



The Hashemite Kingdom of Jordan

Jordan Nurses & Midwives Council

Laws and Regulations

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The Hashemite Kingdom of Jordan

JNMC Law

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Chapter One

Article (1)

This law shall be titled Law Amending the Jordan Nurses & Midwives Council Law of 2008 and shall be read in conjunction with Law No. (18) of 1972, as amended, which together form one law that enters into effect as of the date of its publication in the Official Gazette.

Article (2)

The following Terms and words shall indicate the meanings assigned thereto respectfully, Unless otherwise indicated by the context:

Kingdom:	The Hashemite Kingdom of Jordan
Ministry:	Ministry of Health
Minister:	Minister of Health
Secretary-General:	Secretary-General of the Ministry
JNMC:	Jordan Nurses & Midwives Council
Board:	Board of the elected JNMC under this law
Profession:	Nursing and midwifery profession
President:	The President of elected nurses and Midwives under this law
Constitution:	Nursing and midwifery standards and ethics and the duties of nurses and midwives towards co-workers and patients.
Member:	A member of the JNMC recorded in its register
Register:	A numbered folder in which the names of nurses and midwives are recorded in a sequence from the date of their membership with the JNMC with a statement of information determined by the Board.
Roll:	Is the annual list or lists of nurses and midwives licensed to practice the profession who paid the annual fees and their names were published in the Official Gazette

Nurse:	The legal nurse licensed under this law
Midwife:	The legal midwife licensed under this law
Faculty Nursing:	of Licensed Faculty by the competent authorities of the Kingdom and the certificate holder is qualified to practice the profession as a legal nurse

Article (3)

The Kingdom shall have one association of nurses and midwives with two headquarters in Amman and Jerusalem.

Article (4)

Nurses and midwives who meet the conditions of membership provided for in this law, must be members of the JNMC and recorded in its register.

Article (5)

It is prohibited for the nurse or midwife to practice the profession before registering in the JNMC and obtaining a license from the minister.

Article (6)

Objectives of the JNMC are as follows:

- a) Upgrading, protecting, defending and organizing the profession.
- b) Cooperating with the Ministry of Health and all institutions and bodies related to the profession in order to upgrade of the profession and its employees and provide the best services to patients.
- c) Unifying nurses and midwives decisions and preserving their rights and dignity.
- d) Maintaining the profession ethics and conduct.
- e) Securing a decent life for nurses, midwives and their families, whether in the case of their work, disability or old-age.
- f)

Chapter two

Conditions of Profession Practice and Membership of JNMC

Article (7)

No nurse shall be registered in the membership of the JNMC and shall not be licensed unless the following conditions are met:

- a. To be Jordanian.
- b. A Foreigner holds a permit to reside in the Kingdom, and Ministry does not oppose his practicing to the profession, if he satisfies the other conditions of the membership.
- c. Has a bachelor's degree or its equivalent from a recognized university or a certificate in legal nursing from a recognized nursing faculty with a minimum period of four academic years, the provisions of this paragraph shall be excluded from anyone who has obtained a nursing diploma with a minimum of three years (36 months) from Jordanian nursing faculties before the date of 17/7/1999.
- d. Has the general secondary school certificate or its equivalent.
- e. Not to be convicted of a misdemeanor or felony involving moral turpitude and had not being prevented from practicing the profession for reasons related to the profession's honor by any Council, was registered with it.
- f. Any licensing to a nurse before the entry into force of this Law shall be deemed to be a license under it and shall be entitled to the membership of the JNMC.

Article (8)

No midwife shall be registered in the JNMC or licensed unless the following conditions are met:

- a. The conditions stipulated in paragraphs (a, b, e) of Article (7) of this law.
- b. Holds the high school certificate or its equivalent.
- c. Has studied midwifery art at a recognized school or college for two years and has a duly certified certificate.
- d. Any license of a midwife before the entry into force of this Law shall be deemed to be a license under it.

Article (9)

Applicants for registration or license must submit the following documents to the Ministry and to the JNMC:

- a. A Secondary school certificate or its equivalent or a certified copy thereof (except those who have been enrolled in a school or Faculty of Nursing or Midwifery prior to the entry into force of this law).
- b. The original copy of the certificate of nursing or midwifery or certified copy thereof or any official document issued by the faculty or school from which graduated from and certified by the official bodies.
- c. Jordanian passport, identity or residence permit in the Kingdom.
- d. A certificate from the last syndicate to which he was a member, if any, or from the authority that may replace it in the country in which he was employed (for those who have already done so).

Article (10)

- a. After the nurse receives a license from the Ministry of Health, the JNMC shall consider accepting or rejecting the application within two months of its submission.
- b. If the applicant for the license and registration is a foreigner, the Minister may grant him a temporary license for a period of one year that may be renewable.
- c. The Ministry shall publish the name of the licensed nurse or midwife in the Official Gazette.

Article (11)

Upon registration, the JNMC shall collect the prescribed fee according to its internal regulations.

Article (12)

The nurse or midwife accepted to be a member of the JNMC shall take the oath before the Board as follows: (I do solemnly swear by Almighty God that I will be loyal to the King and the Homeland, to perform my work with honesty and honor, to preserve professional confidentiality and to respect its laws and regulations).

- a. The Board shall keep a general register of nurses and midwives names according to the membership sequence in accordance with the Articles of Association.
- b. The Board shall keep annual roll arranged in an alphabetical order by the names of registered nurses and midwives who have taken the oath mentioned in Article (12) of this Law, and paid the annual fees until February 28, are published in the official gazette, and the names of those registered after that date are published in annexes.
- c. Any person who fails to pay the prescribed fees after the date of publication of the annual roll, an amount shall be added not exceeding (50%) of the fee on the prescribed fee. If he didn't pay what is due after six months of his entitlement without an acceptable excuse from the Board, or fails to take the oath, he shall be prevented from practicing the profession and his continuation in practicing shall be deemed to be contrary to the provisions of this law.
- d. The member shall be exempted from the annual fees for the period spent in study outside the Kingdom provided that this period does not exceed five years.

