

The legal protection of nursing assistants in Algeria

Doctor. SOHBI MOHAMED AMINE¹, Doctor. BOUSSELAMA MAACHOU²

¹Professor Lecturer A, Member of the Laboratory of Corporate Law, Faculty of Law and Political Sciences, 19 March 1962, Djillali Liabes University of Sidi Bel Abbes (Algeria).

²Doctor of Private Law, Interim Professor, Faculty of Economic and Commercial Sciences, Djillali Liabes University of Sidi Bel Abbes (Algeria).

The Author's E-mail: mohamed.sohbi@univ-sba.dz¹, maachou383@gmail.com²

Received: 03/2024

Published: 07/2024

Abstract:

Nursing professionals play an important role in society, as they are the frontline soldiers in maintaining the safety of the human body by ensuring the application of basic mechanisms and means that accompany the medical treatment process. Their duties include providing physical, psychological and social support to patients. The nature of their work and the circumstances in which they work make them more psychologically resilient and robust. Because of their importance in society, special legislation has been enacted for them. The profession has also attracted the attention and support of the World Health Organisation, the International Health Association and the American Nurses Association.

We chose this group because of their importance in society and the need to protect them in Algeria. Therefore, we focused on a summary and simplified set of controls in the care process to determine the extent of the Algerian legislator's concern for this group of workers.

Legislative texts and articles have been enacted, detailing the tasks, rights and obligations of this group. It should be noted, however, that this group is exposed to many risks that must be identified and preventive measures must be taken to protect the “white army”, so to speak, from the known and unusual harms resulting from the daily exercise of the profession. All this has been addressed by the Algerian legislator in scattered texts that can be traced and relied upon to establish and find any activity related to nursing.

Keywords: Nursing, nursing assistants, Algerian legislation

Introduction:

Medicine is a science that has existed for thousands of years and has evolved with the advancement of technology. It has attracted the interest of all mankind. Some have sought to understand the causes and origins of disease, while others have been interested in developing this field for the benefit of people. With the remarkable progress, the nursing profession was born, whose role is to take care of patients and comfort them in various ways. This profession has become quite important, as it has been guaranteed by various legislations in the work plan.

Various countries have also taken an interest in training those who work in this profession and have set up centres for its practice, which requires academic certificates for entry.

The Algerian legislator has established the regulatory provisions of the basic law for the public health care assistants according to the executive decree no. 11-121 of 20 March 2011. The International Labour Organisation's Recommendation No. 157 also provides for specific protection in relation to the employment, working and living conditions of nursing staff.

We therefore raise the following issue:

- What is the role of Algerian legislation in protecting the category of nursing assistants in the exercise of their duties?
- What are the methods, ways and mechanisms designed to protect nursing assistants?

Under this problem, the following sub-questions arise

- What is the nursing profession according to the law? And what is the profession of care assistants?
- What are the legal provisions governing the corps of nursing assistants?
- What is the position of international organisations and Algerian legislation on the profession of nursing assistants?

In order to answer the above problem, we have adopted a research plan that has allowed us to study all the orientations, consisting of two axes, each with two sections, detailed as follows:

The First Axis: The Legal Nature of Nursing Assistants

Nursing is a fundamental profession in the health sector, where nurses play an important role in providing safe health services to patients. Therefore, we find different definitions of the nursing profession and the personnel it includes, which we will present.

The first section: The concept of the nursing profession

Nursing is a profession that works in the health sector, providing medical services alongside medicine, by providing specific therapeutic services that in themselves contribute to the maintenance of human health and survival, as well as to the prevention of complications that may result from diseases and injuries. Nursing has two aspects: a technical one and a moral one. The nurse is also characterised by certain qualities, such as patience, honesty, respect for patient confidentiality, and a gentle and kind approach to the patient.

The first requirement: Definition of the nursing profession

The first branch: Linguistic and Terminological Definition

First - linguistically: The word “nursing” is derived from the verb “to be ill”, which means to change or make someone ill from a worse to a better state, i.e. to treat and provide care and assistance to eliminate the illness.

We say “the nurse treated the injured person”, meaning she gave first aid and bandaged his wounds.

Secondly - terminologically: The nurse is the person who provides nursing services and has the knowledge base, skills and self-confidence to work in various health care units based on the instructions of the supervising physician, and the nurse holds this title by virtue of a licence granted by law.

