



KINGDOM OF CAMBODIA
NATION RELIGION KING



Royal Government of Cambodia
No. 59 ANK/BK

Sub Decree
on
Code of Ethics for Nurses



THE ROYAL GOVERNMENT

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/0913/903 dated 24 September, 2013 on the appointment of the Royal Government of the Kingdom of Cambodia;
- Having seen the Royal Decree NS/RKT/1213/1393 dated 21 December, 2013, on the revision and supplement of the Governmental Compositions of the Kingdom of Cambodia;
- Having seen the Royal Kram No. 02/NS/94 dated 20 July, 1994, promulgated the law on organizing and functioning of the Council of Ministers;
- Having seen the Royal Kram NS/RKM/0196/06 dated 24 January, 1996 promulgated the law on establishment of the Ministry of Health;
- Having seen the Royal Kram NS/RKM/1100/10 , dated 3rd November, 2000 promulgated the Law on the Management of Private Medical, Paramedical, Medical Aide Profession;
- Having seen the Royal Decree NS/RKT/0807/373, dated 17 August, 2007 on the establishment of Cambodian Council of Nurses,
- Having seen Sub-Decree No. 67 ANK/BK dated 22 October, 1997 on the organizing and functioning of the Ministry of Health;
- Having seen the Sub-Decree No. 94 ANK/BK, dated 11 September, 2002 on the procedure and conditions for authorizing foreigner(s) to practice his private profession in medical, paramedical, medical aide professional in the Kingdom of Cambodia;
- Having seen the endorsement of Council of Ministers' Plenary Meeting on 25 January, 2014;

HEREBY DECIDES:

CHAPTER I
General Provisions

Article 1:

This Sub-decree aims to promote the professional moral, dignity, honesty, effectiveness and discipline of works in nursing profession, particularly obtaining the public's confidence.

Article 2:

The objective of this Sub-decree is to define the provisions of the code of ethics for professional nurses of the Kingdom of Cambodia.

Article 3:

The scope of this Sub-decree shall cover every nurse who is authorized by the Ministry of Health to practice nursing profession.

Article 4:

The definitions of key terminologies that are used in this Sub-decree are as following:

Nurse: refer to a legal person who holds diploma of nurse issued by Ministry of Health of the Kingdom of Cambodia or the diploma issued by educational establishment which its education quality is accredited by the Educational Accreditation Committee of Cambodia.

Nursing Profession: refers to nursing services for all ages, family's member and to provide nursing service at the community and health care facility. Nursing care shall include health promotion, prevention of the diseases, taking care of the patients, taking care of disabled person and dying patient before and after dead.

Nursing Facility: refer to a place where nurse practice nursing profession such as hospital, health center, clinic, private clinic that accredited or authorized by the competence authority.

CHAPTER II

Duties and Responsibility of Nurse

Article 5:

To accomplish her/his duties and responsibility, nurse shall:

1. practice her/his job with compassion, sympathy, good behavior, politeness, correctness and concentration toward patient;
2. respect the life, physical body, honor and dignity of the patient;
3. nursing service shall be provided fairly to all without discrimination and

4. regardless of economic status, or patient's society, nationality, race, sex, language, religion, culture, political tendency or status of diseases;
5. be accountable when providing diagnostic work and implementation of nursing care service to patients;
6. be accountable when transfer nursing service to another nurse or health staff and make sure that the transfer of duty is safe for patient;
7. comply with the existing law, regulations, national guidelines and national protocol that are related to nursing profession;
8. at all circumstances, nurse shall have to strictly comply with nursing professional freedom;
9. be effectively participate in implementation of national strategic policy and collaboration in nursing professional practice aiming to improve client's health;
10. provide a safe and effective nursing care. In case of emergency, nurse need to co-operate with other related health groups and other section aiming to ensure that the danger which may harm the patient is mitigated;
11. develop themselves by participating in leadership training and continuous education and conduct research for obtaining new information;
12. Nursing profession shall be developed through participation and improvement of national protocol, national guideline and other related regulations;
13. Professional confidentiality and other regulations that related to patients' health condition, diagnoses and other personal and private information, patient's dignity and honor shall be respected;
14. Patients' rights for choosing any nurse shall be respected and provide intervention to assist patient at their request;
15. Respect the request of the patient for acceptance or objection of nursing care;
16. provide advice and protection of the rights of patient, patient's family and community who involve in nursing care of patient, participate in health promotion, rehabilitation and protection;
17. to provide good nursing care which does not have negative affect to patient, nurses must protect and take good care of theirs health;

Article 6:

Nurse shall provide drugs following the prescription or national guideline issued by the Ministry of Health.

