Annex 1) for nursing science education, covering such fields as Fundamental Nursing, Mother and Child Nursing, Pediatric Nursing, Psychiatric Nursing, Adult Nursing, Geriatric Nursing, Community Nursing, etc.
13. Clinical practice shall be defined as a practical learning program in which nursing or midwifery students participate in nursing or midwifery activities at health care facilities and in community settings.
14. Clinical practice facilities shall be defined as health care facilities and communities where nursing or midwifery students engage in clinical practice.
15. Clinical practice hospitals or centers shall be defined as health care facilities where nursing or midwifery students engage in clinical practice.

Article 4. Coverage of these regulations

These regulations shall be applicable to all Nursing Organizations at health care facilities, nurses, midwives, nurse-midwives, and all nursing and midwifery educational institutions and nursing and midwifery teachers, including the directors of nursing and midwifery educational institutions.

Article 5. International Nurses Day

Nurses and midwives shall organize nursing activi-

ties on the International Nurses Day, May 12, in order to deepen the population's understanding of the nursing and midwifery professions, and to build up awareness and to bolster pride within the profession with a view to promoting the employment of nurses and midwives.

Chapter II

Nursing and Midwifery Education

Article 6. Nursing and midwifery educational institutions

Nursing and midwifery educational institutions shall function as educational institutions under the purview of the MOH and MOE.

Article 7. Position and role of the nursing and midwifery educational institutions

1. Position of the nursing and midwifery educational institutions

Nursing and midwifery educational institutions shall represent one of the educational institutions under the overall responsibility of the MOH and MOE. It shall rely on the Department of Organization and Personnel (hereinafter referred to as DOP) of the MOH for matters pertaining to nursing and midwifery education, and shall also remain under the purview of the Provincial Health Office (hereinafter referred to as PHO).

2. Role of the nursing and midwifery educational institutions

The role of nursing and midwifery educational institutions shall be to provide education and training in the fields of nursing and midwifery above the Diploma level according to the nursing and midwifery science curricula authorized by the MOH and MOE.

Article 8. Duties of the nursing and midwifery educational institutions

1. To reflect MOH policies into education, research and other activities aimed at developing the nursing and mid-

- wifery profession;
2. To fully implement nursing and midwifery education according to the roles of the nursing and midwifery educational institutions;
 3. To train teachers in regards to the implementation of the nursing and midwifery education as well as the use of modern teaching methodologies;
 4. To participate in and support nursing-related activities organized by the community;
 5. To promote the ethics, culture, and good customs of the nation;
 6. To comply with semiannual and annual evaluations and reporting responsibilities to the MOH and PHO;
 7. To consult with superiors in the MOH and PHO and cooperate with other concerned organizations in order to continuously improve its execution of its duties.

Article 9. Rights of nursing and midwifery educational institutions

1. To instruct, facilitate, control and implement the roles and duties as defined in Article 7 and 8 of these regulations;
2. To coordinate with other organizations concerned with the successful implementation of said roles and duties;
3. To manage and utilize personnel within nursing and midwifery educational institutions;
4. To provide teaching aimed at ensuring appropriate professional conduct;
5. To propose staff appointments, appraisals, pay raises, transfers, dismissals, and penalization to PHO;
6. To participate in any work related to their tasks and duties and provide consultation and suggestions therein;
7. To supervise the implementation of activities of the units under its authority;
8. To use and maintain vehicles, materials, and equipment

in accordance with to its duties and rights;

9. To cooperate with internal and external organizations concerned so as to receive technical and financial assistance.

Article 10. Organizational and personnel structure of the nursing and midwifery educational institutions

1. Organizational structure
Nursing and midwifery educational institutions shall maintain the following boards and units for institution management and operation:
 - Consultative board
 - Technical board
 - Administration Unit
 - Educational Affairs Unit
 - Students Affairs Unit.
2. Personnel structure
Nursing and midwifery educational institutions shall have one Director, two to three Deputy Directors depending on the size of the educational institution in question, Unit Heads and Deputy Unit Heads, full-time and part-time teachers and other technical staff, and administrative and other support staff.
3. Appointment, transfer, and dismissal of Directors, Deputy Directors, full-time teachers, and others
The Minister of Health shall be responsible for the appointment, transfer, and dismissal the Directors, and Deputy Directors of nursing and midwifery educational institutions in consultation with the provincial authorities and the Director of the PHO. The Minister shall also be responsible for the appointment, transfer, and dismissal of full-time nursing and midwifery teachers in consultation with the Director of the PHO. The Director of the PHO shall be responsible for other personnel who do

not fall under the personnel authority of the Minister of the MOH.

