



National Organisation of  
Nurses & Midwives of Malawi

# 2024 - 2026 Strategic Plan



Approved by NEC in May 2024  
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Website: [www.nonmmalawi.com](http://www.nonmmalawi.com)



## Core Values of NONM

1. Unity & solidarity with members & partners
2. Rights & responsibility of members
3. Inclusivity & gender sensitivity
4. Justice & fairness
5. Excellence in patient care
6. Empowering members
7. Sustainability of membership & Activities.
8. Transparency & accountability
9. Dignity & professional commitment
10. Safeguarding the profession
11. Conducive & safe work environment for members
12. Preserving the natural environment
13. Partnership
14. Lobbying & advocacy

# Thematic Areas & Strategic Pillars

**Thematic Area 1:**  
Care of the Carers.

**Strategic Pillar 1:** Good Health for the nurses/midwives through 'Care of the Carers'

**Thematic Area 2:**  
Professionalism

**Strategic Pillar 2:** NONM should Attain Continuity, Relevance and Self-sustainability

**Thematic Area 3:**  
Sustainability

**Strategic Pillar 3:** Promotion of Professionalism of the nursing & midwifery profession at all levels

**Thematic Area 4:**  
Empowerment and Capacity Building

**Strategic Pillar 4:** Capacity building and Training for Members

**Thematic Area 5:**  
Marketing and Branding

**Strategic Pillar 5:** Promote the image of NONM and safeguard members' rights and empower them

**Thematic Area 6:**  
Partnerships and Networking

**Strategic Pillar 6:** Promote unity and solidarity among members and encourage sound relationships, partnerships and networks.

**Thematic Area 7:**  
Climate and Health

**Strategic Pillar 7:** Integrating climate change resilience into nursing and midwifery practice.

**Thematic Area 8:**  
Inclusivity and Gender Equality/mainstreaming

**Strategic Pillar 8:** Promote disability inclusion and gender mainstreaming in NONM activities at all levels



# Thematic Areas & Actions

## Actions

### 1. Care of the Carers

- Form support/interest groups to be linked to NAPHAM/ Association of Nurses in AIDS Care (ANAC)
- Lobby for the development of wellness/rehabilitation centers at institutional levels.
- Promote vaccination of nurses and midwives against various infectious diseases
- Lobby for the institutionalization of periodic/routine medical checks for nurses and midwives.
- Lobbying for the training and recruitment of mental health professionals.
- Link with zone and DHMT on HIV/AIDS/mental health training activities

### 2. Professionalism

- Awareness campaigns and trainings on professionalism
- Set up the Malawi Nursing and Midwifery Journal.
- Engage ICN to incorporate professionalism in the Leadership for Change training
- Awarding outstanding nurses and midwives in innovations.
- Take an active role in professional Quad engagements on professionalism
- Conduct District and zones meetings with Nurse leaders on professionalism
- Lobby for mentorship programs on professionalism
- Host Webinars and scientific conferences for the nursing and midwifery profession

## Actions

### 3. Sustainability

- Conduct sensitization and membership recruitment at all levels
- Documenting and publicizing assistance to members.
- Enforcing monthly contributions and reviving the social action fund.
- Promoting shareholding and revenue generation through IGAs.
- Writing proposals to potential donors and ensuring financial transparency.
- Exercising due diligence with the office rentals IGA
- Soliciting funding for new building infrastructure.
- Ploughing back 10% membership contributions to local structures.

### 4. Empowerment and Capacity Building

- Apply for accreditation of NONM leadership development program
- Review the curriculum for the leadership development program
- Accreditation of NONM CPD.
- Capacity building on areas such as collective bargaining & trade unionism.
- Lobby for reasonable tuition fees to assist members in training themselves as part of self development
- Help nursing and midwifery students to identify and access soft loans for their further studies from any sources
- Provide members at zonal and district levels with computer lessons and skills through trainings



# Thematic Areas & Actions

## Actions

### 5. Marketing and Branding

- Enhance media coverage and visibility
- Networking with organisations and institutions with a huge following.
- Publicising services and benefits offered to members
- Maintaining and exploiting the website to improve online presence.
- Developing marketing strategy
- Conducting market surveys to assess engagements and member satisfaction
- Production of Information, Communication and Education Materials

### 6. Partnerships and Networking

- Involve members in other lobbying and advocacy initiatives.
- Create adequate and effective communication platforms.
- Assist nurses and midwives to establish structures or networks
- Encourage nurse leaders to join NONM as members.
- Follow proper procedures in resolving conflicts involving members
- Affiliate to, develop and sign Memorandum of Agreements with key partners
- Participate in lobbying and bargaining activities with other unions