The Second Branch: The legal definition of the nursing profession

The nursing profession is a role built on a foundation of appropriate scientific knowledge and expertise according to its specific field of work. It requires certain skills and specialisations and is governed by specific laws and ethics, with the aim of caring for individuals and their families, maintaining health and preventing disease. As such, it is subject to the legal system of the State through specific regulations and laws¹.

Accordingly, the nurse is the person who has been trained and registered in paramedical schools and who, as an assistant to the doctor, regardless of his or her rank, seeks to provide a series of services to the patient.

As to whether there is a specific and definite definition of the nursing profession, we note that there is no explicit one, but by examining the legal provisions that specifically regulate this field, we can extract a simple legal definition, as follows:

Nursing is a form of assistance provided by a person called a nurse to a party who is in a weak position, i.e. the patient, in order to achieve the desired human harmony and cooperation between people. The user of nursing is the person who has received theoretical and practical training in paramedical training schools and provides a set of services to the patient as an assistant to the doctor, regardless of his degree.

The second requirement: The concept of nursing assistants:

Nursing assistants are those persons who perform some simple therapeutic tasks and duties that assist the nurse, where the assistant performs tasks directed by the nurse under his/her supervision and responsibility. The nursing assistant does not perform technical tasks. The nursing assistant works under the supervision and as part of a team of nurses, doctors and other health professionals to provide the necessary care within the general and specialised principles according to the specific needs of the patient.

The role of the nurse includes:

- Providing ongoing care to the patient by thoroughly assessing their needs.
- Appropriate use and selection of equipment.
- Giving the patient full freedom to express their feelings.
- Communicating with the patient's family, encouraging them to participate in the patient's care.
- Maintain continuity of training for the nursing team to provide advanced nursing care.

¹- Amohamed Al-Jawadi, Medicine and Law, Publishing and Printing House, First Edition, Cairo, Egypt, 1999, p.89.

- Carrying out therapeutic procedures as prescribed by the doctor, taking into account the psychological, spiritual, physical and social needs of the patient.

- Conducting studies related to nursing care in order to improve the quality of nursing care².

-Working with all hospital departments to achieve the overall goals of the hospital.

-These noble tasks lead the nurse to adapt his psychological and physical skills through methods of care for the health of the community, as he aims to maintain the health and care of the patient.

***The second chapter “Regulations applicable to the treatment sector” of the Decree No. 11-121 of 20 March 2011, in the first chapter “The corps of public health nursing assistants” in the following articles: 21-22-23.**

1- According to article 21 of the same decree, the corps of public health nursing assistants comprises two ranks:

- The rank of assistant public health nurse.

- The rank of senior public health nurse.

2- Article 22 of the first section of Decree No. 11-121 states that

“Public health nursing assistants are responsible, in particular, for the physical cleanliness of patients and their surroundings, for basic nursing care and for tasks related to hospitality and the maintenance of health in hospitals.

They take part in the maintenance of equipment and the organisation of supplies”.

3- Article 23 states that: “In addition to the tasks assigned to nursing assistants, senior nursing assistants are particularly responsible for observing and collecting data relating to the patient’s state of health and reporting observations in writing and orally in order to ensure continuity of care”³.

The second part: The Position of International Organisations and Algerian Legislation on the Nursing Assistant Profession

The first section: The position of international organisations

The first section: The World Health Organisation

The World Health Organization (WHO) is considered the guiding and coordinating authority within the United Nations system in the field of health. It is responsible for providing leadership on global health issues, shaping the health research agenda, setting norms and standards, formulating evidence-based policy options, providing technical assistance to countries, and monitoring and evaluating health trends.

²- “Ibtisam Ahmad Abu al oumryn”, The Level of Mental Health of Nursing Professionals in Governmental Hospitals in the Governorates of Gaza and its Relationship to their Performance Level, Master’s Thesis, Islamic University (Department of Psychology, Faculty of Education), Gaza, 2008, pp. 38-39.

³- “Executive Decree No. 11-121”, dated 15 Rabi’ Al-Thani 1432 AH corresponding to 20 March 2011, containing (The Basic Law for Employees Belonging to the Paramedical Corps of Public Health), issued on 20 March 2011, Issue 17, pp. 11-12.