Article 11. Qualification for Directors and Deputy Directors

Directors and Deputy Directors shall be required to have the following qualifications:

1. A Bachelor's degree or above in the field of nursing or an equivalent educational background;
2. Working experience as a nurse, midwife, or physician;
3. Educational experience in the fields of health and medicine.

Article 12. Duties and responsibilities of Directors

Directors shall be responsible for the overall operation and management of nursing and midwifery educational institutions and shall be responsible for the following:

1. Clear establishment of institutions' organizational and management policies, educational plans, educational philosophies and objectives, and educational policies based on the curriculum set by the MOH and MOE;
2. Assurance of appropriate educational environments and appropriate provision of education and management;
3. Assurance of adequate staffing at institutions and the appropriate placement of said staff members;
4. Formulation and implementation of job descriptions and rules required for personnel management;
5. Management of information at institutions, including the number of students, graduation, and educational activities, and the submission of a minimum once-yearly report to the PHO and MOH outlining said information;
6. Maintaining and management of institutions' educational equipment;

7. Formulation of annual institution activity plans and corresponding budgets, and the implementation and evaluation thereof;
8. Support of teachers' research activities and assurance of environments conducive to their participation in training aimed at improving the quality of education;
9. Decision-making and problem-solving in accordance with the rights, duties and responsibilities assigned by the MOH based on the principles of democracy;
10. Authorization regarding all matters pertaining to nursing and midwifery educational institutions. In the absence of the Director, authority shall be delegated to the Acting Director in writing. Upon the return of the Director to the institution, the Acting Director shall report all matters to the Director, and the Director shall relieve the Acting Director of his/her duties.

Article 13. Duties and responsibilities of Deputy Directors

The Deputy Director shall assist the Director with school operations and overall management. He/she shall be responsible for whatever duties he/she is assigned by the Director.

Article 14. Full-time nursing or midwifery teachers

Full-time nursing or midwifery teachers are required to have a bachelor's degree or above in nursing or midwifery, to have completed a nursing or midwifery teacher's training course, and have amassed over three years of clinical working experience in the nursing or midwifery profession, or have amassed learning and working experience deemed as equivalent or superior to the above. Furthermore, full-time nursing or midwifery teachers shall be placed in each professional subject.

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Article 15. Student admission

Student admission criteria shall conform to the conditions stipulated in the MOH- and MOE-authorized curriculum.

Article 16. Admission capacity

Nursing and midwifery educational institutions shall enroll the number of students that the MOH and MOE permit.

Article 17. Facilities, educational equipment and materials at nursing and midwifery educational institutions

1. Facilities

- 1) Room sizes shall be suitable for education;
- 2) Institutions shall have a library and operational systems convenient for the student use;
- 3) Institutions shall have demonstration rooms;
- 4) Institutions shall have teacher's rooms, meeting rooms, spaces for visiting teachers, and physical exercise facilities;
- 5) Basic office equipment shall be provided in the teacher's room so as to enable preparation for teaching;
- 6) A student dormitory shall be provided so as to ensure an environment suitable for student life and study;
- 7) Institutions shall have a dormitory for teachers and other staff members.

2. Educational equipment and material, etc

Nursing and midwifery educational institutions shall have an appropriate number of the educational equipment and materials, mannequins and organ models, and books and other necessary educational materials.

Article 18. Education

1. Nurse and midwife educational classifications
Educational classifications are as follows:
 - Technical level
 - Bachelor level
 - Graduate diploma level (Bachelor-level nurses or midwives with under three years of specialist training)
 - Master level
 - High graduate diploma level (Master-level nurses or midwives with under three years of specialist training)
 - PhD level
2. The educational classification system shall determine classes and salary levels which are set according to the decree and management guidelines for government staff in the Lao P.D.R. (Annex 2).
3. Curriculum contents
Nursing and midwifery educational institutions shall comply with the nursing science curriculum in regards to diploma levels accorded (Annex 1) or the midwifery curriculum approved by the MOH and MOE.
4. Implementation of education
Teachers at nursing and midwifery educational institutions shall formulate lecture and clinical practice plans in accordance with to the educational plan provided, conduct said lectures and practices using effective educational methods and suitable educational materials and conduct evaluation thereof in comparison with the originally stated goal.
5. Clinical practice
 - 1) Clinical practice conditions for nursing and midwifery
Nursing and midwifery educational institutions

shall fulfill the following conditions when organizing the clinical practice:

