

CONSTITUTION

AFRICAN NURSES AND MIDWIVES' CONFEDERATION

PREAMBLE

We, the National Unions and Associations of the African Region, and Member countries of African Nurses and Midwives Confederation (ANMC):

Being;

INSPIRED by the desire to integrate nurses and midwives' unions/association in Africa into a regional bloc for the purpose of creating a platform where regional unions and association can support each other to achieve the objectives of the confederation;

CONSIDERING the principles and objectives stated in the Constitution which will protect the overall interest of member unions and association to promote professional development, decent work, fair labour practice, human and economic rights of our membership;

DETERMINE to form the ANMC to draw from our individual union strength and expertise in the light of Africa's share of global disease burden, and to form a collective powerful weapon to fight against diseases, ignorance and poverty in our respective countries;

GUIDED by our collective vision of a united and strong Africa unions and associations based on the spirit of mutual respect and non-interference in the internal affairs of individual unions/associations;

RESOLVE to on this day 24th February 2025 in Accra in the Republic of Ghana adopt this constitution as the governing law of this confederation as follows.

African Nurses and Midwives Confederation shall composed of National Nurses and Midwives trades unions and associations, admission of members shall be based on the constitution and all members shall submit to the provisions of the aforementioned constitution.

The Confederation shall fight against all forms of exploitation and injustices within Africa and the sub-regions of the Confederation. The Confederation seeks to ensure the protection of human dignity, trade union rights, democracy and social progress, rights to self-determination and peace for nurses and midwives and also advocate for patients right.

Any national trade union and association representing nurses and midwives may apply for membership of the African Nurses and Midwives Confederation (ANMC), regardless of their international and national centre of affiliation.

The ANMC shall be opened to affiliate membership and its affiliates shall have the right to join with other Regional, Continental and International Organizations in accordance with the interests of their members. It shall accept associate members, which will participate in and contribute to the activity of the ANMC.

ARTICLE 1: NAME OF THE CONFEDERATION

1. The official name of the confederation shall be African Nurses and Midwives Confederation (ANMC).

2. RECOGNITION

The ANMC shall exist as an organization of Nursing and Midwifery unions/Associations under the national laws of their respective member countries and united in alliance to spearhead the interest of Nurses and Midwives and in strengthening the health systems on the African continent.

3. THE HEAD OFFICE

- a. The Confederation shall have a Head Office.
- b. The Head Office of the Confederation shall be located in Ghana.

4. OFFICIAL LANGUAGE

a. The official languages shall include English, French and Portuguese.

ARTICLE 2: AIM AND OBJECTIVES

1. Aim of the Confederation

- a. The African Nurses and Midwives Confederation shall exist to unite all trade unions and associations on the African continent in the spirit of mutual assistance and solidarity to foster professional career development, protection of their right and interests.

2. OBJECTIVES

The objectives of the Confederation are to:

- (a) promote and uphold the status of nursing and midwifery professionalism within the Africa.
- (b) strengthen the capacity of member countries in dealing with trade union/associations issues in their respective countries.
- (c) consolidate partnership amongst trade unions and associations in the region, and to solidarise in defense of trade unions and associations rights in member countries.
- (d) promote international cooperation and unity of action at all levels in the interests of nurses and midwives;
- (e) promote coordination of trade unions and associations to prevent competition amongst each other.
- (f) oppose any kind of discrimination based on origin, gender, ideological opinions or religious beliefs in all member countries.
- (g) promote and advocate for the welfare of African nurses and midwives.
- (h) promote research and evidence-based practice
- (i) implement policies that promote equal opportunities
- (j) advocate for women, youth and other interest groups
- (k) participate in policy deliberation
- (l) contribute to improve the health status of the African population

3. MANDATE

The ANMC exists to champion the industrial, economic and social issues affecting nursing and midwifery through organization of special conferences, seminars and other forms of activities, in conformity with the decisions made by the Congress of the ANMC or its leading bodies and according to specific spheres of interest.