The World Health Organization was established by the United Nations General Assembly on 7 April 1948. It has considered this aspect of the health sector as the cornerstone on which the sector in general is built. It has also stated in its definition of the nursing profession that it is “the work of the nurse in assisting the individual - patient or healthy - to carry out, in peace and safety, those activities which contribute to the promotion of his or her health or to the restoration of his or her health in case of sickness or death”⁴.

This organisation has supported and contributed to the development of this profession and encouraged its practice. It has also raised its flag with an international character that transcends the character of a single society within each country. It has recognised many rights and privileges that nurses should enjoy, both internationally and nationally in each country⁵.

The Second Branch: The International Health Association:

The International Health Association has played an important role in activating the nursing profession. It is the highest decision-making body of the World Health Organisation. It has played an important role in activating and researching the principles and foundations of this profession. This association has made its presence felt especially at the domestic level of communities and among nations and peoples.

The International Health Association has defined the profession of nursing as follows: “Nursing is a science and an art and is concerned with the individual as a whole - body, mind and spirit - and works to promote and preserve the individual spiritually, mentally and physically and to assist in the recovery of the sick. Concern for the sick individual extends to his family and community, and includes concern for his environment and health education through guidance and example”⁶.

The Association has produced several publications which have been endorsed by many countries. The role of these associations in monitoring and overseeing the implementation of all matters related to the support and preservation of this noble profession has been evident. This is due to the importance of preserving human health after the suffering and health crises experienced by the peoples of the world due to serious diseases of various causes, as well as the dangers resulting from the injustice of wars, including the wounded, disabled and other related risks.

As a result, these international organisations have played a positive and driving role in helping various countries to work together to protect and assist those affected and the sick suffering from various injuries⁷.

The Third Branch: The American Nurses Association

⁴- “Kuwaiti Nursing Association”, official website, (definition of nursing according to the World Health Organisation’s definition), date of visit 05/06/2024, at 23:50.

⁵- “Internet”, Global Website, The Nursing Profession, Discussion and Dialogue Club, 2019, date of website visit 12/11/2019 (with modifications).

⁶- "Kuwaiti Nursing Association", Official Website, (Nursing Definition according to the World Health Organization definition), Previous Reference.

⁷- "The Internet", Global Website, The Nursing Profession and its Characteristics, 2019, Website Visited: 11/12/2019.

The American Nurses Association is a professional organisation dedicated to the advancement and protection of the nursing profession. It was founded in 1896 as the Association of Graduate Nurses and changed its name to the American Nurses Association in 1911. This association has had a significant impact on American society as it has advocated and championed the advancement of the profession. It has gone to great lengths to ensure a high level of professional competence by establishing major universities specialising in the education and training of personnel with advanced degrees in the field. This is based on the consideration that the nursing profession is an essential component of the overall medical field.

The American Nurses Association has defined the nursing profession as “a direct service aimed at meeting the health and illness needs of the individual, the family and the community”⁸.

The American Nurses Association has also played an important role in raising awareness and shaping the attitudes of American citizens, striving to instil respect and reverence for this noble profession, and to cultivate the aspiration and perseverance to develop oneself to pursue a career in nursing.

As far as the international arena is concerned, it has also had a presence there to the extent that it has carried out remarkable works at the level of some countries of the world, and this is thanks to its founders. Among the countries that have received many grants and aid are those whose peoples suffer from the dangers and catastrophes of war and natural disasters. It has provided many necessary grants in the fields of medicine and nursing for war victims and those affected by earthquakes and floods, thus playing a great and important role in the nursing profession⁹.

The Fourth Branch: The International Labour Organization

The International Labour Organization develops and oversees a system of international labour standards aimed at promoting access for men and women to gainful employment in conditions of freedom, equality, security and dignity.

To this end, the General Conference of the International Labour Organization has adopted a Recommendation on Nursing Personnel, known as the “Nursing Personnel Recommendation”, which includes the following:¹⁰

1. Scope.
2. Principles relating to nursing services and nursing personnel.
3. Education and training.
4. The practice of nursing.
5. Participation.
6. Career progression.

⁸- "Kuwaiti Nursing Association" Same as the Previous Reference.

⁹- "Internet", Global Website, Omani Schools Forums, The Nursing Profession, date of visit 12/11/2019.