## Actions

### 7 . Climate and Health

- Conduct advanced planning for emergencies
- Conduct awareness meetings and capacity building with members
- Be involved in emergency health care services
- Assist Zones to develop disaster preparedness, response, and management plan
- Take stock of nurse/midwives who are adversely affected in an emergency or disaster and keep records
- Take an active role in environment and climate change management initiatives i.e., tree planting, waste management and green campaigns.
- Develop MoUs with key partners such as environmental organisations and Ministry of Natural Resources

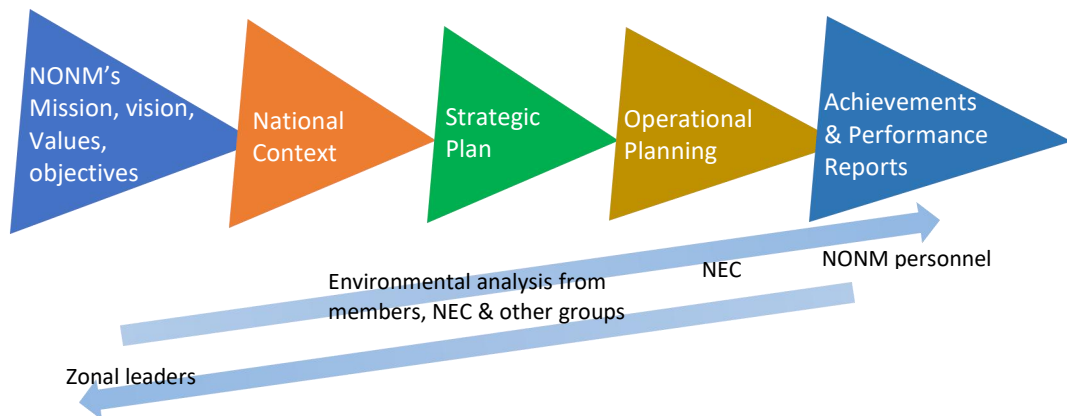
### 8. Inclusivity and Gender Equality/mainstreaming

- Incorporate disability inclusion & gender sensitivity in NONM trainings
- Media campaigns on disability inclusion
- Encourage nurses and midwives with disability to stand/apply for any position within NONM structures
- Train nurses and midwives in sign language
- Lobby Ministry of Health to enforce construction of universal design structures
- Develop MoUs with key partners such as disability organisations, regional and international bodies/organisations.

# Thematic Areas & Strategies

Thematic Area	Strategy
Care of the Carers.	Lobbying, advocacy and resource mobilization for care of the carers programs
Professionalism	Awareness campaigns, capacity building lobbying and advocacy and networking
Sustainability	Lobbying and advocacy, enhance check off system, recruitment and retention of membership, increase income generating activities/investments
Empowerment and Capacity Building	Lobbying and advocacy and accreditation of NONM training programs
Marketing and Branding	Lobbying, advocacy, training, media campaigns, networking, partnerships & meetings
Partnerships and Networking	Networking, nurturing relationships, sensitization campaigns and capacity building
Climate and Health	Sensitization, capacity building, networking and partnerships
Inclusivity and Gender Equality/ mainstreaming	Lobbying and advocacy, training, sensitization and awareness campaigns

## Strategic and Operational Cycle



# NONM National Executive Council—2022—2026



Shouts Simeza  
President



Hannah Mtemang'ombe  
First Vice-President



Tawire Boko  
Second Vice-President



Febbie Magawa  
NZ Chairperson



Mauya Msuku  
Legal  
Counsel



Peter Mvuma  
NONM Executive Director  
NEC Secretary—ex-officio



Andrew Tambuli  
National Treasurer



Alice Mankhambera  
Vice National Treasurer



Chimwemwe  
Ziyaya  
CWZ Chairperson



Brian Muhimele  
SEZ Chairperson



Miriam Hanjahanja  
SW Zone Chairperson



Alufeyo Chirwa  
C E Zone Chairperson



Rashid Leyland  
Students' President



# JOIN NDNM

## ENJOY THE BENEFITS

- . Legal representation
- . Continuous Professional Development (CPD)
- . Funeral Insurance cover
- . Collective bargaining (lobbying & advocacy)
- . Capacity building
- . Best nurse awards
- . Solidarity with likeminded organisations
- . Leadership grooming & networking
- . Care of carers initiatives



### To register /join contact the following people

North Region	- France Kaunda	+265 884 579 639/995 233 250
Central Region	- Chiyanjano Mtilatila	+265 888 787 974/995 424 930
Southern Region	- Queen Mkorongo	+265 884 710 567
	- Tapiwa Mguntha	+265 884 233 411