Article 7:

Nurse shall always stay close to the patients. In case that patient fall in danger,

nurse(s) must provide emergency rescue or provide primary rescue and then refer to an appropriate health service as require.

Article 8:

To provide good services and responsibility, nurse shall apply the following duty:

1. Shall not perform any activity that may affect the honor, privilege, and dignity of nursing profession;
2. Shall not use her/his influence for obtaining contract, privilege, rights and benefits from patient(s);
3. Shall not conduct any activity for tip;
4. Shall not perform nursing in public area except emergency rescue;
5. Shall not use any certificate that is related to nursing profession;
6. Shall not charge service fees more than the service fee that has been determined, or provide fraudulent information relating to her/his owned service fee;
7. Shall not use nick name when practice her/his nursing profession;
8. Shall not publicly advertise her/his nursing care service without permission of the Capital-Provincial Council of Nurses;
9. Shall not disclose patient's Identity via public advertisement or for serving the purpose of medical advertisement without consent of the patient;
10. Shall not provide any service or counseling on nursing profession that are not under her/his responsibility except emergency thereof;
11. Shall not conduct any dishonest behavior such as deceiving patient, demanding for money or valuable property from patient or fraudulent information of the patient;

Article 9:

The sitting nurse who is mandated by election or having an official position shall not use her/his position to attract client;

CHAPTER III

RELATIONSHIP BETWEEN NURSE AND CLIENT

Article 10:

In the case that the patient, patient's family, parents, guardian or legal representative deny the nursing care service, nurse shall have to abide with their request for denial, but can explain the consequence that may happen.

Article 11:

Nurse shall have to notify about the health situation of the patient or the

development of the diseases.

Article 12:

Nurse may refuse not to provide nursing care to patient by her/his professional reason or personal reason except case of emergency. If the nursing service is denied, nurse must refer the patient to another service which is safe.

Article 13:

Nurse who take care of a minor or incapable person whose age is 18 and above must notice her/his parents or guardian or legal representative and must seek their consent before provide nursing service.

In case of emergency which may cause to the loss of life, even though there is not possible to contact them (parent, guardian...), nurse must provide certain service with the consent of their health colleague who are present on site. If the patient can talk, nurse must consider about his/her suggestion.

Article 14:

Nurse shall provide special care for minor or incapable person whose age is 18 and above if the patient does not receive appropriate care or health benefit and rights health to care. In this case, nurse shall have to notify to competence authority at their earliest possibility.

Article 15:

Nurse or nursing care facility shall display the price of their service fee on counseling and other nursing cares except emergency rescue.

Article 16:

In case that there is incident happening at public area, nurse shall not leave (ignore) the injured, unless otherwise, an order from competence authority in accordance with the laws.

Article 17:

Nurse shall not interfere in family's business or in patient's personal life if it is not related to nursing profession.

CHAPTER IV

RELATIONSHIP BETWEEN NURSES AND THEIR CO-WORKERS, AND BETWEEN NURSES AND OTHER HEALTH PROFESSIONAL

Article 18:

Nurse shall maintain good relationships among themselves and between other health professionals by extend their support to each other for the benefit of public health care, community's welfare and their work-place.

Nurse shall behave with respect other nurses, students, their co-workers, and other health professionals. The respects of their co-workers which include, but not limited to, acknowledgement, absorb (learning new) knowledge, experience and their expertise.

Article 19:

Nurse shall practice her/his duty by collaboration or in some circumstance nurse should seek for advice or request for assistant of other nurses or assistant from a specialist physician, except that the duty is contrary to their nursing profession.

Article 20:

When nurse receive a handover of duty of care from another nurse:

- **Alternate nurse** shall get consent of patient in advance before providing care service;
- Alternate nurse shall contact with the previous nurse to seek for suggestion and or advice before give nursing care;
- When the alternative duty of care is finished, the alternate nurse must stop all her/his activity of care, but provide specific information to previous nurse to continue her/his duty of nursing care;

Article 21:

Nurse shall manage and be responsible for internship student who are practicing their profession in her/his workplace.