ARTICLE 3: MEMBERSHIP

1. National Nurses and Midwives Trade Unions/Associations with the largest number of nurses and midwives shall apply for membership of the ANMC to the Secretariat.
2. The Secretariat shall submit the application to the next meeting of the Executive Committee.

3. The decision of the Executive Committee shall become effective immediately and shall be submitted to the next Congress for ratification.
4. Affiliation and associate membership shall be opened to Nursing and Midwifery organizations such as regulatory bodies, Specialist Colleges of education, other regional nursing and Midwifery bodies and student bodies respectively.
5. Relations between ANMC and affiliated and associate organizations shall be based on mutual respect and on the principles of total equality and non-interference in the internal affairs of any organization. Each organization affiliated to the ANMC shall have the right to independently develop its own policies, program and activities.
6. The procedure for admittance to ANMC as associate member is the same as for affiliated member.
7. Unions and associations which are not members of the ANMC can join in its actions. They may participate in discussing all questions and taking decisions relating to the actions which they have joined. To this effect, bilateral agreements on cooperation shall be established between these organizations and the ANMC by mutual consent.

ARTICLE 4: STRUCTURE AND ORGANIZATION OF THE ANMC

The Confederation shall have the following structures:

- a. Congress
- b. Conference
- c. Executive Committee

1. The Congress.

- a. The congress shall comprise delegates and observers of national Trade Unions and Associations
- b. The delegates shall consist of the following:
 - i. The Executive Committee of the ANMC
 - ii. President/Chairman of National Unions/Associations
 - iii. General Secretary of National Unions/Associations
 - iv. Treasurer of National Unions/Associations
- c. There shall be observers who shall participate in all deliberations but without voting right.
- d. The highest body of the ANMC is the Congress. It shall be convened, in principle, every three years by the Executive Committee. Affiliated organizations shall be informed of the holding of the Congress at least 12 months in advance.
- e. An extraordinary Congress may be convened upon request of a member organization with support of two thirds of member organizations.
- f. All affiliated organizations shall have full rights to participate in the Congress except the power to vote. Affiliated organizations shall be informed of the holding of Congress at least six months in advance.
- g. The time, place and agenda shall be determined by the Executive Committee in a meeting. Organizations not affiliated to the ANMC may be invited to attend the Congress on the terms of the Confederation. The Secretariat shall make a list of these organizations and submit it to the Executive Committee for confirmation.

Functions of the Congress

1. The Congress shall

- a. examine and discuss the reports of the Executive Committee and other reports on the agenda of the Congress.
- b. discuss and take decisions on the resolutions and documents presented;
- c. discuss and take decisions on the amendments to the Constitution.
- d. fix membership fees, dues and any other levy (on the basis of the criteria established under article 5);
- e. elect the members of the Executive Committee;
- f. ratify any matter referred to the congress by the executive committee;
- g. elect the members of the Auditing Committee as provided for in article 11.

2. In the principle of democracy, the decisions of the Congress shall be adopted unanimously, or if necessary by simple majority vote.

3. Voting on the matters at the Congress shall be by show of hands, unless any organization calls for a roll call vote or any method agreed upon. The resolutions and other documents adopted by the Congress shall be binding on the ANMC's leading bodies.

4. Meetings of Congress shall be held every three years.

2. Conference

- a. There shall be annual conferences of ANMC
- b. The Conference venue shall be determined by the Executive Committee which shall be opened to members, affiliates and associates following the rotational principle.

3. Executive Committee

a. The Executive Committee shall comprise:

- a. President
- b. Vice President – Professional
- c. Vice President – Labor
- d. General Secretary

- e. Deputy Secretary General
- f. Treasurer General
- g. Gender Representative
- h. Youth Representative
- i. Sub-regional Representatives (5) from Central, Eastern Northern, Southern, and Western Africa
- j. The office bearers shall be elected at congress. The sub-region representatives shall be elected by their respective sub-regions

8. FILLING OF VACANCIES

Vacancy of the Executive Committee shall be filled as follows;

- (a) Where a member of the Executive Committee, elected at Congress, is unable to carry out his/her functions,
 - (i) a member union from which the Officer comes from shall nominate a person to fill the vacancy.
 - (ii) where in the opinion of the Executive Committee the officer nominated is unsuitable to fill the vacancy, this should be communicated in writing stating the grounds on which the person is unsuitable.
 - (iii) the affected national union/ Association shall be given the opportunity to replace him/her with another member whose nomination shall be confirmed by the Executive Committee.
 - (iv) The person nominated shall have full powers of an executive committee member until the next congress.

