

IN-SERVICE EDUCATION

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THE growing need today for skilled and competent nurses in the care of the patients requires that all categories of nursing personnel, at every stage and phase, should keep up to date with all the latest trends and modern methods, skills and technologies. The establishment of In-service Education Programme for trained nursing personnel and other employees in all the health institutions is, therefore, very important.

Purpose of In-service Education

1. To continue education for nurses, and to improve quality of services rendered to the patient.

2. To orient all employees with full explanations of institutional and personnel policies.

3. To keep up to date all nursing personnel and other employees with the latest trends, modern methods, skills, and technologies so that there may not be any breakdown of services rendered to the patient.

4. To encourage advanced education for all employees, and to emphasize importance of education for research in the scientific fields of medical and nursing professions.

Policies of In-service Education

As In-service Education simply means continuation of education while the employee is in service—in the present case the employee is a trained nurse—the policy is to educate her while she is in service.

Importance of In-service Education

In the modern world training and methods of education soon

become obsolete. To improve them, to modify them and/or even to alter them, a new method needs establishment, which may not only be effective, but necessarily will not send an already trained nurse to the training school or college for re-education or re-training. If it were so, it will be an utter waste of time and energy and will bring a great loss to our national economy. Therefore, a system for the education of the employees, which will not take them away from the field of their services is very important and needs a great deal of consideration. Education is a continuous process and it has no limits.

Advanced degree courses certainly qualify personnel for better positions; but one needs practice, which schools and colleges cannot provide. Most of the practical work is performed at the bed-side of the patient or in a health institution. New devices and equipments can be better demonstrated at the bed-side of the patient. The Trained nurse has her theoretical training in a training school or college, but the continuance of her practical education goes on throughout her career. Therefore, In-service Education is of great value.

It has already been indicated that the nurses of today cannot afford to lag behind. They must keep pace with the advancing and changing world, which has many frontiers and challenges. Human brain is incapable of producing a disposable or mechanized nurse; and as such, she cannot be replaced by any devices. Nurse trained a few years ago cannot function with

excellence in this electronic age. Therefore with shortage of skilled personnel all over the world, it seems sensible enough to broaden their skills and knowledge by continuous In-service Educational Programmes, which will enable them to serve their patients with better skills and understanding. While the Colleges and Universities continue degree courses, the Institutional In-service Educational Programmes enable the graduate of yesterday to pick up where she had left; thus widening the horizon of her understanding the needs of her patients. A graduate nurse needs to mould her career successfully, so with continuous education in her service, she can be fully supported to carry more complex responsibilities, than did the nurse of yesterday.

Nursing of today calls for the best in the nurse. She has a glorious career that emphasizes her skills and knowledge, her abilities and personality. One reward she deserves is full recognition of her personal worth, which underlines her proper working conditions, proper legal protection, proper pay and proper education, which can be easily supported by her community, by her State and her government at national and international levels. If better standard of nursing skills and techniques is expected, In-service Education is a primary factor and a most important step in reaching the aimed goal. In-service Education will lead the nurse to the very pedestal of her professional role that awaits her—a role of dedicated service to her people and the nation.

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- ever, during the first week after the pill is started another method should be used.
- Q. How will other medicines effect the pill?
 - A. There will be no effect.
 - Q. If pregnancy occurs will there be harmful results from the pill?
 - A. No—neither to the woman nor to the baby.
 - Q. Will the pill cause cancer?

- A. No—according to the findings of present studies.

- Q. Can the pill be harmful to children?

- A. No—however, like all medications, they should be kept out of the reach of children.

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