- Holding of regular meetings with clinical practice facilities and management of all practices conducted thereat;
- Delegation of clinical practice coordinators and collaboration with clinical practice facilities;
- Assurance of availability of clinical practice manuals for students.

2) Criteria for clinical practice hospitals

Clinical practice hospitals shall fulfill the following criteria:

- Clear establishment of Nursing Organizations at hospitals;
- Assurance of availability of appropriate number of nurses and midwives;
- Assurance of proper recording, utilization, and maintaining of nursing and midwifery records;
- Delegation of responsible persons and clinical practice instructors for clinical practice and assurance of their availability therefore;
- Implementation of continued training for nurses and midwives in accordance with the training plan;
- Assurance of the availability of sufficient distribution of materials and equipment necessary for clinical practice.

3) Monitoring and Evaluation

Teacher in collaboration with clinical practice facility staff shall conduct the monitoring and evaluation of clinical practice.

Article 19. Evaluation

Nursing and midwifery educational institutions shall set evaluation standards for school subjects, clinical prac-

tice, school years, and graduation, and evaluate these in accordance with the established standard.

Article 20. Research and training for teachers

1. Research

Those who engage in nursing or midwifery education shall actively undertake research activities and improve themselves in order to contribute to the development and improvement of the fields of nursing and midwifery.

2. Training

Nursing and midwifery educational institutions shall develop a continuing training program for nursing and midwifery teachers and implement it in order to improve their capabilities. Furthermore, institutions shall encourage and facilitate their teachers' participation in such training.

Chapter III

Nursing services

Article 21. Nursing Organization, role, its personnel structure

1. **Nursing Organization**

The Nursing Organization is variously referred to as the nursing division, section, or unit, depending on the size of the facility in question, and represents its governing organization for the purpose of managing nurses, midwives, and nurse-midwives within health care facilities, and shall be clearly established as such.

2. **Role of Nursing Organization**

The role of the Nursing Organization shall be the management of facilities' nursing, midwifery and nurse-midwifery personnel, and the improvement of the nursing and midwifery within the facilities in question. The Nursing Organization shall conduct in-service training and research pertaining to nurses, midwives and nurse-midwives.

It shall also collaborate with other health care facilities' divisions, sections, and units in their operations in order to contribute to the management of the facilities. Furthermore, it shall endeavor to facilitate cooperation with the relevant national and international organizations subject to the consent of the individual health care facility directors, the MOH and the other authorities concerned.

3. **Personnel structure of the Nursing Organization**

Nursing Organization branches within health care facilities shall consist of a Head, Deputy Head, and staff nurse.

All wards of health care facilities, there shall be

maintain a Chief nurse, a Deputy Chief nurse and a staff nurse.

Article 22. Management of the Nursing Organization

1. Nursing Organization's operational principle
The Nursing Organization shall set feasible objectives as to the guiding principles for its operations in relation to the level of individual facilities based on the philosophy and ethics of the profession. Also, it shall establish necessary rules covering job descriptions, nursing standards and nursing procedures in accordance with the MOH guidelines in order to improve the quality of the nursing and midwifery provided.
2. Qualification for Nursing Organization Head
The Head of the Nursing Organization shall have the following qualifications:
 - A Bachelor's degree or above in nursing or midwifery, adequate professional nursing experience, and the necessary knowledge and skills;
 - Recognizable possession of learning and experience equivalent to the above.
3. Duties and responsibilities of the Nursing Organization Head
The Head of the Nursing Organization shall be responsible for the overall operation and management of the Nursing Organization and undertake the following:

Matters related to nursing care

- 1) Planning, implementation, and evaluation of annual work plans based on the established philosophy and objectives of the Nursing Organization;
- 2) Management of patient safety;
- 3) Supervision, provision of guidance and advice and evaluation of the quality of nursing care;

4) Management of patient information and documents.
Matters related to nursing and midwifery staff management

- 1) Appropriate management of nursing and midwifery personnel;
- 2) Planning, implementation, and evaluation of training of nursing and midwifery staff;
- 3) Coordination and management of working hours of nursing and midwifery staff.

