



P.O. BOX 90– 1000  
Telephone 061 2030700

## COUNTY PUBLIC SERVICE BOARD

---

### **RE: INTERNAL ADVERTISEMENT FOR PROMOTION: DEPARTMENT OF HEALTH (NURSING CADRE)**

Applications are invited from suitably qualified serving officers in the County Government of Nyeri for the positions shown herein in the Department of Health.

Eligible employees are requested to fill the Employment Form which can be downloaded from the County Website, [www.nyeri.go.ke](http://www.nyeri.go.ke)

Where applicable, the Board will consider the cumulative years in the service for consideration of officers in positions applied for.

The completed application form together with the Head of Department Recommendation, Staff Performance Appraisal Report for 2020/2021, letter of appointment/promotion to the current substantive grade and certified copies of academic and professional certificates should be sent or delivered to:

**THE SECRETARY,  
NYERI COUNTY PUBLIC SERVICE BOARD,  
P.O BOX 90-10100,  
NYERI  
CELLPHONE: 0745342000 / 0733977003**

All applications should reach the Secretary on or before **6<sup>th</sup> April 2021**.

Full details of the positions are as indicated below:

## **1. ENROLLED NURSE I, JOB GROUP 'J' (10 posts)**

### **(a) Duties and Responsibilities**

- i) Assessing, planning, implementing nursing interventions and evaluating patient's outcomes;
- ii) Diagnosing common health conditions;
- iii) Providing appropriate healthcare service including Integrated Management of Childhood Illnesses (IMCI), Integrated Management of Adolescents and Adulthood illnesses (IMAI), immunization and reproductive health, providing health education and counselling to patients/clients and community on identified health needs;
- iv) Implementing recommendations from research findings for improvement of care;
- v) Referring patients and clients appropriately;
- vi) Facilitating patients' admission and initiating discharge plans;
- vii) Maintaining records on patients/clients health condition and care;
- viii) Ensuring a tidy and safe clinical environment;
- ix) Conducting assessment of school health needs;
- x) Planning, implementing interventions and preparing periodic reports; identifying occupational health needs;
- xi) Making recommendations; and conducting clinical teaching and assessing nursing students.

### **(b) Requirements for Appointment**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Enrolled Nurse II for a minimum period of three (3) years;
- (ii) Certificate in any of the following disciplines: Kenya Registered Community Health Nursing, Kenya Registered Nursing, Kenya Registered Midwifery, Kenya Registered Nursing/Midwifery or Kenya Registered Nursing/Mental Health and Psychiatry from a-recognized institution;
- (iii) Registration Certificate issued by the Nursing Council of Kenya;
- (iv) Valid practicing license from Nursing Council of Kenya;
- (v) Certificate in computer application skills from a recognized institution; and
- (vi) Shown merit and ability as reflected in work performance and results.
- (vii) Compliance with Chapter Six of the Constitution of Kenya.

**2. REGISTERED NURSE I/SENIOR ENROLLED NURSE II JOB GROUP  
'K' (61 posts)**

**(a) Duties and Responsibilities**

- i) Providing holistic care by carrying out risk identification and assessment of an individual throughout the lifespan;
- ii) Performing a comprehensive physical examination within various settings;
- iii) Assessing, formulating, planning and implementing evidence-based nursing care for client/patient;
- iv) Creating and maintaining a safe nursing care environment for client/patient;
- v) Carrying out patient audits to improve client/patient care;
- vi) Collaborating and maintaining effective working relationships among interdisciplinary teams to support client/patient and their families;
- vii) Carrying out therapeutic communication with the patient/client;
- viii) Conducting community health risk assessment and providing outcome based interventions;
- ix) Documenting interventions and nursing outcomes;
- x) Participating in quality improvement and quality assurance procedures;
- xi) Diagnosing common health conditions and recommending necessary interventions.