Meetings of Executive Committee

- a. The Executive Committee shall meet twice a year.
- b. Emergency meeting can however be called as may be determined by the Executive Committee.

Functions of the Executive Committee

The Executive Committee shall:

- (a) implement all resolutions adopted by Congress.
- (b) analyze and evaluate nursing and midwifery situational reports in member countries and take appropriate steps to address them.
- (c) develop a plan of work for the ANMC for the following year and to adopt the budget;
- (d) study the report of the Audit Committee and implement the recommendations thereon.
- (e) examine applications for affiliation and make recommendations for ratification of Congress,
- (f) receive reports on the activities of the Secretariat.

9. The Secretariat

The Secretariat shall be manned by an Executive Secretary and an Administrative Officer

Functions of the Secretariat

- (a) shall be responsible for carrying out the activities of the Executive Committee.
- (b) implement the decisions made by Congress and the leading bodies of the ANMC.
- (c) to maintain permanent contact with members unions/ associations, affiliate members, associate members, and other national and international organizations.
- (d) to issue publications of the ANMC.
- (e) to administer the finances of ANMC.

FUNCTIONS OF THE OFFICERS OF THE EXECUTIVE COMMITTEE

Functions of the President

- (1) The President shall:
 - (a) be answerable to the Executive Committee and Congress
 - (b) ensure the smooth and effective functioning of the confederation at all levels;
 - (c) preside at all meetings of the confederation, including the Executive Committee, and the Congress;
 - (d) have a casting vote at all meetings except at congresses where elections are held;
 - (e) endorse minutes of all executive committee and Congress meetings;

- (f) perform such other function as shall be authorized by the Executive Committee and Congress.
- (g) be responsible for the financial management and administration of the confederation.

Functions of 1st Vice President-Professional

- a. Shall act in the absence of the President,
- b. Shall be responsible for all professional nursing and Midwifery issues as may be referred to by the Executive Committee.

Functions of 2nd Vice President-Labour

- a. Shall be responsible for all labour-related matters as may be referred to by the Executive Committee.

Functions of the Secretary-General

The Secretary-General shall;

- a. direct the day-to-day work of the Secretariat.
- b. represent the ANMC in its relations with international inter-governmental and nongovernmental bodies.
- c. be responsible for the compilation of minutes and reports of the confederation.
- d. present a report covering the activities of the confederation for the preceding year to the General congress;
- e. subject to such directions as the Executive Committee and President may give, and transact all correspondence of the confederation;
- f. convene meetings upon consultation with the President;
- g. cause to be circulated, notices and minutes at least meetings two (2) weeks before the next meeting;
- h. liaise with the Nursing and Midwifery Council and other organizations as may be directed by the President;
- i. perform such other function as shall be authorized by the Executive Committee.

The Assistant Secretary- General shall:

- a. assist the Secretary-General in the performance of his or her duties and
- b. in the absence of the Secretary-General, perform his or her duties.

Functions of the Treasurer General

The Treasurer General shall;

- (a) prepare the annual budget of the Confederation in consultation with the President for approval by the Executive Committee.
- (b) ensure that the accounts of the confederation are maintained in bank accounts and audited annually;
- (c) ensure that the accounts of the confederation are audited not later than three months before the date of the next congress.
- (d) in consultation with the Executive Committee, prepare a financial report from the audited account of the confederation and present it to the congress,
- (e) receive and pay into the bank account(s) all monies due the Confederation;
- (f) control expenditure and see to it that income and expenditure are maintained to give a reasonable balance;
- (g) responsible for the financial transactions of the Confederation;
- (h) keep books of accounts in accordance with existing accounting practices;
- (i) under the directive of the Executive Committee cause to be prepared, an annual Account and to be presented to the congress and
- (j) perform such other function as shall be authorized by the Executive Committee.
- (k) In the absence of the Treasurer General the Executive shall appoint one of its members to act until such a time the Treasurer returns or until a replacement is found.