Matters related to nursing and midwifery staff working conditions

- 1) Assessment of problems and implementation of measures aimed at improving working conditions, and systemization of work aimed at enabling smooth operations;
- 2) Arrangement and management of working conditions;
- 3) Selection, management and maintaining of necessary equipment, materials and consumables for nursing;
- 4) Coordination with health care facilities' other divisions, sections, units and external organizations.

Article 23. Duties of nurses

The duties of nurses shall be to cooperate with other health care staff members as the member of a health care team and to provide support to individuals, families and the community through the development of health problem assessments, nursing diagnoses and nursing plans, and the implementation and evaluation thereof as follows:

1. Provision of health education, health-related advice and counseling, and also assistance with health promotion;
2. Provision of physical, psychological and social support including the arrangement of health care facility

conditions conducive to symptom alleviation, the prevention of disease progression, and health recovery support;

3. Provision of prevention and treatment in accordance with the World Health Organization (hereinafter referred to as the WHO)- and MOH-approved guidelines for the specific diseases;
4. Cooperation with physicians in order to provide safe, comfortable and effective patient services during medical examination and treatment.

Midwives with adequate education and professional experience in the field of nursing may practice the above-mentioned duties.

Article 24. Duties of midwives

The duties of midwives shall be to collaborate with other health care staff members as health care team members and to provide support to women at the stages of pregnancy, delivery and post delivery, to newborn babies and infants and their family through the formulation of midwifery assessments, midwifery diagnoses and midwifery plans, and implement and evaluate the above by way of the following:

1. Provision of health-related education, advice and counseling and assistance with health promotion;
2. Provision of physical, psychological and social support to women at the stages of pregnancy, delivery, post delivery and to newborn babies and infants with a view to detecting and preventing abnormalities at an early stage;
3. Provision of assistance with normal deliveries and provision of advice and counseling pertaining to matters including family planning;
4. Cooperation with physicians with a view to ensuring that

patients receive safe, comfortable and effective service in medical examinations and treatment.

Midwives may practice in any settings, including homes, community and health care facilities. Midwives' practices shall include antenatal education and preparation for parenthood, and may extend to women's health, sexual health, reproductive health and childcare.

The nurse who has education and adequate professional experience in the midwifery may practice the above-mentioned duties.

Article 25. Scope of nursing and midwifery practices

The scope of nursing and midwifery practices shall be defined by way of the following four categories, and the details thereof shall be stipulated in the MOH notice:

1. Duties that nurses and midwives may sanction and practice at their own discretion.
2. Duties that nurses and midwives may practice in accordance with the physician's prescription.
3. Duties that the nurses and midwives may practice in the presence of a physician.
4. Duties prescribed under the WHO- and MOH-approved guidelines pertaining to designated diseases and the treatment of injuries and bleeding, etc. in the case of emergency.

Article 26. Nursing and midwifery records

1. Nursing records
Nurses and midwives, when provided nursing care, shall record the following nursing-related information without delay:
 - Patient information
 - Assessment
 - Nursing diagnoses

- Nursing plan
 - Nursing interventions
 - Evaluation.
2. Midwifery records
- Midwives and nurses, when assisting a delivery, shall record the following delivery-related information without delay:
- Information on pregnant and parturient woman
 - Processes and treatment during labor
 - Information on newborn baby
 - Evaluation.
3. Maintenance of records
- Nursing and midwifery records shall be maintained at each health care facility under the responsibility of its director. Also, nurses and midwives shall be responsible for the maintenance of the patient nursing or midwifery records in cases where the nurses or midwives have provided nursing care or assisted deliveries outside the health care facility.

Article 27. Professional confidentiality

For the benefit of patients, all nurses and midwives shall strictly observe professional confidentiality in regards to illnesses or information pertaining to living or deceased patients, with the exception of those cases provided for by the law or other regulations.

Article 28. Training and research

Nurses and midwives shall actively participate in training and research activities in order to improve themselves and contribute to the nursing and midwifery professions.