**(b) Requirements for Appointment**

- (i) Served in the grade of Registered Nurse II/Enrolled Nurse I for a minimum period of three (3) years;
- (ii) Diploma / Certificate in either Nursing or Midwifery from a recognized institution;
- (iii) Registration Certificate issued by the Nursing Council of Kenya;
- (iv) Valid practicing license from the Nursing Council of Kenya; and
- (v) Certificate in computer application skills from a recognized institution.
- (vi) Compliance with Chapter Six of the Constitution of Kenya.

### **3. SENIOR REGISTERED NURSE/ SENIOR ENROLLED NURSE II, JOB GROUP 'L' (28 posts)**

#### **(a) Duties and Responsibilities**

- i) Providing holistic care by carrying out risk identification and assessment of an individual throughout the lifespan;
- ii) Performing a comprehensive physical examination within various settings;
- iii) Assessing, formulating, planning and implementing evidence-based nursing care for client/patient;
- iv) Creating and maintaining a safe nursing care environment for client/patient;
- v) Carrying out clinical audits to improve client/patient care;
- vi) Collaborating and maintaining effective working relationships among interdisciplinary teams to support client/patient and their families;
- vii) Documenting interventions and nursing outcomes;
- viii) Conducting a community health risk assessment and providing outcome based interventions;
- ix) Participating in quality improvement and quality assurance
- x) Referring patients and clients appropriately;
- xi) Facilitating patients' admission and initiating discharge plans;
- xii) Maintaining records on patients/clients personal and health condition/care;
- xiii) Following up convalescing patients referred from higher facilities for continuity of care;
- xiv) Conducting assessment of school health needs, plan, implement interventions, and preparing periodic reports;
- xv) Conducting occupational health needs assessment, planning, implementing, evaluating, making recommendations and preparing periodic reports;
- xvi) Conducting community diagnosis and providing feedback;
- xvii) Conducting desk review, collecting data and implementing recommendations of the findings for improvement of nursing care.

#### **(b) Requirements for Appointment**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Nursing Officer/ Registered Nurse I/Senior Enrolled Nurse II for a minimum period of three (3) years;
- (ii) Degree/Diploma / Certificate in either Nursing or Midwifery from a recognized institution;
- (iii) Registration Certificate issued by the Nursing Council of Kenya;

- (iv) Valid practicing license from Nursing Council of Kenya;
- (v) Certificate in computer application skills from a recognized institution; and
- (vi) Shown merit and ability as reflected in work performance and results.
- (vii) Compliance with Chapter Six of the Constitution of Kenya.

#### **4. CHIEF NURSING OFFICER/ REGISTERED CHIEF NURSE, JOB GROUP 'M' (76 posts)**

##### **(a) Duties and Responsibilities**

- i) Providing holistic care by carrying out risk identification and assessment of an individual throughout the lifespan;
- ii) Performing a comprehensive physical examination within various settings;
- iii) Assessing, formulating, planning and implementing evidence-based nursing care for client/patient;
- iv) Ensuring a safe nursing care environment for client/patient;
- v) Conducting patient audits to improve client/patient care;
- vi) Collaborating and maintaining effective working relationships among interdisciplinary teams to support client/patient and their families;
- vii) Conducting a community health risk assessment and providing outcome based interventions;
- viii) Conducting nursing teaching and assessment of nursing staff and students;
- ix) Referring patients and clients appropriately;
- x) Facilitating patients' admission and initiating discharge plans; maintaining nursing records on patients/clients personal and health condition/care;
- xi) Conducting assessment of school health needs, and implementing;
- xii) Conducting community diagnosis and providing feedback;
- xiii) Conducting desk reviews, collecting and collating data;
- xiv) Implementing recommendations of findings for improvement of nursing care;
- xv) Conducting ward rounds and reviewing patients' conditions;
- xvi) Coaching and mentoring nursing staff.