Article 22:

Nurse shall not, and at any time, establish group or network aiming to discriminate their co-workers.

Article 23:

Nurse shall not do anything that may affect the dignity of another nurse.

CHAPTER V
NURSING PROFESSIONAL PRACTICE

Article 24:

Nurse may print her/his personal identity and information as the following:

1. Sure name and given name, qualification, registered number certified by the Cambodian Council of Nurses; address of professional practice facility, telephone/fax number, email address, homepage, date and time of nursing service delivery;
2. Sure names and given names of other nurses, if the nurses are practicing their nursing profession in group work.

Article 25:

Some certifications that nurse or nursing care facility is authorized to scrip on the advertising board are included:

1. Sure name and given name, registered number certified by the Cambodian Council of Nurses; address of professional practice facility, telephone/fax number, email address, homepage;
2. Sure names and given names of other nurses, registered numbers of those nurses who practice their profession at the said nursing care facility with the Cambodian Council of Nurses.
3. Display price list of nursing care service.

Article 26:

Nurse is authorized to practice her/his profession at private enterprise as private nurse. If nurse works for both, state and private institutions, her/his private work must not interfere with her/his job at the state institution.

Article 27:

Nurse who provides nursing care service and have problem with patient who is receiving her/his nursing care service, s/he shall not be sitting as member in the disciplinary committee.

Nurse who works at the same nursing care enterprise or blood-relative or spouse or relative by marriage of the third of kin of the nurse or have relationship with the nurse who is under disciplinary sanction shall not be sitting as member of the discipline committee.

Article 28:

Nurse who is member of the discipline committee shall be independent.

Nurse shall not bias when presenting the grounds or making conclusion of the case in which s/he has investigated.

Article 29:

Monitoring nurse shall not interfere with, or change nursing practice, unless otherwise, stipulated by law.

Article 30:

Monitoring nurse shall respect professional confidence pursuant with the existing regulations. Reports or documents indicate the patient's identity or nurse's identity shall not present to a non-related institution or publics.

CHAPTER VI
OTHER PROVISIONS

Article 31:

When register with the Cambodian Council of Nurses, all nurses must declare before the board of the capital-provincial council of nurses that s/he has fully understood all provisions of this sub-decree on the code of ethics for nurses and promise in writing that s/he will strictly comply with this code of ethics.

Article 32:

Nurse who intentionally provides inappropriate or incomplete certification to the Capital-Provincial Council of Nurses shall lead to disciplinary action.

Article 33:

Nurse who stop practicing her/his profession or changing the conditions of the professional business must notify the Capital-Provincial Council of Nurses. After acknowledging the receipt of the notice, the Capital-Provincial Council of Nurses shall notify the National Council of Nurses.

Article 34:

Any decision made by each Council of Nurses, in accordance with this sub-decree, shall be with a clear reason.

Article 35:

In case of objection with the decision made by the Board of the Capital-Provincial Council of Nurses, patient who received nursing care service or nurse who deliver

nursing care service shall have 2 (two) months to request the Board of National Council of Nurses to review the said decision.

Article 36:

In case that there is non-compliance with the provisions as stated in this code of ethics, nurse shall be disciplined pursuant with the existing rules and regulations, particularly, in pursuant with the article 28 of the Royal Decree on establishment of the Cambodian Council of Nurses.

CHAPTER VII
FINAL PROVISIONS

Article 37:

Any provision which contraries to this sub-decree shall be annulled.

Article 38:

The Minister in charge of the Council of Ministers, Minister of the Ministry of Economy and Finance, Minister of the Ministry of Health, Ministers of line ministries, and Chairperson of relevant institutions shall implement this Sub-decree accordingly from the date of signature.

Phnom Penh, February 11, 2014

The Prime Minister

Samdech Akka Moha Seina Padei Techo HUN SEN

Receivers:

- *Ministry of Royal Palace*
- *Secretariat General of the Constitutional Council*
- *Secretariat General of the Senate*
- *Secretariat General of the National Assembly*
- *Secretary General of the Royal Government*
- *Cabinet of Samdech Prime Minister*
- *Cabinet of H.E. Deputy Prime Ministers*
- *As mentioned in article 38,*
- *Royal Gazettes*
- *File - archives*