Article 29. Cooperation for clinical practice of the nursing and midwifery educational institutions

Health care facilities designated as clinical practice facilities shall delegate responsible persons and clinical practice instructors for clinical practice in order to enable the smooth implementation of clinical practice. Facilities shall also collaborate with the clinical practice coordinators of nursing and midwifery educational institutions, and supervise students in accordance with the clinical practice guidelines. The responsible person and clinical practice instructors involved in clinical practice shall participate in the evaluation of student who participate clinical practice.

Chapter IV

Rewards for those who comply with regulations and penalties for those who fail to comply therewith

Article 30. Rewards for those who comply with regulations

1. Individuals or organization shall organize nursing contests during national and international days for the purpose of recognizing excellent nurses, midwives and nursing and midwifery organizations.
2. Individuals and organizations that emerge as role models shall be entitled to appropriate commendation and rewards in accordance with applicable laws, regulations, etc.

Article 31. Penalties for those who fail to comply with regulations

Individuals or organizations who fail to comply with these regulations may be given education or written warnings, be penalized with fines or work suspensions, or receive other forms of punishment in accordance with the Civil Code, Criminal Law, Regulation on Medical Care profession, and other regulatory instruments depending on the seriousness of facts proven.

Chapter V

Final Provisions

Article 32. Implementing organizations and their responsibility

The cabinet, DOP, DCM, and other organs shall have primary responsibility over the implement the regulation.

Article 33. Date whereupon regulations enters into force

These regulations regarding nursing and midwifery shall enter into force immediately upon their promulgation by the Minister of Health.

All regulations and decrees that contradict to these regulations are hereby abrogated.

The Minister of Health



Dr. Ponmek DALALOY

Curriculum of Nursing for Technical
and Bachelor Level

I. Nursing Science Curriculum for Technical Level

Subject category		Subject items	Year					Total	In %	Credits
			Semester							
			1	2	3	4	5			
No of weeks		20	20	20	20	20				
General fundamental subjects	1	Politics/ Sociology	2	2	2	2		160	5.06	8
	2	Foreign Language (English)	4	4				160	5.06	8
	3	Mathematic	2					40	1.27	2
	4	Chemistry	2	2				80	2.53	4
	5	General Psychology	2					40	1.27	2
	6	Sport activities (outside of class hours)								
Total			12	8	2	2		480	15.19	
Subject of Specialty										
Professional fundamental subjects	1	Anatomy and Physiology	5					100	3.16	5
	2	Nutrition	1					20	0.63	1
	3	Development Psychology	2					40	1.06	2
	4	Pharmacy		2				40	1.27	2
	5	Microbiology and Parasitology	2					40	1.27	2
	6	Public Health				2		40	1.27	2
	7	Pathology		2				40	1.27	2
Total			10	4	0	2		320	10.13	
Professional subjects	1	Fundamental Nursing 1	3					60	1.90	3
	2	Fundamental Nursing 2		3				60	1.90	3
	3	Nursing for Mother and Child 1		3				60	1.90	3
	4	Nursing for Mother and Child 2			3			60	1.90	3
	5	Pediatric Nursing 1		2				40	1.27	2
	6	Pediatric Nursing 2			2			40	1.27	2
	7	Adult and Geriatric Nursing 1			3			60	1.90	3
	8	Adult and Geriatric Nursing 2				2		40	1.27	2
	9	Community Health Nursing 1	2					40	1.27	2
	10	Community Health Nursing 2			2			40	1.27	2

	11	Psychiatric Nursing				1		20	0.63	1	
	12	Nursing Administration				2		40	1.27	2	
	13	Diet Therapy				1		20	0.63	1	
	14	Basic Medical Care			4			80	2.53	4	
	15	Nursing Ethics	2					40	1.27	2	
	16	Nursing Development		1				20	0.63	1	
		Total	7	9	14	6		720	22.78		
		I. Internal Practice									
	1	Practice in Fundamental Nursing	4	4				160	5.06	4	
	2	Practice in Mother and Child Nursing		2	2			80	2.53	2	
	3	Project Study				3		60	1.09	1	
		Total	4	6	2	3		300	9.49		
		II. External Practice									
	1	Practice in Fundamental Nursing		4				80	2.53	1	
	2	Practice in Mother and Child Nursing			4	4		160	5.06	2	
	3	Practice in Pediatric Nursing			4	4		160	5.06	2	
	4	Practice in Adult and Geriatric Nursing			4	4		160	5.06	2	
	5	Practice in community Health Nursing				4		80	2.53	1	
		Total	0	4	12	16	0	640	20.25		
		Selective subjects									
	1	Specific practice in Mother and Child Nursing						16	320	10.13	4
	2	Practice in Community Health Nursing						16	320	10.13	4
	3	Computer						3	60	1.90	3
	4	French Language									
		Total number of hours on specific training	0	0	0	0	0	640	20.25		
		Grand Total	33	31	30	29	35	3160	100	102	