¹⁰- "Recommendation No. 157 of the International Labour Conference in its Sixty-Third Session on 01 June 1977", Recommendation concerning the Employment and Conditions of Work and Life of Nursing Personnel, 1989, pages 02 to 31 (with modifications).

7. Wages.
8. Working hours and rest periods.
9. Health and safety at work.
10. Social security.
11. Arrangements for Private Use
12. Nursing students
13. International cooperation
14. Methods of implementation

The second requirement: The position of the Algerian legislator

It is necessary to discuss the profession of nurse's aide in terms of the position of the Algerian legislator, who considered it a public function among other functions. It is therefore necessary to examine the various legal texts that have organised this profession.

As a result, the Algerian legislator, like other legislators, has enacted many texts organising the health sector in general since independence. For example, the law of 1966 was the first spark to start discussing the organisational and legal decrees that organise the health sector and work to promote and protect it by various legal means. This was followed by other laws, such as the Law of 1978 and Law 85/05 on the Protection and Promotion of Health, until the Health Law 18/11,¹¹ which established general principles and rules that organised and clarified all the legal channels that would contribute to the protection of health.

This law spoke about what was related to the health sector as a whole and, in particular, to all practitioners of the medical profession and the nursing profession as a technical staff branch.

One of the most important legal texts that specifically concerned and organised the nursing staff is the Decree No. 11-121 of 20 March 2011, which included the special basic law for the staff of the paramedical corps of the public health service and those belonging to it, including the staff of nursing assistants, who, like the other elements of the paramedical staff, were given specific legal texts by the Algerian legislator, those articles starting from article 21 to article 27 of the aforementioned Decree¹².

with regard to the obligations and ethical behaviour relating to the profession, as set out in the code of conduct and ethics for members of a particular profession, such as knowledge of the obligations that apply to them, whether among themselves as practitioners of the profession or in relation to other persons outside the profession. This becomes important when there are no specific fundamental laws governing a particular profession¹³. This places a burden on the researcher in this field, which is controlled by behaviours and governed by rules. The nursing

¹¹- "Law No. 18-11" of 2 July 2018, relating to health, Official Gazette of 29 July 2018.

¹²- "Executive Decree No. 11-121", dated Rabi' Al-Awwal 15, 1432H corresponding to 20 March 2011, containing (the Special Basic Law for Employees Belonging to the Paramedical Corps of Public Health), previous reference.

¹³- "Al-Eid Mokaddem", Ethics of Public Service, Journal of the National School of Administration, Volume 07, Issue 01, 1997, p.08.

profession has its own specific ethics and the nurse must understand and appreciate the rules and principles of this ethics, which are as follows:

1. What is closely related to the nurse herself: to respect herself and to present a decent appearance, whether in terms of dress or personal hygiene. In particular, nurses should avoid the excessive use of cosmetics and should wear clothes that reflect the honour and nobility of the profession.

2. In relation to colleagues: this includes the nurse'

The Second Axis: Aspects of the Legal Protection of the Corps of Nursing Assistants

The State was obliged to define the necessary conditions for entering the public service, taking into account the social, economic and political circumstances that obliged it to do so. With regard to the nursing corps, which is considered to be part of the public service, the Algerian legislator has adopted specific legal texts to regulate entry into this corps. Article 4 of Law No. 11-121, which stipulates that "The civil servants covered by this special basic law shall be subject to the rights and obligations provided for in Decree No. 06-03 of 15 July 2006 and shall also be subject to the internal regulations of the institution in which they work".

The first section: Establishing the rights of nursing assistants

In the general and specific texts, we find the rights of employees in general, including the rights of employees belonging to the corps of nurses. The nurse is the first person to have personal contact with the patient, giving him the necessary treatment and monitoring his condition until he is safely discharged.

The first requirement: General rights

The general rights are the rights to which all employees, regardless of their position, are equal and have access to without discrimination. These rights are found in the Civil Service Code, alongside the obligations imposed on employees by virtue of their membership of the public service to which they have been appointed and defined by Decree 06-03¹⁴, such as the obligation of employees to carry out their assigned duties personally and to devote their lives to them, without bringing in their personal political and religious convictions.