Chapter Three

General Assembly

Article (14)

The General Assembly of the JNMC consists of all nurses and midwives registered in the JNMC register who paid the annual fees and all the required revenues to the JNMC, at least fifteen days prior to the meeting of the General Assembly and shall be convened under the chairmanship of the president or his deputy in case of his absence.

Article (15)

The General Assembly shall have competence to the following matters:

1. Election of the president and members of the JNMC Board.

2. Approving of the final account of the previous year and approving the annual budget.
3. Considering the affairs of the JNMC and its public affairs and working on all that preserves its dignity.

Article (16)

- a. The General Assembly may, upon a recommendation of the Board, develop or amend the Constitution and the following special regulations:
 1. Articles of Association
 2. The retirement regulations for nurses and midwives to ensure a reasonable level of social security for them and their families in cases of disability, poverty or death, this Law may provide for the addition of a previous period of service to the member with a view to calculating his retirement at his request in accordance with the terms and duration stated therein.
 3. Wage regulations and the organization of the profession.
- b. The General Assembly shall determine the registration fees, the annual fees and any fees related to the profession by the Articles of Association.

Article (17)

The General Assembly of the JNMC shall hold an ordinary annual meeting in the second half of March to consider the matters set forth in Articles (15-16) of this law according to a prepared agenda.

Article (18)

The General Assembly shall hold an extraordinary meeting at the call of the president by a resolution of the JNMC Board or at the request of a number of members not less than (20%) of the nurses and midwives registered in the annual roll, and its annexes to follow up on urgent and important matters indicated in the call or the request for the session, In such a meeting, it is not permissible to discuss matters outside the subject of the call.

Article (19)

In case of his absence, the president or his deputy shall direct the call to the registered members to attend the meetings of the General Assembly in the cases provided for in this law, by sending registered letters containing the agenda two weeks ahead of schedule and by announcing the call at the JNMC and at least in one local newspaper.

Article (20)

- a. The quorum of the General Assembly shall be completed in the presence of the absolute majority of registered nurses and midwives who paid the annual fees due, if the majority didn't meet for the first time, the call shall be renewed for a meeting held within fifteen days from the date of the first meeting at the most. The meeting shall be legal whatever the number of attendees.
- b. Resolutions of the General Assembly shall be by a majority of the relatively attendees votes and if the votes are equal, the president shall have the casting vote.

Article (21)

- a. A person who nominates himself to the position of the president or to the membership of the JNMC must be a Jordanian who has been a member of the JNMC and practiced his profession for:
 1. Ten years of the president position.
 2. Five years to the membership of the JNMC
- b. The president and members of the JNMC shall be elected by secret ballot at the center of the JNMC or in the electoral centers determined by the Board, on the seventh day after the meeting of the ordinary general assembly in the year in which the election is held and the minister is called to attend and may assign one of the staff of the ministry in each center.
- c. The election process shall be supervised by a committee at each center consists of five members selected by the General Assembly from among its non-nominees members at its ordinary meeting preceding the elections. The Committee shall elect a president from its members and may establish subcommittees to assist it in its work.
- d. The Minister shall be informed of the date of the election. The Board shall announce the polling station or stations in at least two daily newspapers and in the branches of the JNMC before the date of the election with 30 days, during this period, an electoral card shall be issued for each member who has the right to vote and candidacy.
- e. The President and the members of the Board shall be elected on two separate papers in accordance with the special model decided by the Board for this purpose. The ballot paper shall be stamped with the JNMC stamp and signed by the Chairman of the Election Committee.
- f. The polling boxes will be opened at 9:00 am on the day of election and close at 7 pm on the same day. Each committee at the polling station will count the votes, and organize the minutes of the result of the election, this committee shall sign it and inform the Supervisory Committee of the election in the main station in the manner that previously approved by the

Board for this purpose and shall provide the JNMC with a copy of the minutes.

- g. Votes in the polling station shall be counted in public immediately after the election is completed, unstamped ballots papers with the JNMC stamp and not signed by the Chairman of the Election Committee shall be ignored, Names-free papers are also ignored, names that are not read or are not clear, and those that contain words contrary to public morals are not counted, as for the paper that contains more than the required number of names for any category, in this case the required number of first names is taken in a sequence and neglects the excess.
- h.
 - 1. the candidate who has the most votes, is considered to be a winner of the president position
 - 2. Candidates who obtained the most votes in the category in which they compete, shall be considered winning of the membership of the Board.
 - 3. In the event of equal votes between two or more candidates for the president position or the competitors for the last position in the category in which they compete, the winner shall be the most senior member of the JNMC. In the event of equality, the winner shall be chosen by drawing lots.

Article (22)

If the annual general meeting of the General Assembly is prevented by exceptional circumstances approved by the Minister, the previous budget shall be approved to be the basis for the expenses, president, committees of the Board of the JNMC and the relevant committees shall continue to function, until such circumstances are removed provided that the annual general meeting shall be held within one month at the latest from the date of the Minister's approval of the disappearance of such circumstances.

The president shall announce the acceptance of candidacy applications prior to the date of the annual meeting in which elections shall be held to the JNMC with one month and acceptance of applications shall be ended two weeks prior to the meeting, nomination notifications – for those who wish to- shall be submitted to the office of the JNMC for a receipt or by registered mail. The President shall announce the names of the candidates who meet the required conditions of the JNMC, If the number of candidates for the nomination is less than the required number of the Board, the candidates who meet the conditions shall be deemed to

be winners by acclamation, the remaining number shall be elected by the method of nomination and ordinary voting among the present members.

Chapter Four

JNMC Board

Article (24)

The JNMC is governed by a Board composed of a president and ten members, eight of whom are from the nurses and two are from the midwife category and elected by the General Assembly for a period of three years in accordance with the provisions of this law.