**b) Requirement for Appointment:**

For appointment to this grade, an officer must have:-

- (i) Served in the grade of Senior Nursing Officer/Senior Registered Nurse for a minimum period of three (3) years;
- (ii) Degree /Diploma in either Nursing or Midwifery from a recognized institution;
- (iii) Registration Certificate issued by the Nursing Council of Kenya;
- (iv) Valid Practising License from the Nursing Council of Kenya;
- (v) Certificate in computer application skills from a recognized institution; and
- (vi) shown merit and ability as reflected in work performance and results.
- (vii) Compliance with Chapter Six of the Constitution of Kenya.

**5. PRINCIPAL NURSING OFFICER/REGISTERED PRINCIPAL NURSE,  
JOB GROUP 'N' (19 posts)**

**(a) Duties and Responsibilities**

- i) Providing holistic care by carrying out risk identification and assessment of an individual throughout the lifespan;
- ii) Performing a comprehensive physical examination within various settings;
- iii) Assessing, formulating, planning and implementing -evidence-based nursing care for client/patient;
- iv) Ensuring a safe nursing care environment for client/patient;
- v) Conducting patient audits to improve client/patient care;
- vi) Collaborating and maintaining effective working relationships among interdisciplinary teams to support client/patient and their families;
- vii) Conducting nursing teaching and assessment of nursing staff and students;
- viii) Coordinate quality assurance activities for improvement of nursing care outcomes.
- ix) Evaluating community interventions and providing feedback;
- x) Managing nursing commodities and other resources;
- xi) Conducting studies and surveys in various health care areas and disseminating findings to improve care;
- xii) Coordinating occupational health and safety activities and preparing periodic reports;
- xiii) Ensuring effective utilization and safety of assigned medical supplies and equipment;

- xiv) Developing standard operating procedures for the unit in collaboration with other stakeholders;
- xv) Conducting training needs assessment and developing training/induction programmes;
- xvi) Evaluating in-house training programmes and producing periodical reports;
- xvii) Implementing nursing programmes;
- xviii) Mobilizing resources for implementation of nursing activities and projects;
- xix) Conducting ward rounds and reviewing patients' conditions;
- xx) Coaching and mentoring nursing staff

**(b) Requirements for Appointment**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Chief Nursing Officer /Chief Registered Nurse for a minimum period of three (3) years;
- (ii) Degree/Diploma in either Nursing or Midwifery from a recognized institution;
- (iii) Registration Certificate issued by the Nursing Council of Kenya;
- (iv) Valid practicing license from the Nursing Council of Kenya;
- (v) Certificate in Senior Management Course lasting not less than four (4) weeks from a recognized institution;
- (vi) Certificate in computer application skills from a recognized institution; and
- (vii) Shown merit and ability as reflected in work performance and results.
- (viii) Compliance with Chapter Six of the Constitution of Kenya.

**6. ASSISTANT DIRECTOR, NURSING SERVICES, JOB GROUP `P' (10 Posts)**

**(a) Duties and Responsibilities**

- i) Coordinating development of policies, standards and guidelines in the provision of nursing services;
- ii) Ensuring application of the nursing process at the service delivery unit of specialization;
- iii) Carrying out comprehensive health needs assessment in the area of specialization;
- iv) Formulating interventions to address identified health needs;
- v) Monitoring and evaluating health care services in a health facility;

- vi) Coordinating implementation of nursing related projects and programmes;
- vii) Coordinating the provision of appropriate healthcare services including Integrated Management of Childhood Illnesses (IMCI), Integrated Management of Adolescents and Adulthood Illnesses (IMAI), immunization and reproductive health;
- viii) Coordinating preparation of training plans/programmes for nurses at the service delivery department;
- ix) Providing quantification and specifications for procurement of medical supplies and equipment;
- x) Conducting research and preparing -reports;
- xi) Advising Health/Hospital Management Team (HMT) on matters relating to Nursing Services;
- xii) Implementing continuing professional development programmes for nurses;
- xiii) Preparing strategic/annual work plans in a health facility;
- xiv) Coaching and mentoring staff.