12. Committees of the Confederation

- a. The Committees of the Confederation shall include
 - i. Membership and Partnership
 - ii. Professional and Disciplinary

- iii. Education and Research
- iv. Labour and Bargaining
- v. Finance and Investments
- vi. Audit and Quality Assurance
- vii. Women and Gender Committee
- viii. Youth Committee

11. The Audit and Quality Assurance Committee.

- a. There shall be an Audit Committee of the Confederation consisting of three members appointed by the Executive Committee.
- c. The Audit Committee shall
 - i. appoint an auditor
 - ii. ensure that the Confederation's accounts are audited annually
 - iii. ensure that auditor's recommendations are implemented

•

Membership

- (a) Membership of the committee shall be drawn from the Executive Committee and members of congress.
- (b) Every Executive Committee member shall belong to at least one of the standing committees

Functions of the Committees

(A) Membership and Partnership Committee

- (a) The Committee shall review applications for membership, affiliate membership and associate membership and make such recommendations to the Executive Committee.
- (b) The committee shall be responsible for creating awareness of the confederation to enhance membership drive.

(c) shall assist the Executive Committee in drawing guidelines for recruiting and admitting new members, affiliates and associates.

(d) explore areas of international cooperation and partnership.

B Professional and Disciplinary Committee

Disciplinary Action

(1) The Disciplinary Committee shall consist of (00) members which shall include a legal advisor. Other members of the committee shall be drawn from members of Executive Committee and members

(2) The President in consultation with the Executive committee may for good cause remove any member of the Disciplinary Committee.

(3) No member qualifies to be a member of the Disciplinary Committee unless he or she is at least of twelve (12) years in good standing in their National Unions/Association.

(4) For purposes of hearing disciplinary proceedings, the Disciplinary Committee shall sit in panels of three, five or seven members and on such terms as the Executive Committee may determine.

(5) The Disciplinary Committee shall inquire into any alleged professional misconduct and any other act or behaviour deemed not to be projecting the good image of the Confederation.

(6) The Disciplinary Committee shall make rules and procedures to govern the operations of the Confederation subject to the approval of Congress.

(C) Education and Research Committee

The Education and Research Committee shall:

(a) promote nursing and midwifery education and research in Africa.

(b) prepare synopsis for the ANMC Week Celebration.

(c) study the existing nursing and Midwifery education curricula in member countries and make recommendation for adoption by member Unions/ Associations.

(d) organize workshops and seminars to educate members on nursing and Midwifery practice, health related issues and trade union matters.

(e) undertake systematic collection and analysis of data for education and innovation aimed at renewal and improvement of professional practice.

(f) perform any other duties as may be assigned to them by the Executive Committee and congress.

(D) Labour and Bargaining Committee

The Labour and Bargaining Committee shall;

(a) be responsible for research into international best practices in the field of collective bargaining and make such recommendations to member unions/Associations to enhance their capacity for negotiation

(b) empower various member unions/Associations in capacity building of employment-related issues, including wages, benefits, working conditions, and hours of work; this is to ensure fair and equitable treatment for members of national unions/Associations.

(c) Make recommendations through the Executive Committee to address and resolve grievances and disputes between member unions/ Associations and their respective employers to foster and maintain harmonious working relationships.

(d) create awareness among member unions/Associations in facilitating communication and ensuring that employee voices and concerns are heard at higher levels.

(e) ensure adherence to respective national labour laws and regulations to minimise legal risks to the confederation.

