



**The Liberian Board
For
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Process for Licensure

The LBNM Licensure Process for Nursing and Midwifery Institutions in Liberia

Effective professional and regulatory organizations contribute to the safety and welfare of the public by promoting quality practitioners through the establishment of registration systems and assurance of the competence of health care workers.

A critical function of a regulatory body beside accreditation, is to register and license the health care workers it is charged to regulate. Essentially these two processes enable (1) validation that a person meets required standards to practice, and (2) title protection. The terms “registration” and “licensure” are not used uniformly. For example, a newly qualified health care worker will be required to register (have name entered in a register) and be licensed. The license is the permit that allows the person to practice. In many jurisdictions, being a license holder is the key criteria required to practice legally. Increasingly, license renewal is being linked to mandatory continuing professional development (CPD) and other requirements. Licensure provides independent measure of competency prior to health worker entering the workforce.

As the Liberian Board of Nursing and Midwifery is the regulatory body responsible for licensure of nurses and midwives in Liberia, it has been working with the Rebuilding Health Services (RBHS) a USAID funded MOHSW project to strengthen this process.

In 2009 The LBNM and other stakeholders in pre-service education developed pre-service Education quality improvement standards based on the Standard Based Management & Recognition (SBMR), the quality improvement process of Jhpiego, a partner in RBHS. These standards were subsequently adapted by the LBNM as National Pre-service Standards for Nursing and Midwifery Training Institutions in Liberia. Since then the board along with a team from RBHS and MOHSW has been conducting baseline and follow-up assessments using the standards for accreditation.

In 2011, when USAID informed RBHS of intended changes to the project and asked the project to provide technical assistance and support to the regulatory bodies: the Liberian Board of Nursing and Midwifery (LBNM) and to the Liberian Medical and Dental Council (LMDC) to make them more functional. The LBNM stressed accreditation; licensure and re-licensure with continue professional development and has been working with RBHS since them to strengthen these areas.

In continuation of assistance to the regulatory bodies, to improve their capacity in licensure and re-licensure, RBHS contributed to the establishing of the data base system that enabled the LBNM to acquire electronic copies of LBNM activities and updated records on all nurses and midwives. A workshop was conducted in February 2014, co facilitated by two STTAs from Jhpiego, Emmanuel Otolorin and Julia Bluestone assisted by Marion Subah. The goal of the workshop was to enable regulatory bodies to make appropriate decisions on accreditation and licensing/re-licensing processes including continue professional development (CPD). By the end of the workshop LBNM had develop drafts accreditation and licensing/re-licensing processes including continue professional development (CPD). The final draft was than developed with recommendations from the STTAs.

Following this, a total of 35 representatives from LMDC, LBNM, LAMLT, LAPHT, PA Association, Pharmacy Board, Training Institutions, and MOHSW participated in a two day validation workshop conducted in April 2014, to validate the accreditation, licensure and CPD process that were developed in February. The goal of the workshop was to enable regulatory bodies to validate and adapt accreditation and licensing/re-licensing processes including continue professional development (CPD). By the end of the workshop the participants had review the recommendations and decision and approve processes agreed upon related to health professional regulation, including accreditation, registration and licensure, endorsed the CPD processes and systems, sanctioned the process for endorsing available courses for use as CPD and reviewed and authenticated the Pre service Education Standards and tools for new schools and continue assessments

Following is the process for licensure of nurses and midwives as approved by the LBNM

