

A DYNAMIC APPROACH TO NURSING

Mrs. MARY C. MANCHA

DYNAMIC approach to nursing is a vast subject. Now let me give you some ideas about encouraging the most efficient and effective utilization of nursing resources.

What are the resources available in nursing?

An important resource is orientation. It is very essential in institutions, where new employees are introduced from various hospitals.

Purpose of Orientation:

1) To help the individual to adjust herself to a new situation, so that the person may feel at ease. This will help her to function safely, intelligently and with self confidence.

2) To help the individual become efficient more quickly.

A general orientation may be given to the new staff. This exercise should cover a short history of the hospital, area served, and organisation of the hospital, a tour around the hospital, to see the physical facilities and other special services, hospital policies, health and safety programmes, resources available in the institution, charting, orientation to individual wards and an introduction to ward personnel and a review of medication procedures.

How to conduct an orientation Programme

First of all the new staff has

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to be welcomed and an introduction given. One person may be selected to conduct the programme.

Time and topics may be allotted. Time may be made convenient to ensure regular attendance. The programme may be spread over a few days so that individuals may be able to grasp the details properly. Usually a tentative programme is made for a week.

It may be a continuous experience occupying the worker full time during the first few days of employment. The time level may vary from institution to institution; it depends on the objectives and the needs of individual employees.

Postings of nursing staff is yet another important resource.

Posting may depend on the aptitude and interest of the individual nurse. So that she may do her work most efficiently, effectively and enthusiastically. Thus the nursing resources can be well utilized because the output of work will be more.

Ability of the nurse may be considered and how her services can best be utilized.

Posting also should depend on the 1. type of patients 2. condition of patients. 3. turn over of patients (quick or long stay) all these factors too will encourage the most efficient and effective utilization of nursing resources.

Without proper planning, we can not reach our goal easily. So planning has to be done most efficiently at the beginning itself.

Where there is a heavy nursing duty to be done, a well qualified and experienced nurse is very necessary to take the heavy responsibility and to see that the nursing resources are utilized efficiently and effectively.

The number of nursing and other personnel may be kept to a maximum in places like intensive care and resuscitation unit, seriously ill patients area, casualty department and major post operative wards in thoracic, neuro, paediatric, plastic, surgery.

The individual nurse must be kept happy so that she will be always ready to do any help at any time, so that the ability of the nurse can be best utilized.

Also when planning, more nursing and other personnel may be posted in places, where there are a quick turn over of patients.

Nurses who are specialised in a particular field, may be retained in the same unit or department, so that the maximum output of work can be obtained easily.

Planning must be done about the physical set up of the ward.

First and foremost the nurse's station should be at the centre of the ward, so that the distance to each bed may be more or less the same; the amount of walking is lessened and more time can be spent for nursing care.

Keep completely dependent patients near the nurses station, which will ensure constant attention to them.

Patients who need partial help can be kept a little further and those who can help themselves can be kept far.

Specialisation in nursing is very essential, so that the specialised nurse can be a help in special services, units or departments. In major specialities like post operative, thoracic, neuro, intensive care and resuscitation, we may have to resuscitate patients.

If there is a policy already laid down by the institution and the grouping of patients with the same disease is concentrated in one particular area, it is ideal for efficient nursing service. For example:— If equipments, services, availability of specialists are ensured, we can avoid wasting of time. And also supervision will be easy. Assignments can be made easy. Posting of nursing staff can be done on scientific basis.

Nursing resources should not get exhausted in non-nursing areas like, O.P.D's, C.S.S.D., laundry, linen etc.

In such places only a minimum number of qualified nursing personnel need be utilized and instead non-nursing personnel can be posted to do the rest of the work.

If nursing personnel are used only for communication problem it is a real waste.

Planning of Assignment

It is not a mere matter of dividing up the patients among the available members of the nursing staff.

Objectives of planning of assignment are:

1. To provide the patient with the best possible nursing care.
2. To plan the assignments which are interesting to nurses and stimulating to their professional growth.
3. To provide a well rounded educational experience.
4. To achieve good ward management.

An assignment should be well planned should be concise, clear and simple; an evaluation may be helpful from time to time to see whether we have reached the goal.

When planning we should have a keen understanding of the needs of each patient and the nurses' ability to give the care.

