

In-Service Education and Improved Patient Care

The Experience at NIMHANS

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THE Institutional In-Service Education Programme (ISEP) aimed at keeping the Nursing personnel up to date in their service areas was advocated in 1954 during the second five year plan. Now In-Service Education Programme has become an integral part of an effective and necessary service and education in many parts of the world.

Group 'D' staff and nurses are usually called Front Line Workers in any organisation. They represent the best image of the institution to the public as well as to the client. For achieving the objective of hospital, ISEP is considered as an important programme to develop good atmosphere and effective care in the hospital. ISEP is retraining of experienced personnel to foster their continuing development. The purpose of the programme is to help the personnel to adjust themselves to their new situations while working with psychiatric patients and to see the position they hold in an institution and significant role they play in accomplishing the main purpose of the institution.

National Institute of Health and Family Welfare is a multidisciplinary Institute playing leadership role in the area of mental health and neuro sciences. Psychiatric nurses play a major role in multidisciplinary approaches of the patient care unlike many other health care providers, the psychiatric nurse and Class 'D' still have concerns and doubts while caring for psychiatric patients at the bed side. Knowledge of human behaviour is of immense value in order to care for patients. It is also useful if one wishes to interact successfully with co-workers or any member of the treatment team. It is essential for those who wish to make an impact on a system so that the changes they bring about can lead to improved care for the psychiatric patient in the hospital set up.

The NIMHANS started the ISEP in 1974 for Nurses and Class 'D' staff, by 1983, this programme became well organised with the administrative

support with utmost aim of improvement of psychiatric patient care by strengthening the unique and shared contributions of health professionals and allied workers in mental health and neuro sciences.

In-service education at NIMHANS

<i>Mode</i>	<i>Staff Nurse</i>	<i>Class 'D' staff</i>
Members	6 to 10	6 to 10
Time	8 am to 9 am	11 am to 12 Noon.
Method of teaching	Class Room & Clinical Demonstrations.	Class & Bed side demonstration.
Duration.	28 working days.	17 working days.
Evaluation.	Written test.	Oral question.

To determine the direct effects of ISEP a scientific approach was made for Group 'D' staff.

Aim

To assess the effect of ISEP on group 'D' staff in terms of changes in patient care.

Objectives

1. To develop the right attitude towards the mentally ill.
2. To remove false belief regarding mentally ill from their minds.
3. To give them the required basic knowledge about mental illness.
4. To develop awareness regarding legal aspects of psychiatry and their role in legal aspects.
5. To help them to develop right approaches to the care of mentally ill.

Methods and Materials

This study consists of 30 subjects who have undergone ISEP one which assesses the pre and post assessment of ISEP training of Class 'D' groups. Subjects were selected randomly. A questionnaire was constructed on the basis of curriculum content meant for ISEP training. 40 questions were framed

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in Kannada (regional language) on two point scale. i.e. YES/NO. Questions were grouped into five major areas: 1. Attitude; 2. Belief; 3. Scientific knowledge; 4. Patient care approach; 5. Legal aspects.

Questionnaires were read out individually and filled by the investigator personally for such people who do not know reading Kannada but could comprehend the language.

Characteristics of the Subjects

The group of subjects under this study includes 18 males and 12 females, their age ranged from 21 to 40 years. Majority (66-67%) of them belong to the age group of 21 to 30 years. Sixty three percent of the subjects had studied upto higher secondary school. Only 13.33% have studied upto primary school level. Married subjects were more, compared to the other categories of marital status. Kannada speaking subjects were 60% and Tamil speaking were 13.33, Telugu speaking 20% and Marathi speaking 6.67%.

Results

Statistical results indicate that overall pre and post assessment of ISEP is significant. $t=2.125$, $df=29$, $P<0.05$. The cross examination of 5 main categories reveals that attitude has not changed significantly. $t=1.8688$, ($P>0.05$). Belief towards certain mental illness has not shown significance. $t=1.9885$ ($P>0.05$). Scientific knowledge about psychiatric illness has not shown significant difference. ($t=0.9126$) ($P>0.05$).

Right approach towards psychiatric patient which consisted of

(i) Not be a punitive.

(ii) To be responsible of patient's belongings etc; has shown significance $t=2.2831$ ($P<0.05$). Legal aspects of psychiatry. Patient includes that prevention of escapes and suicide etc here shows significance. $t=2.2622$ ($P<0.05$).

Discussion

It is evident from the study that behaviour of Group 'D' staff after ISEP has shown significance. Therefore ISEP is much accepted programme. Other relevant studies are: also supportive: 1. Gomathy *et al* (1985); 2. Rebathi Mishra (1979); 3. Dean (1983); and 4. Hasmath Haque (1979).

Although attitude, belief and scientific knowledge has not shown significance, there is a definite indication that ISEP teaching and demonstration methods need to be intensified in future.

Right approach and legal aspects have shown significance, probably they have exposed to well disciplined ways of multi-disciplinary approach meant for psychiatric treatment in NIMHANS.

A high positive score on post ISEP assessment leads to a logical conclusion that was a high level of

acceptance of the ISEP training and therefore stronger emphasis on humanistic treatment.

Conclusion

It is absolutely necessary to have ISEP not only for Group 'D' and nurses but for all others also who are associated with psychiatric patient care and treatment. We all know very well that the world is changing very fast, specially dynamic approach is taking place in psychiatry for mentally ill. Human behaviour is getting affected by the technological development and scientific achievements. Accordingly all of us who are functioning at one point or the other have to catch up with these changes. It is only then that we are able to live up to the new challenges coming our way everyday. We must make sure that we do not lag behind others. It is only then that we can hope to accomplish a high level of performance in mental health field.

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