Article (25)

President may be re-elected for a second cycle and shall not be re-elected thereafter until one cycle has passed at the end of his previous term.

Article (26)

- a. The Board shall elect at its first meeting, from among its members, the Vice-President, the Secretary and his assistant, the treasurer and his assistant, and the members of the Boards and committees provided for in this law, which deems necessary for the organization of the work.
- b. Nurses and midwives must be represented in all committees established by the Board, provided that the percentage of representing midwives in any committee shall not be less than (20%) of the total number of its members.

Article (27)

JNMC's Articles of Association shall indicate the distribution of the work in the Board, as well as the manner in which the Secretary oversees the administrative affairs, the supervision of the Treasurer of the Finance Affairs, and the authorized signatories of the Board in financial matters.

Article (28)

The JNMC Board shall normally meet at least once a month and may meet at any time in exceptional circumstances at a call of the president or his Deputy.

Article (29)

The Vice-President shall perform the duties of the President and exercise his powers provided for in Article (35) of this Law in the event of his absence outside the Kingdom and if he is unable to carry out his duties or if he is appointed by the President.

Article (30)

- a. If the position of the President becomes vacant for any reason, the Vice-President shall hold his office until the first ordinary meeting of the General Assembly, where a President shall be elected for the remainder of the cycle.
 - b. If the President and his deputy are absent for a period not exceeding three months, the secretary shall represent them in presidency of the Board and implement its resolutions.
 - c. If the position of the captain and his deputy becomes vacant for any reason, the secretary must invite the council to convene within one week to elect a new vice-president.
 - d. If one or more members of the JNMC Board resign or vacate their positions for any reason, the person who received more votes in the previous election shall be appointed to succeed him/them according to the sequence. If there is no successor to the member or members who have vacated their positions, their successors shall be elected at the first ordinary meeting of the General Assembly.
 - e. If the number of resigning members or those of the vacant positions is five or more, the General Assembly shall be called upon to elect their successors for the remainder of the cycle of the Board. The meeting shall be held within one month from the date of the last vacancy of such positions.
 - f.:
1. The Minister and each Member shall have the right to challenge the outcome of the elections to the Supreme Court of Justice within thirty days from the date of its execution.
 2. If the Court decides to invalidate the elections completely or invalidate the election of a majority of the members of the Board, the Minister shall call the General Assembly for the meeting within thirty days from the date of issuing the resolution to re-election as required by the content of the resolution.
 3. If the Court decides to invalidate the election of less than half of the members of the Board, including the President, the Board shall be considered to be standing and shall call the General Assembly to an extraordinary meeting to elect persons whose positions have been vacated by the Court decision, including the President, within thirty days from the issuance date of the Court decision.

4. The invalidation of elections by the Court shall not affect the decisions and actions taken prior to the decision of the Court to invalidate.

Article (31)

The member shall be stripped of his membership by a resolution of the Board if:

1. Delayed from responding to the call to the Board's meetings three times in a row without a legal excuse accepted by the Board.
2. A final judgment delivered against him in accordance with items (4 and 5) of Article (49) of this Law.

Article (32)

The board's competence includes all matters relating to the affairs of JNMC and the practice of nursing and midwifery profession, in particular:

1. Calling the meeting of General Assembly and implementing its resolutions.
2. Managing the affairs of JNMC and its conditions and collecting the fees due to it
3. Opening branches of JNMC in the centers of governorates and States.
4. Considering the applications for the membership of nurses and midwives to JNMC and making decisions by acceptance or rejection
5. Forming the various boards and committees according to the JNMC law and those that help the board to achieve the objectives of the JNMC
6. Cooperating with local and foreign nursing associations
7. Holding Nursing conferences, seminars and supervise them and other scientific activities that contribute to the development of the technical level of the members.
8. Appointing representatives of JNMC in committees and bodies which the board deems necessary to organize its work.
9. Deciding to participate in nursing conferences called by JNMC and assign its representatives.
10. Issuing a scientific medical journal in the name of the JNMC and any other publications related to the profession.
11. Representing the JNMC, preserving its funds, protecting it and defending its rights and interests.
12. Monitoring the behavior of professional nurses and resolve disputes related to practicing of the profession.
13. Exempting nurses and midwives who are unable to pay the fees prescribed in the regulations in whole or in part .

Article (33)

The meeting of JNMC Board shall be valid only if the absolute majority of its members is present and the resolutions shall be issued by a majority of the votes of the present members. If the votes are equal, the side of the president and chairman shall have the casting vote .

Article (34)

The Ordinary and Extraordinary Meetings of the Board, the manner of its call and all other related sub- matters shall be determined by AOA.

Article (35)

The President shall represent JNMC, preside over the General Assembly and the board and implement their resolutions. He shall sign the contracts and documents which they approve, and he shall, by a resolution of the board, have the right of litigation in the name of JNMC and the right to intervene by himself or by his deputies of the members of the board or lawyers in any case of concern to JNMC and to take the capacity of the plaintiff in each case relating to acts affecting the ability of JNMC.

Article (36)

The board may appoint the employees to manage the work of JNMC with salaries and wages which it deems fit with their qualifications and to rent the buildings required in accordance with the provisions of AOA.

Chapter (Five)

Nurses and midwives fees

Article (37)

The nurse or midwife shall receive from the beneficiary of the nursing or midwifery care, fees according to the payroll prescribed by the fees committee. The payment of wages shall not be suspended on the result of treatment or recovery.