Assignments must be in relation to the ability of the individual nurse. Who will be able to give skilled nursing, a mature judgement and personal understanding. She should have expertise in making observation and interpreting the symptoms. Determine the ability of the nurse by past experiences in caring for patients with various disorders. Assignment should be interesting and stimulating to professional growth. It may be varied and challenging to suit the ability of the nurses.

Assignments and nursing staff should not be changed often, unless it is very necessary. To utilize the nursing resources most efficiently and effectively, planning of assignments is very necessary.

Inservice Education

Inservice education is another nursing resource, it is of primary importance to every institution.

National league of nursing of U.S.A. defines an inservice education as follows. "It is a planned educational experience provided in the job setting and closely identified with service, in order to help a person perform more effectively as a person and as a worker."

Society today is affected by the explosions of knowledge, population, space research etc. So if we have to improve patient care, the experiences of yesterday do not help us to adjust to the social revaluations. To overcome these difficulties inservice education is very necessary.

The over all aim of inservice education is to improve patient care. It must be flexible not static, because the social climate changes every day. The programme embracing the concept must be dynamic, based on the individual needs of the agency.

It should be a decentralised programme. It should be grouped according to the needs of the patients.

The objectives of an inservice education are:

1. To provide for and promote the personnel and professional growth and development

of the worker.

2. To stimulate and develop occupational interest.

3. To provide for job satisfaction of the individual who then sees her role in helping to fulfil the total goals of the agency.

What will be the benefits of a planned staff education programme?

1. Better patient care, because the job is known.

2. Better public relations as the patient develops a feeling of security.

3. Better work effectiveness, since this depends on personal satisfaction.

An inservice education programme could be compared to a musical party having a music director, different person with different musical instruments to play with. What are the factors, we have to consider to implement an inservice education? One person must be assigned to direct the programme full time or part time with other responsibilities.

This person needs to know:

- a) The areas of responsibility.
- b) Lines of authority and of communication.
- c) The work situation.
- d) The employees and the needs of the agency.
- e) She should get acquainted to people and services.

This person needs the co-operation of all the staff and have complete support of the administration.

Facilities and resources

The director needs an office with a filing cabinet.

A place must be fixed for the programme.

A black board, table, chairs must be made available.

Library facilities: books, pamphlets, reference books, current magazines must be available.

Budget:—for special equipments and materials for teaching etc. Date and time must be fixed for the programme.

Planning of Programme:

No programme is successful, unless there is proper planning.

When planned, the plan should be known to all who are concerned with the programme.

Inservice education is not a programme but it is a concept used to assist the workers to develop the skill necessary to reach the ultimate goal of health agency.

It should be directed to all staff groups.

It should be supported by all members of the agency.

Each one should be willing to participate and encourage others to participate.

There must be an awareness of the needs of others.

Ward sister group must have an understanding of this programme, because one person alone cannot motivate a group, unless the goals are shared and reinforced by all.

Administration should realize that implementing an inservice education, encourages the most efficient and effective utilization of nursing resources.

From the above facts, it is very evident that every institution may be able to constitute

an orientation and inservice education programme, continuously to meet the needs of the patients.

WANTED URGENTLY

1. DIRECTOR OF NURSING EDUCATION:

QUALIFICATION: Shall have a University Degree with a Major in Nursing Education or in Education; Or

Shall have a University Degree plus Nursing Tutor Diploma from a recognised institution.

Shall have had at least three years' experience in Nursing education after receiving teaching qualification.

Scale of Pay: Rs. 500-25-700-40-900 plus D.A. 25 per cent of pay, plus Uniform Allowance Rs. 25 per month. Partly furnished accommodation in hospital premises will be provided.

Candidate with more years of experience will be given appropriate increments.

2. RADIOGRAPHER: Matric Pass with CMAI Diploma or equivalent with at least one year's experience.

Scale of Pay: Rs. 195-2-245-EB-7.50-320 plus D.A. 25 per cent of pay. Free accommodation if available, otherwise Rs. 20 p.m. as House Rent. Candidate with more years of experience will be given appropriate increments.

Apply with attested true copies of certificates and testimonials to the Director, Evangelical Mission Hospital, Tilda, P.O. Neora-493-114, Dist. Raipur, M.P.
