

Working Conditions of Nurses in some Hospitals in U.P.

By Mrs. B. A. Samuel

The exploratory study of the working conditions of professional nurses in some Christian Mission hospitals in U.P. revealed many interesting facts. The approach was analytical and deep. But in view of the limitations of the study a thorough probe into the working conditions was beyond its scope. The aim of this study was, therefore, broadly to explore the working conditions as reported by the professional nurses in Christian Mission Hospitals in UP and to find out the existing working conditions in each hospital and how they affect the nurses. Further, the study attempts to collect facts in each hospital, collect the reactions and compare the findings. Lastly, remedial measures are suggested to improve the unsatisfactory working conditions whenever they exist.

The object of the study was the professional nurses of four Mission hospitals of UP. They were altogether 118 in number. The study is done on 60 nursing personnel—54 staff nurses and 6 nursing sisters. The data was collected through detailed questionnaire, observation and relevant official records and service rules. The main tool used for collecting data was however the questionnaire. The 74 items included in this schedule were divided into four main areas. (1) Personnel policies, (2) Physical facilities, (3) Equipment and supplies, (4) Working relationship.

Formal permission was obtained from the authorities concerned before launching the questionnaire. The analysis and interpretation of data were carried out with reference to the objectives of the study. The statistical method used was percentages.

I. PERSONNEL POLICIES

78.3% of the responses have

indicated that nurses do 46 hours of duty and a large number of responses were satisfied. Majority of the responses are doing split duty and they were also satisfied with it. 56.3% of the respondents are doing the split shift and majority were satisfied. Majority of the respondents are doing 54 hours of night duty but 66.7% of the responses showed that they were satisfied.

(ii) 70.3% of the respondents from two hospitals get 5 days off where as in the other two hospitals, they get 3 days off per month but majority of the responses showed their satisfaction.

(iii) Cent per cent of the responses indicated that they get 30 days annual leave and majority were satisfied. 80% of the responses revealed that they get annual leave according to the hospital convenience and majority showed their dissatisfaction.

(iv) 73.3% of the responses have indicated that they get casual leave with difficulty and majority showed their dissatisfaction.

(v) 68% of the responses have indicated that they do not get compensation for extra duties and 71.7% of them showed their dissatisfaction.

(vi) 80% of the responses revealed that they get sick leave with difficulty but half of the respondents were satisfied.

(vii) 96.7% of the responses have indicated that they are not aware of their job description and majority were dissatisfied. Cent per cent of the responses desired the need for job description.

(viii) 58.3% of the responses have indicated that they do not get authority for the responsibility but majority of the responses have shown their satisfaction.

(ix) Majority of the responses have indicated that they were aware

of the provision of further studies and 56.7% showed their satisfaction. 62% of the responses indicated that provision for further studies was not implemented and majority showed their dissatisfaction.

(x) Cent per cent of the responses have indicated that they do not get salary according to the central Government rules and 55% showed their dissatisfaction.

(xi) 100% of the responses have indicated that their allowances are low and 90% showed their dissatisfaction.

(xii) Cent per cent responses have indicated that they do not get privileges when salary and allowances are less but 93.3% showed their satisfaction.

(xiii) 85% of the responses have indicated that they get accommodation from the institution but 66.6% showed their dissatisfaction. Majority have indicated that nurses get accommodation inside the campus and 85% showed satisfaction.

(xiv) 80% of the responses have indicated that married nurses get quarters and large number of respondents showed their satisfaction.

(xv) 73% of the responses have shown that messes are run by the hospital and majority of the respondents are dissatisfied.

II. PHYSICAL FACILITIES

78% of the responses have indicated that the night bulbs are available in the wards but the majority showed their dissatisfaction.

(i) Cent per cent of the responses have indicated that they have generators during electric failure in their institution and majority of the responses showed their satisfaction.

(iii) Majority of the responses have indicated that the location of the duty room was inside the ward and only 49% of the responses have shown that they were satisfied.

73.3% of the responses have indicated that the duty room was not crowded and majority were satisfied. Large number of responses revealed that there is hand-washing facilities provided in duty room and majority showed their satisfaction.

(iv) Majority of the responses have indicated that they do not have toilet room for nurses in the ward and 95% have shown their dissatisfaction.