Note: Among selective subjects choose two specific practice subjects and one general subject, as recommended by the Ministry of Health

II. Nursing Science Curriculum for Bachelor Level (Continuing Education)

Group of subjects		Subject	Year		I		II		Total	percentage	Credits
			Semester	1	1	2	3	4			
			Weeks	16	16	16	16	16			
General Education	1	Lao study	2						32	1.42	2
	2	Mathematics/ ST	2						32	1.42	2
	3	Chemistry	5						96	4.28	5
	4	Physics	2						32	1.42	2
	5	Biology	5						96	4.28	5
	6	Foreign Language	2						64	2.85	2
		Total	18						352	15.71	18
General technical subjects											
General technical course (Professional foundation course)	1	Microbiology, Parasitology		1					32	1.42	1
	2	Physiopathology		3					48	2.14	3
	3	Diet Therapy			1				16	0.71	1
	4	Developmental Psychology		2					32	1.42	2
	5	Education Psychology		2					32	1.42	2
	6	Politics					3		48	2.14	3
	7	Foreign Language 1		2					64	2.85	2
	8	Foreign Language 2			2				64	2.85	2
	9	Introduction to Guidance				1			16	0.71	1
	10	Nursing Theory		3					80	3.57	3
	11	Nursing Ethics					2		32	1.42	2
	12	Basic Medical Care		2					48	2.14	2
	13	Nursing Administration					4	128	5.71	4	
	14	Leadership in Nursing			1				16	0.71	1
	15	Problems in Nursing					2	64	2.85	2	
	16	Trends in Nursing Profession					2	32	1.42	2	
	17	Nursing Research				3			48	2.14	3
	18	Project Study					2	96	4.28	2	
	19	Methods of Seminar in Nursing					2	32	1.42	2	
		Total		15	4	4	17	928	41.42	40	

		Professional subjects														
Professional course (Professional nursing course)	1	Obstetric Nursing			2			32	1.42	2						
	2	Practice in Obstetric Nursing			2			96	4.28	2						
	3	Pediatric Nursing			2			32	1.42	2						
	4	Practice in Pediatric Nursing			2			96	4.28	2						
	5	Adult Nursing			2			32	1.42	2						
	6	Practice in Adult Nursing				2		96	4.28	2						
	7	Geriatric Nursing				2		32	1.42	2						
	8	Psychiatric Nursing					2	32	1.42	2						
	9	Community Health Nursing	2					32	1.42	2						
	10	Practice in Community Health Nursing	2					96	4.28	2						
	11	Curriculum and Educational Measurement			5			80	3.57	5						
	12	Teaching-Learning in Nursing				3		48	2.14	3						
	13	Practical Teaching in Nursing				5		160	7.14	5						
		Total	4	15	12	2	864	38.57	33							
		Elective course														
Elective Subj	1	Utilization of Computer														
	2	Introduction to Economics				3		96	4.28	3						
		Total hours of specialized practices														
		Grand Total	18	19	19	19	19	2240	100	94						

Source: Bachelor of Nursing Science Program (Continuing Education), Ministry of Health, Department of Organization and Personnel, the College of Health Technology 2001

Annex 2

The educational classification comprises the classes and salary levels according to the qualification as follows:

Classes	IV						III		
	7	6	5	3	2	1	5	2	1
Diploma, studied less than 3 years curriculum									√
Diploma, studied over 3 years curriculum								√	
Diploma higher education, studied 2 years curriculum							√		
Diploma higher education, studied over 3 years curriculum						√			
Bachelor degree or Equivalent					√				
Graduate diploma				√					
Master degree or Equivalent			√						
High graduate diploma		√							
PHD or Equivalent	√								

According to the Article 40 based on the Decree and Management Rule's Guideline for Government staff in Lao P.D.R