(f) receive and resolve all post-election petitions of the Confederation

(E) Finance and investment Committee

(a) The Finance investment Committee shall:

i. be subject to the direction of the Executive Committee;

- ii. subject to the approval of the Executive Committee appoint External Auditors to audit the account of the Confederation if necessary;
- iii. perform such other functions that shall be assigned to them by the Executive Committee and
- iv. receive, develop and appraise Investment Portfolio for the consideration of the Executive Committee.
- v. assists the Confederation to identify donor funds and make recommendations for grant application.

(b) The Treasurer General in conjunction with the Finance and investment committee, shall submit draft Annual Budget for approval by the Executives Committee.

(c) Treasurer General in conjunction with the Finance and Investment Committee shall prepare an annual financial report to the Executive Committee and for Congress.

(F) Audit and Quality Assurance

- (a) Monitor the integrity of financial statements of the Confederation.
- (b) ensure that adopted accounting policies and standards are complied with.
- (c) examine the ANMC's risk management frameworks.
- (d) Evaluate the effectiveness of internal control systems.
- (e) Ensure compliance with legal and regulatory requirements.
- (f) Oversee the external and internal audit processes.
- (g) Review and recommend the appointment of auditors.
- (h) Monitor mechanisms for identifying and reporting fraud.
- (i) Ensure adherence to regulations and standards.

ARTICLE 5: ANMC SOURCES OF FUNDING AND THEIR CONTROLS

- 1. The sources of ANMC funding shall include:
 - a. membership dues
 - b. donations
 - c. Grants
 - d. Voluntary contributions

e. Investments

2. Membership dues shall be paid annually in USD per national Union/Association
3. The Congress shall determine and review membership dues from time to time, subject to recommendations made by the Executive Committee to Congress
4. Dues approved by Congress shall take effect in the ensuing year.

ARTICLE 6: ELECTIONS

1. There shall be elections every three years in Congress
2. The Congress shall determine the electoral college in the election policy.

Appointment and Duties of Election Committee:

(a) There shall be an Election Committee

(b) Conference in session shall at the last conference of the year preceding the year in which elections shall be held appoint a five-member Election Committee.

(b) Members of the Election Committee shall not be eligible to contest in an election for which their committee has oversight.

(c) Subject to sub-clause (b), a member of the Executive Committee may be appointed to serve on the election Committee.

(d) Notice of elective positions for Executive Officers shall be published by the secretariat to all member unions/ Associations at least six (6) months to the Congress by the Electoral Committee.

(e) The Election Committee appointed under (b)(3) of Article 6 shall elect a Chairperson and a Secretary amongst themselves

Functions of the Electoral Committee

The Election Committee shall be:

(a) responsible for all arrangements and schedules necessary for the conduct of elections.

(b) receive and vet nominations of candidates publicize same within three months before the election.

- (c) receive complaints on all matters towards ensuring a peaceful, transparent and fair elections.
- (d) make proposals for the decision and approval of the Executive Committee on pre-election petitions.
- (e) ensure that all pre-election petitions are resolved at least one month before an election.
- (f) the election committee stand dissolved immediately after congress
- (g) all post-election petitions shall be forwarded to the Labour and Bargaining Committee for resolution.

(4) Filing of Nominations

(1) Filing of Nomination shall be as follows:

(a) Eligible candidates for the position of a Executive Committee shall be nominated by a National Union/Association and seconded by another National Union/Association in another Country(3) months before National Delegates congress.

(5) Voting

(a) A candidate shall be deemed to be elected if he/she obtains a simple majority of the number of Delegates present and voting.

(b) Delegates can vote by proxy only where such delegates give notice to the Chairperson of the election committee not less 72 hours to the election in which such delegates would have voted.

(c) All elections shall be held by secret ballot only.

(d).Where at the expiration of the time prescribed for nominations to be made, only one candidate stands nominated for a position, that candidate shall be declared elected as unopposed by the Election Committee.

(5) Eligibility to contest for an Election

(a) A member is eligible for election to an Executive Committee position if he or she is in good standing with his/her national Union/ Association.