A. Committee shall be formed to determine fees for nursing or midwifery care under the chairmanship of the Director of Nursing Directorate in the Ministry and the membership of:

1. A representative of Private Hospitals Association (PHA) shall be appointed by the Minister with the recommendation of the President of the Association.
 2. A faculty member from one of the nursing faculties in the public universities shall be nominated by the president of the concerned university and alternately among them at the end of the term of each committee at the request of the president.
 3. A representative of the private nursing institutions nominated by the Minister.
 4. Member of JNMC Board nominated by the president.
- B. The membership term in the Committee shall be expired upon the expiry of the Board term.
- C. The Committee shall hold its meetings at the call of its Chairman and whenever necessary, and its meeting shall be legal in the presence of at least four of its members provided that the Chairman is one of them, its decisions shall be issued unanimously or by a majority of the votes of those present. When the votes are equal, the side of the chairman shall have the casting vote.
- D. The Committee shall submit its resolutions to the Minister for approval and shall be published in the Official Gazette.

Chapter (Six)

Disciplinary Authority

Article (39)

Any nurse or midwife who violates his professional duties is in breach of this law or any regulations issued thereupon or the medical statute, or intended to do any action that violates the honor of the profession or misconduct in his private life as exposing himself to disciplinary proceedings before the Disciplinary Board.

Article (40)

- a. The Disciplinary Board shall consist of President and his deputy, a nurse and a midwife of members of the board appointed by the board upon his election and from nurse or a midwife from the Ministry of Health, whose practice of profession shall not be less than five years old.
- b. The term of the Disciplinary Board shall be terminated by the end of the term of the board formed it.

- c. If a member or more of the Disciplinary Board is absent, the Minister or the president shall be assigned, in accordance with his competence, who shall complete the formation of the Disciplinary Board.

Article (41)

- A. The Disciplinary Board shall consider the cases referred to it by the board in respect of the violations provided for in Article (39) or any resolution issued by the Board.
- B. The Disciplinary Board is only responsible for non-employed nurses and midwives.
- C. The decisions of the Disciplinary Boards shall be notified in cases of prejudice to professional matters and ethics to JNMC, including the official decisions of the disciplinary boards.

Article (42):

The Board shall consider violations in the following cases:

- a. If a written request is received from the Minister of Health, the Director of Prosecution or the Public Prosecutor.
- b. If the nurse or midwife is sentenced to imprisonment or the personal right in a criminal court for matters affecting his integrity, honor or competence.
- c. If the Board finds out that the nurse or midwife has committed violations despite the absence of a complaint.
- d. Upon a written complaint from a doctor or citizen.
- e. Upon a written request from the nurse or the midwife himself if It finds itself accused by a false charge and wishes to recourse to JNMC.

Article (43)

- a. If the Board is satisfied that there is a case filed against the nurse or midwife, It shall assign one or more nurses, as appropriate, to conduct a preliminary investigation.
- b. The investigator shall inform the Complainee nurse or midwife of the contents of the matter attributed to either of them and listen to their statements.
- c. The investigator shall listen to the witnesses and translators who are under oath and is entitled to request documents to review it and compare the signature.

- d. The Investigator shall submit his report to the Board, which shall decide on the basis of the investigation to keep the case or refer it to the Disciplinary Board.

Article (44)

- a. The sessions of the Disciplinary Board shall be confidential and the judgments issued thereby may not be published unless the decision has become final and imperative and upon the approval of the Board.
- b. The intelligence or disciplinary procedures in all its stages shall strictly be confidential and not be disclosed to the concerned parties under criminal penalty.

Article (45)

- a. The Disciplinary Board on the investigation and trial shall adopt methods that guarantee the rights of the defense and ensure justice and may listen to the witnesses and request that they be brought by the police.
- b. The case briefs, documents and judgments shall be notified by the secretary of JNMC or by registered mail or published in a local newspaper.
- c. If the witness, when present, refrains to give testimony or makes a false statement, the Disciplinary Board has the right to refer him to the Public Prosecution to punish him, as if he had done so before a civil court.
- d. The Complainee nurse or midwife is entitled to use an attorney, a nurse or a midwife to defend him/her.
- e. The Disciplinary Board shall determine the expenses of witnesses, which shall be paid by the wrong party even if it is the Board.

Article (46)

The judgment of the Disciplinary Board shall be made upon a reason and the majority of the opinions.

Article (47)

If the Disciplinary Board has sufficient grounds to temporarily suspend the nurse or the midwife from office until the trial is end, It shall submit its decision to the Board which has the right to issue the suspension order which shall be counted out of the period of prevention previously ordered.

Article (48)

The Complainee has the right to challenge the members of the Disciplinary Board upon the reasons stated in the civil procedure ordinance on challenging judges, and the Board shall immediately decide on the request by an irrevocable decision.

Article (49)

The penalties which the Disciplinary Board can impose are:

1. Warning.
2. Reprimand.
3. Cash fines from twenty dinars up to two hundred dinars that shall be paid the Board's fund.
4. The deprivation of practicing the profession temporarily for up to one year.
5. The deprivation of practicing the profession and removing the name of the nurse or midwife from the Register after being convicted by the courts.

Article (50)

Decisions of the Disciplinary Board in absentia shall be challengeable by the same Board provided that:

- a. The objection shall be submitted within fifteen days of the day following the date of notification of the decision itself or by registered mail.
- b. The objection shall be submitted to the Board by the Secretary JNMC for a written receipt or posted in the registered mail during the legal period.

Article (51)

- a. The Complainee has the right to appeal against the decision of the Disciplinary Board to the Supreme Disciplinary Board.
- b. The appeal shall be submitted by the secretary of JNMC within 15 days from the day next to the day when the judgment is delivered in presence or the day next to the day when it is in absentia.

Article (52)

- a. The Supreme Disciplinary Board shall be composed of the Minister and the Director of Nursing and of nurses and two midwives elected by the Board immediately upon its election.
- b. All provisions of the Disciplinary Board set forth in this Law shall apply to this Board in terms of its term and the rules on challenging its members.
- c. If any member fails to participate due to challenge or other reasons, the Minister or the Captain, as the case may be, is entitled to appoint a person to take his place.
- d. Decisions of the Supreme Council shall be issued by a majority of opinions.

Article (53)

Decisions of the Supreme Disciplinary Board shall be unchallengeable.