Because of the specificity of certain sectors, the Algerian legislator has emphasised these obligations in specific texts. For example, in the health sector, in addition to the general obligations, there are a number of obligations relating to the nursing profession and ethical obligations which are not limited to the narrow concept of the service provided, but encompass it in a broader sense.

The regulation on the protection of employees belonging to this category has been careful not to limit itself to what is stated in article 30 of regulation no. 06-03¹⁵, but has sought to emphasise this right, as the employee may be exposed to aggression from some of the beneficiaries in this sector, whether from the patient's family or, in some cases, from the patient himself. This right

¹⁴- Decree No. 06-03 of Jumada Al-Thani 19, 1427H, corresponding to 15 July 2006, containing the General Law of the Civil Service, issued on 16 July 2006, Official Gazette, p. 46.

¹⁵- "Article 30 of the aforementioned Decree 06-03".

is seen as a guarantee for workers who deal with the human body, which is seen as one of the most difficult things to deal with, because it is one of the most precious and valuable rights.

With regard to the balance between the two equal rights, represented by the right of the patient or his family and the right of the nurse, the Algerian legislator has tried to intervene with balanced legal texts, establishing texts for each of them, granting the employee his rights, such as his right to a salary and social security, and granting the patient his rights, such as the right to claim compensation for any damage he may suffer as a result of the medical intervention¹⁶.

The Second Requirement: Private Rights

The first branch: The right to food

The nature of the work carried out by nursing assistants, which for a long time has taken the form of shifts with long working hours, including breakfast, has been a sensitive issue that the legislator has had to take into account in order to preserve this group of workers who carry out their noble duties with diligence and integrity.

The second branch: The right to transport

This right is considered one of the most important rights of this group of workers, as this means of transport is most needed by them, as it enables them to perform their duties to the full, especially during the night shifts imposed by the Algerian legislator on the worker during his professional career, which requires the worker to move from one health centre to another as part of the performance of his duties.

The Third Branch: The right to dress

Among the peculiarities of this noble profession, it has been required that the employees belonging to the corps of nursing assistants wear a specific dress, in order to distinguish them and facilitate the differentiation between them and their colleagues from the health sector.

We often find that the clothing prescribed for this category consists of a white apron, as it is a colour that evokes peace and security, which encourages the patient to feel comfortable and safe, to entrust their care to the employee and to respect them.

The second theme: Protection against occupational hazards

The Algerian legislator has obliged all state authorities, local authorities, institutions and bodies, as well as the population, to take measures to ensure cleanliness, hygiene and the control of epidemic diseases, as well as to combat environmental pollution, clean working conditions and general prevention. This text was drafted in general terms to include hospital-acquired infections and the fight against pollution of the internal working environment. The Algerian legislator referred to regulations in order to define the standards related to hygiene and

¹⁶- "Taheri Houssein, Medical and therapeutic errors in public hospitals, Dar Houma, Algeria, 2004, p. 25.

prevention¹⁷. Executive Decree No. 03-52 of 4 February 2003¹⁸ also authorised compensation for the risk of infection in favour of practitioners in some public health structures.

The first requirement: Health prevention and safety

Law No. 88-07 of 26 January 1988¹⁹ on health prevention, safety and occupational medicine defined the ways and means of creating the best conditions for health prevention and safety in the workplace. It also defined the general rules in the field of occupational medicine, the general rules in the field of training and information on occupational risks, the bodies responsible for organising, financing and monitoring prevention, and the penalties applicable to infringements of these rules.

The main protection, safety and prevention measures to be taken by the entity employing the nursing assistants, as a result of its choice of one of the internal bodies responsible for monitoring the implementation of the health prevention and safety rules in the workplace, are based on legal standards as well as the nature of the entity's activity and its economic importance, the nature of its labour relations and the number of its employees. In view of the specific nature of these risks, the Algerian legislator has adopted a series of legislative, regulatory and technical instruments relating to cleaning, safety and occupational health services, in application of articles 23-24-26 of Law No. 88-07 of 27 January 1988²⁰.

This law also enacted Decree No. 91-05 of 19 January 1991 on the general protection rules applicable to the maintenance of health and safety in the workplace²¹.