(v) 63.3% of the responses have indicated that there is no separate place for nursing the serious patients in the ward and 70% of the respondents were dissatisfied. Cent per cent of the responses revealed that they do not have any place for holding their conference or meetings in the ward and 95% of the respondents have shown their dissatisfaction.

(vi) Cent per cent of the responses have indicated that there is no rest room for nursing personnel and 98.3% of the respondent showed their dissatisfaction.

(vii) Majority of the hospitals have indicated that they do not have canteen, library, rest room and large number of the responses have shown their dissatisfaction.

III. EQUIPMENT AND SUPPLY

(i) 52.7% of the responses have shown availability of equipment in good condition and majority of them were satisfied with the condition of the equipment.

(ii) All the responses have indicated that replacement of articles was done at regular intervals and majority of them showed their satisfaction.

(iii) 75% of the responses have indicated that they do not get sufficient linen for the ward and majority of them showed dissatisfaction, while 96.7% of the responses revealed that mending and replacement of the linen was done periodically only. 41.6% were satisfied.

(iv) 75% of the responses have indicated that they get the necessary furniture in the ward but only 48.3% showed their satisfaction.

(v) Majority of the responses have indicated that the responsibility was with the person concerned for losses and breakages and 61.7% have shown their dissatisfaction

for the responsibility and 48.3% for paying half the cost.

(vi) A large number have indicated that the type and height of beds given to the patients were according to their need and 95% were satisfied.

(vii) Cent per cent of the responses have indicated that more patients are admitted than the allotted beds in the ward, 28.3% of the responses were satisfied and 45% were dissatisfied.

IV. WORKING RELATIONSHIP

(i) Almost all the responses have indicated that nurses co-operate with the doctors and doctors cooperate with them. 41.7% of the responses revealed that they were satisfied with the cooperation of the doctors. 93% of the responses have shown their satisfaction to the cooperation they give to doctors.

(ii) 85% of the responses have indicated that doctors guide the nurses and the same per cent were satisfied with this situation.

(iii) Cent per cent of the responses have indicated that Nurses cooperate with each other and 73% have shown their satisfaction.

(iv) Large number of responses have indicated that Nurses co-operate with the patients and patients also cooperate with nurses. 88% of the responses showed satisfaction with Nurses' co-operation with the patients, and 56.7% showed satisfaction with patients cooperation with nurses.

(v) 83% of the responses have indicated that nurses co-operate with the Community and majority were satisfied, while 68% of the responses revealed that community co-operated with the nurses and 55% showed their satisfaction.

(vi) A large number of responses have shown that nurses co-operate with Class IV and 77% showed their satisfaction while 50% have indicated that class IV co-operated with nurses and 55% responses showed their dissatisfaction.

(vii) Majority of the responses have indicated that nurses co-operated with paramedical and paramedical co-operated with the nurses and large number of respondents were satisfied.

(viii) 73.3% of the responses

have indicated that nurses understand each other and the majority of them were satisfied.

(ix) 82% of the responses have shown that patients understand the nurses and the nurses understood the patient. Majority of the responses from all hospitals were satisfied.

(x) 72% of the responses revealed that patients appreciated nurses work but 41.7% of them showed satisfaction and 43.3% dissatisfaction.

(xi) Majority of the responses have indicated that community understand the nurses but 51.7% showed their dissatisfaction while a large number of respondents showed that they understand the community and 88% were satisfied.

(xii) 56.7% of the responses have indicated that Class IV staff understand the nurses but 63% of the responses revealed their dissatisfaction, while 95% of the responses showed that Nurses understand class IV staff and a large number of responses were satisfied.

(xiii) Cent per cent of the responses have indicated that paramedical staff understand the nurses and 63% of them showed their satisfaction.

(xiv) 82% of the responses have indicated that nurses prefer to work in government hospital and 18% have shown their satisfaction.

Recommendations

I. PERSONNEL POLICIES

(i) At least five days off per month should be given to nurses.

(ii) A roster for leave should be made in the beginning of the year for all the nurses and their convenience be taken into account as far as possible. However, sick leave should be given to nurses as and when they need.

(iii) Nurses should be encouraged to go for further studies by the hospital by giving them subatrical leave.

(iv) Authority should correspond with the responsibility given to the nurses.

(v) Salary and allowances should be liberalised to the extent possible.

II. PHYSICAL FACILITIES

(i) Location of the duty room
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