Article (54)

- a. Neither nurse nor midwife who is temporarily suspended from office may practice any of its duties.
- b. The nurse or midwife referred to in the preceding paragraph shall remain subject hereto. The period of suspension from office shall be deducted from the period of retirement and the period stated for nomination to the Board.

Article (55)

The judgments of the Disciplinary Board shall be recorded in a special record.

Article (56)

The Ministry of Health, the Board, the Public Prosecutor or the Department of Procedure shall carry out, in accordance with its competence, the decisions and judgments, after being final, of the Disciplinary Board without any fees.

General Penalties

Article (57)

Each member registered in the Register or the Roll who has not complied with the disciplinary judgment of suspension issued against him shall be punished by the competent court with a fine not more than one hundred dinars or imprisoned for a period of not less than one month or by both penalties. Such penalty shall be doubled for a repeated violation provided that the disciplinary judgment shall be implemented.

Article (58)

Any nurse or midwife who violates the provisions hereof or any other regulation issued thereunder and performs its duty without being registered in the Register or the Roll shall be punished by the competent court with a fine not more than five hundred dinars or imprisoned for a period of not less than three month or by both

penalties. Such penalty shall be doubled for a repeated violation provided that the disciplinary judgment shall be implemented.

Article (59)

Anyone who practices the art of nursing or midwifery without being awarded a certificate shall be punished in accordance with the provisions of the Public Health Law.

Chapter seven

JNMC Resources

Article (60)

The fiscal year of the JNMC shall commence on the first day of January and end on the 31st of December of each year.

Article (61)

- a) JNMC resources shall consist of:
 - 1) Registration fees for nurses and midwives.
 - 2) Annual fees.
 - 3) Advertising and donations upon the approval of the Cabinet.
 - 4) The fines imposed by the Disciplinary Boards.
 - 5) Revenues of the institutions and projects of JNMC
 - 6) Percentage not more than (5%) of the member income earned from his profession according to the final estimate of the Income Tax Department.
- b) These resources and how they are imposed and fulfilled and their levies shall be determined in the articles of association.

Article (62)

JNMC Board shall be in charge of JNMC's funds. Its functions shall be to collect and maintain funds to propose to the General Assembly to determine the amount of fees, approve the disbursement of expenses required by JNMC management within the limits budgeted provisions and to decide in all other matters relating to JNMC. It has the right to issue, in emergency situations, one or more supplement on the budget to pay the expenses provided that they shall be presented to the General Assembly in its first meeting after the issuance.

Article (63)

- a) JNMC shall, in each year, establish a budget for the coming year and submit it to the General Assembly for approval.
- b) If exceptional circumstances hinder the General Assembly meeting to be held in its legal dates and the budget and the final account to be approved, JNMC shall continue to collect and spent on the basis of the previous budget until the General Assembly meeting is held and the new budget is approved.

Article (64)

- a) The money and securities shall be deposited in the name of JNMC in one or more banks designated upon a decision of JNMC Board.
- b) JNMC's funds may be disposed of only upon the decision of JNMC Board.
- c) The promissory note shall be signed by the JNMC President and the Treasurer or his representative by a decision of the JNMC Board.
- d) The articles of association shall determine the amount that may be retained in the treasury of JNMC.
- e) All matters referred to in this Chapter shall be regulated by the articles of association.
- f) Expenditures or salaries may be spent only from the budgeted provisions.

Chapter Eight

General Provisions

Article (65)

JNMC shall have a legal personality and is entitled to possess movable and immovable property to fully achieve and dispose its objectives and to prosecute and be prosecuted in this capacity in accordance with applicable laws and regulations.

Article (66)

JNMC shall be exempted from land and property tax, import stamp fees and postage stamps for its correspondence.

Article (67)

Anyone who incites strike or closure by force, work and writing or provides financial or moral material aid in order to support a prohibited strike or closure or leads a strike shall be punished with a fine not more than two hundred Dinars and be imprisoned for a period of not less than one year.

Article (68)

The Cabinet may, upon the recommendation of the Minister, dissolve the JNMC for the purposes of public security and safety and its decision shall be final and irrevocable.

Article (69)

- a) Trade union groupings may be convened only upon a decision of the Cabinet, the recommendation of the competent minister and the approval of the Cabinet on its articles of association.
- b) Trade union groupings shall be dissolved upon a decision of the Cabinet due to security and public safety matters and its decision shall be final and irrevocable.

Article (70)

No provisions of General Meetings laws shall be applied to JNMC meetings which are held to discuss the JNMC affairs.

Article (71)

This Law shall repeal any law or legislation relating to nursing and midwifery professions to the extent that its provisions conflict with the provisions hereof.

Article (72)

The Minister shall form a committee to prepare and call for a meeting of nurses and midwives for the elections of the JNMC Board in accordance herewith.

Article (73)

The prime minister and the competent ministers shall be required to enforce this law.

JNMC articles of association

issued according to Article (16) of JNMC law

No. 18 of 1972

Regulations No. (75) Of 1975

Published in the Official Gazette No. 2349 on 01/03/1975

Chapter (one)

Title of Regulations and Definitions

Article (1)

These regulations shall be titled (Article of Association of JNMC of 1975) and they shall be effective from the date of publication in the Official Gazette.

Article (2)

The words and expressions in these regulations shall have the meanings assigned thereto below unless the context indicates otherwise:

JNMC:	Jordan Nurses & Midwives Council
Board:	JNMC Board
Profession:	Nursing and Midwifery profession.
President:	JNMC president.
Nurse:	legal nurse
Midwife:	legal midwife
Member:	member of JNMC to be male and female
Law:	applicable law of JNMC

Chapter (Two)

JNMC Register

Article (3)

A. The JNMC board shall keep a register to record the names of nurses and midwives who are allowed to practice the profession according to the provisions of the law, arranged according to the dates of their membership with JNMC. And also at the beginning of each fiscal year, two rolls are arranged alphabetically by the names of the members who paid the first annual fee for nurses and the second for midwives are published in the Official Gazette.