**(b) Requirements for Appointment**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Principal Nursing Officer/Principal Registered Nurse for a minimum period of three (3) years;
- (ii) Diploma in either Nursing or Midwifery from a recognized institution;
- (iii) Higher National Diploma /Post Diploma in any of the following disciplines: Nursing, Midwifery, Medical Surgical Nursing, Paediatric Nursing, Critical Care Nursing, Oncology and Palliative Care Nursing, Forensic Nursing, Community Health Nursing, Nursing Education, Nursing Management and leadership, Mental Health or Geriatric Nursing from a recognized institution;

**OR**

Bachelor's Degree in either Nursing or Midwifery from a recognized institution

Master's Degree in any of the following disciplines: Midwifery, Medical Surgical Nursing, Paediatric Nursing, Critical Care Nursing, Oncology and Palliative Care Nursing, Forensic Nursing, Community Health



Nursing, Nursing Education, Nursing Management' or Geriatric Nursing from a recognized institution.

- (iv) Registration Certificate issued by the Nursing Council of Kenya;
- (v) Valid practicing license from the Nursing Council of Kenya;
- (vi) Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;
- (vii) Certificate in computer application skills from a recognized institution; and
- (viii) Demonstrated a high degree of professional competence and administrative capability.
- (ix) Compliance with Chapter Six of the Constitution of Kenya.

## **7. SENIOR ASSISTANT DIRECTOR, NURSING SERVICES, JOB GROUP 'Q' (2 POSTS)**

### **a) Duties and Responsibilities**

- i) Developing of policies, standards and guidelines in the provision of nursing services;
- ii) Ensuring application of nursing process at the service delivery unit;
- iii) Carrying out comprehensive health needs assessment in a health facility and Community;
- iv) Designing training needs assessment tools, curriculum and programmes; formulating interventions to address identified health needs;
- v) Monitoring and evaluating health care services in a health facility and community;
- vi) Coordinating implementation of nursing related projects and programmes;
- vii) Managing nursing services at a health facility and community;
- viii) Coordinating preparation of training plans/programmes for nurses;
- ix) Providing quantification and specifications for procurement of medical supplies and equipment;
- x) Conducting research;
- xi) Advising Health or Hospital Management Team (HMT) on matters relating to Nursing Services;
- xii) Coordinating development of strategic/work planning and performance contracts for Nurses.

**b) Requirements for Appointment-;**

For appointment to this grade, an officer must have:

- (i) Served in the grade of Assistant Director, Nursing Services for a minimum period of three (3) years.
- (ii) Bachelors Degree in either Nursing or Midwifery from a recognized institution;

**OR**

Higher Diploma in any of the following discipline: Kenya Registered Community Health Nursing, Registered Anaesthetic Nursing, Kenya Registered Psychiatric Nursing, Kenya Registered Peri-operative Nursing, Kenya Registered Ophthalmology Nursing, Kenya Registered Paediatric Nursing, Kenya Registered Critical Care Nursing, Kenya Registered Accident & Emergency Nursing, Kenya Registered Neonatal Nursing, Kenya Registered Nephrology Nursing or Kenya Registered Palliative Nursing from a recognized institution;

**OR**

Diploma in Advanced Nursing in any of the following disciplines: Nursing, Education Psychology, Nursing Administration, Community Health Nursing, Mental Health and Psychiatric Nursing or Clinical Care from a recognized institution.

- (iii) Masters Degree in any of the following disciplines: Midwifery, Medical Surgical Nursing, Paediatric Nursing, Critical Care Nursing, Oncology and Palliative Care Nursing, Forensic Nursing, Community Health Nursing, Nursing Education, Nursing Management' or Geriatric Nursing from a recognized institution.
- (iv) Registration Certificate issued by the Nursing Council of Kenya.
- (v) Valid practising license from the Nursing Council of Kenya.
- (vi) Certificate in Strategic Leadership Development Programme lasting not less than six (6) weeks from a recognized institution;
- (vii) Certificate in computer application skills from a recognized institution; and
- (viii) Demonstrated a high degree of professional competence and administrative capability.
- (ix) Compliance with Chapter Six of the Constitution of Kenya.