The second requirement: Occupational medicine

Nursing assistants are entitled to occupational health care in accordance with the provisions of Decree No. 93-120 of 15 May 1993²², which organises occupational health care, and the Joint Ministerial Order of 2 April 1995²³, which defines the model agreement on occupational health care concluded between the employer and the health service or competent authority or qualified doctor. In view of the new risks emerging in the world of work, occupational diseases have been classified in accordance with the joint ministerial order of 5 May 1996 establishing the list of diseases that may have an occupational origin and its annexes 1 and 2²⁴.

¹⁷- Ministerial Instruction No. 573 of 13 December 2000 on the hospital hygiene protocol for the prevention of viral diseases in blood dialysis centres, and Ministerial Instruction No. 02 of 19 November 2002 on the prevention of blood exposure accidents in the practice of dentistry, and Ministerial Instruction No. 02 of December 2013 on procedures against healthcare-associated infections and improving the management of the hospital environment.

¹⁸- "Executive Decree No. 03-52", dated 03 Dhul Hijjah 1423 AH corresponding to 04 February 2003, establishes compensation for infection for the benefit of practitioners working in certain public health structures, Official Gazette published on February 2003, No. 08.

¹⁹- Law no. 88-07 on health prevention, safety and occupational medicine, issue 04, published on 27 January 1988.

²⁰- "Law No. 88-07", relating to health prevention, safety and occupational medicine, previous reference.

²¹- "Executive Decree No. 91-05" of 19 January 1991, on the general rules for the protection of health and safety in the workplace, Official Journal No. 04 of 23 January 1991.

²²- "Decree No. 93-120", of 15 May 1993, on the organisation of occupational medicine, Official Journal No. 33.

²³- "Joint Ministerial Order", establishing the model agreement on occupational medicine between the employer and the health sector or the competent authority or the qualified doctor, of 2 April 1995, Journal Officiel, number 30.

²⁴- "Joint Ministerial Order", of 5 May 1996, establishing the list of illnesses that may have a professional origin and its annexes, Official Gazette, No. 30.

In this context, the Algerian legislator, by a joint ministerial decree of 9 June 1997²⁵, established the list of activities that are the most likely to expose workers to occupational risks, in addition to the rules defining occupational medicine and the obligation of the employer to conclude contracts with occupational medicine services. Employers are obliged to conduct periodic examinations of workers and to report infectious and occupational diseases. The occupational physician is obliged to prepare the necessary vaccinations, which are considered to be a way of preventing these diseases, in accordance with the organisational texts and the reports he prepares in accordance with the decrees of 16 October 2001, which are:

1. The Joint Ministerial Decree determining the content of the documents to be drawn up by the occupational physician and the methods of drawing up and maintaining them.
2. Joint Ministerial Decree determining the standard report of the occupational physician.
3. Joint Ministerial Decree laying down standards in the field of personnel, premises and guidelines for occupational health services.
4. The order laying down the methods for implementing the provisions of Article 30 of Executive Decree No. 93-120 of Dhu al-Qi'dah 23, 1413 AH, corresponding to 15 May 1993, concerning the organisation of occupational medicine.

Another decree was issued on 10 November 2015 regarding the medical supervision of workers exposed to ionising radiation²⁶.

Conclusion:

It can be said that the nursing profession is as old as humanity itself. It requires the practitioner to possess numerous psychological, moral and social attributes. Nursing also plays a vital role in society, as evidenced by the health, psychological and humanitarian services it provides to members of the community. Given its importance to society, it was necessary for the legislature to provide special protection for this group and to establish legal provisions to enhance the status of this profession.

The stabilisation of legal provisions reveals the shortcomings of the health care legislative system and its inability to keep pace with new legal developments. This calls for the intervention of the legislator in order to review the legislation and take into account the demands of the group of nursing assistants, which have manifested themselves in the form of strikes, in particular those aimed at improving the standard of living through higher wages and better training.

From this perspective, the following proposals can be made:

- The creation of mutual aid funds in the places where the care profession is actually practised, to activate compensation or risk allowances.

²⁵- "Joint Ministerial Order", dated 09 June 1997, which establishes the list of works in which workers are highly exposed to occupational hazards, Official Gazette, No. 75.

²⁶- Order dated 27 Muharram 1437 AH corresponding to 10 November 2015, regarding the medical supervision of workers exposed to ionizing radiation, Official Gazette, number 24, issued on 16 Rajab 1437 AH corresponding to 24 April 2016.