B. Nurses and midwives who are registered in the register who are allowed to practice the profession or pay the annual subscription fee after the publication of rolls stipulated in paragraph (a) of this article shall be kept by their names rolls such as those stipulated in the previous paragraph and shall be published in the Official Gazette.

Article (4)

A. The name of nurse or midwife shall be removed from the registers and rolls of JNMC in any of the following cases:

1. Death.
2. A resolution by the Disciplinary Board to deprive the member of practicing the profession and to remove his name from the register of its subscribers.
3. A resolution by the Disciplinary Board to prevent members temporarily from practicing the profession throughout the period of prohibition.
4. Member's desire to suspend practicing the profession by a letter addressed to the board.
5. Member's departure from the Kingdom to work abroad for more than one year during his absence period under the resolution of the board.

6. Member's failure to pay the fees provided for in these regulations by the conditions and dates stipulated in the Law under a resolution of the board.
 7. If it is found that the registration of the member was based on incorrect information or by mistake or absence of one of the conditions of membership and removal shall apply according to this paragraph by a resolution of the board.
- B. A member whose name has been temporarily removed from the registers and rolls of JNMC shall be re-registered in the register and rolls at his request and by a resolution of the Board after the removal of the reasons that led to remove his name.

Article (5)

The board shall send copies of rolls provided for in Article 3 of these regulations to the Ministry of Health, the Syndicates of Physicians, Dentists, Pharmacists, and any other Syndicate, body or institution which the board decided the need to report. The board shall also inform those authorities roll by the names of the members whose names have been removed from the registers and rolls of JNMC in accordance with Article (4) of these regulations.

Chapter Three

JNMC Board

Article (6)

The President shall represent JNMC, administer its affairs, chair its meetings, defend its rights and implement the decisions of the General Assembly, JNMC Board, the Disciplinary boards and the subcommittees. The deputy-President shall act in behalf of the president in these acts or some of them in the conditions prescribed by law.

Article (7)

A. The President shall, in cooperation with the Secretary, create the agenda of the meetings of the board and the Secretary shall send it to the members of the board at least three days prior to the meeting and in the extraordinary meetings twenty-four hours before the meeting.

B. New articles may be added to the agenda of the Board at the beginning of the meeting by a resolution of the Board.

Article (8)

If any member has any proposal that he wishes to present to the Board and the board has taken a decision not to discuss it at that meeting, he shall notify the president in writing and in this case the president shall submit it to the board for discussion at the next subsequent meeting.

Article (9)

Each member of the board shall attend the meetings of the board at the place and time specified for the meeting and shall not leave the meeting before being adjourned by the Chairman of the meeting, unless by special permission of the board.

Article (10)

If the member has a legitimate excuse for absence, he shall send a letter to the president prior to the date of the meeting or by telegram in urgent cases, and the president should present the letter or the telegram to the Board having the authority to decide whether to accept the excuse or reject it.

Article (11)

The Board shall appoint staff to carry out clerical and arithmetic work and shall be subject to the control and supervision of the president and the Secretary in the clerical work and to the control and supervision of the president and the Treasurer in the financial business.

Article (12)

- A. The board shall assign a committee in each governorate of three members to assist in solving problems that may arise in that governorate.
- b. The Board shall appoint an auditor for JNMC accounts for a fee agreed upon.

Chapter Four

Members' Rights & Duties

Article (13)

The member shall observe the traditions and requirements of dignity of his profession while performing his duties and may not engage in any work that is contrary to that.

Article (14)

The member shall adhere in all circumstances with the principles of honor, integrity and preserve the duties imposed on him according to the principles and traditions of the profession.

Article (15)

The member shall have good character and conduct in his relations with his patients and colleagues and members of other medical professions and not physically or materially or morally offend them.

Article (16)

The member shall implement and adhere to the decisions issued by the JNMC General Assembly or Board and answer any clarifications or information requested by the Board in respect of the profession and its ethics or any complain submitted thereto.

Article (17)

A self-employed member shall be allowed to publish this in the local newspapers for a period not more than three successive days when he starts to practice his

duties, returns to the work after having abandoned for any reason for a period of not more than three months or changes his previous position. The information he is allowed to publish shall be his name, the name of the university, college, institute or school from which he is graduated, including the titles recognized by the Board and its place of work and working hours.

Article (18)

The self-employed member shall notify the Board if he wishes to travel or to study abroad if the period of his absence from the Kingdom will be more than one year and when he returns as well as any change in his work, place and address.

Article (19)

The member shall fully take care of the equipment used in his work and the bags he carries, and appear in a proper manner and refrain from unlawful acts.

Article (20)

The midwife shall refer to the hospital or to the specialist doctor every case of birth found to be difficult or there is a danger to the birth or the fetus.

Article (21)

JNMC shall protect and defend the interests of its professional members and defend those interests or members in order to avoid any injustice that may be caused to them by performing their professional duties. It shall also materially and morally support its members to help them overcome any obstacles or problems they may face.

Article (22)

JNMC shall issue:

- a. IDs of the members.

- b. Special badges which is placed by members on their own cars provided that no one other than them shall use such badges.

Chapter Five

Internal Work

Article (23)

- a. The Secretary shall supervise, maintain, control and write Register transactions in the following registries:
 1. The member general Register in which names of all Nurses and midwives allowed to practice the profession in the Kingdom and information and decisions related to them are registered.
 2. Annual rolls that in which names of all members allowed to practice the profession in the Kingdom who have paid the participation fees of JNMC.
 3. General Assembly and JNMC Board decisions Register.
 4. General Assembly and JNMC Board minutes of meeting Register.
 5. The correspondence Register in which all correspondences and petitions sent from and to General Assembly, JNMC Board or the President shall be registered in serial numbers.
 6. JNMC's assets Register.
 7. Library Register and other registries that may be used when necessary.
- b. The Secretary shall sign all correspondences relating to members.
- c. The Secretary shall be deemed as a member of all the committees formed by JNMC Board.
- d. The Secretary shall sign calls to the members of the Board to attend his meetings.