(b) A national Union/ Association shall not be eligible to present a candidate if the National Union/ Association is not in good standing with the Confederation.

(c) A member in good standing is a member who has paid it dues up to date and has fulfilled all other commitments to the Confederation.

(d) A candidate is not qualified to be nominated for election if he or she has any record of conviction for a criminal offence or proven unprofessional or other misconduct involving dishonesty or moral turpitude.

(e) No person shall contest for more than one (1) executive position at the same election.

(h) All candidates must present manifestos; curriculum vitae and two passport size photographs, a photocopy of a national identity card to the Election Committee to be circulated to the member countries three (3) months before election.

(i) The Executive Committee shall be dissolved two hours prior the elections to enable the Election Committee conduct the election and thereafter reconvene.

ARTICLE 7: TERMINATION OF MEMBERSHIP

1. A member, affiliate member and associate member may terminate its membership with the ANMC.
2. A member, affiliate member or associate member may apply for the termination of its membership at least three months of the proposed date of termination.
3. The member, affiliate member or associate member in question shall give three months written notice to the General Secretary of the ANMC.
4. A member, affiliate member or associate member shall before application for termination pay its all financial commitments to the Confederation.
5. The ANMC may terminate membership of the union or association that violates the constitution or any other written policy or by-laws.
6. The terminating member shall not claim any refund of dues paid or claim any asset of the organisation.

ARTICLE 8: AMENDMENTS TO THE CONSTITUTION

1. This Constitution shall be amended at Congress.
2. A proposal for amendment shall be submitted to the Secretariat by the Executive Committee or a National Union /Association six months to the next congress, and shall be circulated to all member Unions / Associations three month to congress.

3. Amendments to the Constitution require to be voted by a two-thirds majority of the delegates to the Congress.

ARTICLE 9: INTERPRETATION OF THE CONSTITUTION

ARTICLE 10: STANDING ORDERS

1. The business of the Delegates Conference shall be taken in the order as they appear on the Agenda unless otherwise decided by the Conference/ Congress.
 2. The mover of any motion for the passing of a resolution shall have the right to explain the motion.
 3. (c) No delegate shall be allowed to speak more than once on the motion unless permission is given to do so or on point of order to the Presiding Officer. Remarks made shall be strictly confined to explanation of point of order.
 4. Every motion moved shall be seconded by a delegate.
 5. Except on point of order, no Delegate shall interrupt any Delegate who is on his feet and addressing a meeting.
 6. The decision of the presiding officer on a point of order shall be final.
 7. Any delegate desiring to address the conference must rise from his or her seat and address the chair and when any delegate is called to order he or she shall resume his or her seat until the point is decided. Speeches and motions shall be limited to the maximum duration of three (3) minutes. (h) The Presiding Officer shall have control over proceedings, and shall exercise discipline including expulsion from the meeting any member who misconducts himself or herself.
3. Adopted by the **FEBRUARY 2025** Maiden Congress of the ANMC held in **Ghana and** attended by representatives of the following countries:

Country	Union/Association
Uganda	Ugandan Nurses and Midwives Union
Ghana	Ghana Registered Nurses and Midwives Association

South Africa	Democratic Nurses Organization of South Africa (DENOSA)
Botswana	Botswana Nurses Union
Kenya	Kenyan National Association of Nurses and Midwives
Zambia	Zambian Union of Nurses and Midwives
Zimbabwe	Zimbabwe Nurses Association
Senegal	Senegalese Nurses Association
Togo	Togolese Nurses Association
Mali	ASSOCIATION NATIONALE DES INFIRMIÈRES ET INFIRMIERS DU MALI
South Sudan	South Sudan Nurses and Midwives Association
Sudan	Sudanese Nurses Organization
Rwanda	Rwanda Nurses and Midwives Union
Madagascar	Conseil de l'ordre National des Infirmiers de Madagascar (CONIM)
Seychelles	Nurses Association Republic of Sychelles
Gambia	National Association of Gambia Nurses and Midwives
Lesotho	Lesotho Nurses Association
Liberia	Liberian Nurses Association