- The creation of specialised insurance policies to protect care assistants, based on the theory of risk.
- The need to establish a code of ethics specific to the nursing profession and its assistants.
- Organisation of training courses, conferences and seminars to improve the level of knowledge, especially in the legal field.
- The need to ratify Recommendation No. 157 concerning the employment and working and living conditions of nurses, adopted at the 63rd session of the International Conference of Nurses in Geneva in 1988.
- The need to provide specialised training for nursing assistants in the recycling and disposal of medical waste.

Reference List:

I. Books:

1. "Mohamed El-Jowady", Medicine and Law, National Publishing and Printing House, first edition, Cairo, Egypt, 1999.
2. "Taher Hussain", Medical Malpractice and Therapeutic Errors in Public Hospitals, Dar Houma, Algeria, 2004.

II. Articles:

- Al-Eid Mokadem, Ethics of Public Service, Journal of the National School of Administration, Volume 07, Issue 01, 1997.

III. Legal texts:

1. Decree No. 06-03 of 19 Jumada Al-Thani 1427H, corresponding to 15 July 2006, which includes the General Law of the Civil Service, published on 16 July 2006, Official Gazette.
2. Ministerial Instruction No. 573 dated 13 December 2000, concerning the hospital hygiene protocol for the prevention of viral diseases in blood dialysis centres, and the Ministerial Instruction dated 19 November 2002, concerning the prevention and exposure to blood in the practice of dentistry, and the Ministerial Instruction No. 02 dated December 2013, concerning the procedures against healthcare associated infections and the improvement of environmental management in hospitals.
3. Recommendation No. 157 of the Sixty-third Session of the International Labour Conference of June 1977, A Recommendation concerning the Employment and Working Conditions of Nursing Personnel, 1989.
4. Law No. 18-11 of 2 July 2018, relating to health, Official Journal of 29 July 2018.
5. Law no. 88-07 relating to health prevention and safety and occupational medicine, Official Journal no. 04 of 27 January 1988.
6. Decision dated Muharram 27, 1437H corresponding to November 10, 2015, related to the medical supervision of workers exposed to ionizing radiation, Official Gazette, issue No. 24, issued on Rajab 16, 1437H corresponding to April 24, 2016.

7. Joint Ministerial Decision, dated 9 June 1997, determining the list of jobs in which workers are highly exposed to occupational hazards, Official Gazette, number 75.
8. Joint Ministerial Decision of 5 May 1996 establishing the list of diseases that may have an occupational origin and its annexes, Official Gazette, No. 16.
9. Joint Ministerial Decision, of 2 April 1995, establishing the model agreement on occupational medicine between the employing organisation and the health service or the competent or qualified doctor, Official Gazette No. 30.
10. Executive Decree No. 03-52 of Dhu al-Hijjah 3, 1423H corresponding to 4 February 2003, establishing compensation for infection in favour of practitioners in certain public health structures, Official Gazette published in February 2003, issue No. 08.
11. Executive Decree No. 11-121, dated Rabi' al-Thani 15, 1432H corresponding to 20 March 2011, containing (the Basic Statute for Employees Belonging to the Paramedical Corps of the Public Health), published on 20 March 2011, Issue No. 17.
12. Decree no. 93-120 of 15 May 1993, relating to the organisation of occupational medicine, Journal Officiel, issue no. 33.
13. Decree No. 91-05 of 19 January 1991 relating to the general protective provisions applicable to the maintenance of health and safety in the workplace, Official Journal of the French Republic, No. 04 of 23 January 1991.

Fourth, the theses:

1. Ibtisam Ahmed Abu Al-Omereen, "The Level of Mental Health of Nursing Professionals in Governmental Hospitals in the Governorates of Gaza and its Relationship to their Performance Level", Master's Thesis, The Islamic University (Department of Psychology, College of Education), Gaza, 2008.

Fifth, websites:

1. The Kuwaiti Nursing Association, the official website, (definition of nursing according to the World Health Organisation definition), visited on 05/06/2024, at 23:50.
2. The Internet, the global website, Omani school forums, the nursing profession, visited on 12/11/2019.
3. The Internet, the global website, The Nursing Profession and its Characteristics, 2019, website visited on 12/11/2019.
4. The Internet, the global website, The Nursing Profession, Discussion and Dialogue Club, 2019, website visited on 12/11/2019.