Article (24)

The Deputy Secretary shall act as a Secretary in any of the following cases:

- a. If the Secretary is absent or unable to do such work for any reason.
- b. If the Secretary asks him to do so.

Article (25)

- a. The Treasurer shall bear the following duties:
 1. Collect JNMC's funds and deposit them in the bank or banks which were chosen by the Board taking into account that the Treasurer may deposit fifty dinars at the most in the JNMC's Fund.
 2. Maintain a book for the Fund in which all receipts and payments shall be recorded.
 3. Archive all documents and Bonds established of accrual accounting in a special file.
 4. Organize a statement that shall include the JNMC financial statement every six months and present it to the Board.
 5. Maintain a book of receipt with stub and serial numbers and provide a receipt for every amount received.
 6. Sign with the President on the payment voucher and checks upon which any JNMC's funds shall be withdrawn from banks pursuant to decisions of the Board.
 7. Ensure that expenditures is conform to the items of the budget and the decisions of the Board.
- b. The Deputy Treasurer shall bear all or some of duties set forth in paragraph (a) of this Article if the Treasurer is absent unable to do it or if requested to do so by the Treasurer.
- c. The JNMC Accountant and all financial employees shall submit financial securities in amounts and terms determined by the Board.

Chapter Six
JNMC Registration and Participation Fees

Article (26)

- a. The following fees shall apply to JNMC and every member thereof:
 1. Sixty five dinars for registration fee.
 2. Twenty dinars for the annual participation, provided that the fractions of the year shall be considered a full year for the purposes of the participation fee.
- b. The member shall pay the annual participation fee provided for in Item (2) of paragraph (a) of this Article no later than the twenty-eighth of February of each year.
- c. The JNMC first annual registration fee of the nurse or midwife provided for in items (1,2) of paragraph (a) of this Article shall be paid no later than two weeks from the date when the nurse or midwife are notified of acceptance as a member of JNMC.

We, Al Hassan bin Talal

The Regent of His Majesty King

**By virtue of Article (31) of the Constitution and the decision of
Cabinet on September 15, 1998**

order the following regulations to be issued:

Regulations No. (86) for 1998

Retirement and Social Security Regulations

For Nurses and Midwives

Issued under item (2) of paragraph (a)

Of Article (16) of JNMC Law No. (18) 1972

Published in the Official Gazette No. (4307) on 17/10/1998

Article (1)

These Regulations shall be called Nurses and Midwives Retirement and Social Security Regulations of 1998 and effective from the date of its publication in the Official Gazette.

Article (2)

The following words and phrases wherever provided herein shall have the meanings ascribed to them below, unless otherwise is indicated by the context:

JNMC:	Jordan Nurses and Midwives Council.
The Board:	The JNMC Board.
General Assembly:	The JNMC General Assembly.
The Fund:	Pension and Social Security Fund.
Participant:	The JNMC member who is participant in the Fund.
Medical Committee:	The medical committee formed by the Board in accordance with the provisions hereof.

Article (3)

A fund shall be established in JNMC under the name of Retirement and Social Security Fund. It shall have an independent budget and represented by the President and in its relations with third parties aim to achieve the following:

- a. Insure pension for the participant on monthly basis.
- b. Provide the social security for the participant and his family in cases of disability, poverty or death.

Article (4)

Participation in the Fund shall be obligatory for all JNMC members, subject to the following:

- a. No JNMC member who is aged 55 years may participate in the pension fund, yet he shall pay his social security participation fees in accordance with the provisions hereof.
- b. A person who is 45 years old is entitled to participate in the Fund, and if he does not wish, he shall remain bound to pay his social security participation fees in accordance with the provisions hereof.

Article (5)

Subject to Article (4) of hereof, any participant period of practicing the profession shall be calculated, prior to the entry into force of these Regulations, as a term for retirement if he wishes to do so, provided that this term shall be no more than fifteen years and he shall pay the consequent pension revenues at once or in equal installments within two years plus a percentage of (7.5%) of such revenues, provided that the JNMC member shall submit a request in respect of this purpose within three months as of the effective date hereof.

Article (6)

The Board shall supervise the Fund and its work and perform duties and take the necessary procedures, including:

1. Managing the financial affairs of the Fund and collecting, preserving and investing its funds by various means and the approving the disbursement of expenses.
 2. Appointing the Fund Manager and the employees and determining its functions and duties according to the instructions issued by the Board.
 3. Retiring the participant and determining the amount of his pension according to the provisions hereof.
 4. Forming a medical committee of three doctors of different competencies for a two-year period which shall be renewable.
- B.**
1. The Board shall constitute a committee of seven members under the presidency of the JNMC Board member who is at the position of the Treasurer and the membership of three members of JNMC Board and three members of the General Assembly to manage the Fund. Such committee shall recommend to the Board on any of the matters referred to it thereby and provided in paragraph (a) of this Article.

2. The Committee meetings shall be regulated under instructions issued by the Board for this purpose.

Article (7)

The Fund's financial resources shall consist of the following:

- a. The pension revenues paid monthly by the participant as follows:
 1. Six dinars during the first five years of practicing the profession that subject to the retirement.
 2. Eight dinars during the second five years of practicing the profession that subject to the retirement.
 3. Ten Dinars during the third five years of practicing the profession that subject to the retirement.
 4. Twelve dinars during the years following the service that subject to the retirement.
- b. Two Dinars for the social security revenues that is paid monthly by the participant.
- c. The amounts received due to delaying the payment of the revenues of pensions provided in article (9) hereof.
- d. Investment revenues of the Fund's property.
- e. Fund's donations, subsidies or any other imports the Board decides to accept, subject to the approval of the Cabinet should such funds come from non-Jordanian source.

Article (8)

The Fund's money shall be deposited in one or more licensed banks and shall be withdrawn or cashed and the persons authorized to do so shall be determined in accordance with the instructions issued by it Board for this purpose.

If the participant delays the payment of the pension revenues for any month during the first ten days of the next month, he shall consequently pay a (2%) of those revenues for the month of delay.

Article (10)

- a. The Board shall prepare the annual budget draft of the Fund and submit it to the General Assembly to be discussed and approved.
- b. If the fund's annual budget is not approved, the disbursement shall continue with monthly provisions in a rate of (1/12) per month of the year's budget to cover the recurring expenses and the retained financial liabilities, provided that such funds disbursed in this manner shall be paid from the new budget after being approved.

Article (11)

The General Assembly shall elect in its annual meeting a chartered accountant to audit the Fund's accounts and to submit its annual financial report.

Article (12)

The participant who works outside the Kingdom is entitled to continue to participate in the Fund, provided that all consequent fees due to JNMC as well as amounts and revenues provided herein shall be paid.

Article (13)

- a. The participant is entitled to request to be retired if he meets the following conditions:
 1. He must be registered in JNMC registrations before the date of the request.
 2. The period of practicing the profession shall not be less than thirty years or shall be completed 60 years whichever is earlier.
 3. He has paid any amounts due to the Fund and JNMC until the date the request.
 4. He must have been in the pension fund his participation for a period of not less than five years.
- b. The participant shall be referred to retirement if he completes his sixty-fifth of pension age and the Board shall be notified.

Article (14)

The referral of the participant to retirement shall entail the following:

- a. Transferring his name to the register of pensions.
- b. Preventing from practice the profession from the date of notifying him of the decision to refer to retirement.

Article (15)

If the participant continues to retire in the practice of the profession stops his the pension is returned to him when he stops practice the profession, and he is deprived of his pension definitively if he does not respond to JNMC warning to prevents from practicing profession for the third time.

Article (16)

The participant shall be retired if he suffers a disability, illness or disability that prevents him from practicing the profession definitively based on the report of the medical committee and pay his pension in accordance with the provisions of these Regulations.

Article (17)

If the participant dies before being referred to retire, his family members will be entitled dependents full pension and that in accordance with the provisions of these Regulations.

Article (18)

The pension is calculated according to the following principles:

- a. The full pension of the participant whose period of practicing is subject to retire for thirty years in more (150) dinars.
- b. The pension of the participant who is less than the duration of practicing the profession subject to retire for thirty years is the multiplication of the full pension provided for in paragraph (a) of this Article in the number of months of duration the practice which is subject to retirement divided by (360).

Article (19)

- a. The next periods shall be calculated as the practicing of the profession for retirement purposes to be paid the pension revenues due to the Fund during the period determined by the Fund the Board:
 1. The duration of the illness that the participant suffers and the provisions of the article do not apply (16) of this Regulations, that this is proved by a report from the Medical Committee.
 2. The duration of continuing education in nursing and midwifery provided that such period shall no later than five years.
- B. The pension revenues shall be paid provided for in paragraph (a) of this Article is in one installment and the Board agrees to pay it by installment and in this case is late amounts about additional amounts of (7.5%).

Article (20)

- a. subject to the provisions of the Islamic Shari'a, the next mentioned persons shall be considered the deceased family members who have the right to pension under provisions of these Regulations.
 1. Husband and wife.
 2. Children under the age of 18 years.
 3. Single girls, widows or divorced women who have no resources of livelihood.
 4. The unmarried parents and sisters if none of them has a source of livelihood or other dependents.
- b. If the nurse dies from a pregnant wife, the pension will be redistributed after birth.
- c. If any of the entrants provided for in paragraph (a) of this Article has changed Non-dependents the salary is redistributed to all beneficiaries.

Article (21)

- a. Disbursement of pension allowances for widows, women and mothers shall be suspended at their marriage, and shall be disbursed again to them upon divorce or widowhood and when they remarry these allowances are pensions finely.
- b. The payment of the pensions of the male child shall be suspended if he completes the 18 years of age, with the exception of the following cases:
 1. If he is pursuing his secondary or university studies upon completion of the 18 years of age have been paid his pensions until his completion his academic attainment or the age of 25 years whichever is earlier In special cases, the Board may extend this period by another three years most.
 2. If he is completely disability to support himself according to the Committee's report medical expenses will continue to be paid pension as long as that disability is incurred standing and re-examined again every two years at most and if rejected to appear before the medical committee on the date set for him to stop the exchange such pensions until he is presented to them.
- c. The widower of the nurse or midwife shall not be entitled to any pensions unless he is a disability; he was unable to earn his livelihood and had no other dependents.

Article (22)

Every entitlement to a pension from the Fund shall be submitted to the Board during the month of January of each year documents that prove to remain of the case in which the pensions are due and if he fail to provide such documents shall stop of cease to be paid until he is submitted and the Board has the right to request of these documents at any time.

Article (23)

Participant or any of the dependents may object to the decisions of the Board Issued by virtue of the provisions of these Regulations and shall submit an objection to the Board during thirty days from the date of notification of the decision subject to objection.

Article (24)

If the participant ceases to practicing the profession as a result of his imprisonment for reasons not prejudicial honesty, honor and professional ethics will pay him a financial aid equal to the full pension for the duration of his imprisonment.

Article (25)

- a. The family of the deceased participant is provided with urgent aid from the guarantee Fund (2000) dinar and the General Assembly to increase them based on recommending the Board in light of the Fund's financial capabilities.
- B. The participant shall be given urgent aid amounting to (1000) dinar if injured a disability or illness prevents him from practicing the profession definitively based on a report Medical Committee.

Article (26)

As a condition for payment of any urgent aid provided for in Article (25) of these Regulations, the Participant shall have paid its accrued obligations for the JNMC, pension fund and social security.

Article (27)

The Board shall issue the necessary instructions for the implementation of the provisions of these Regulations.



