

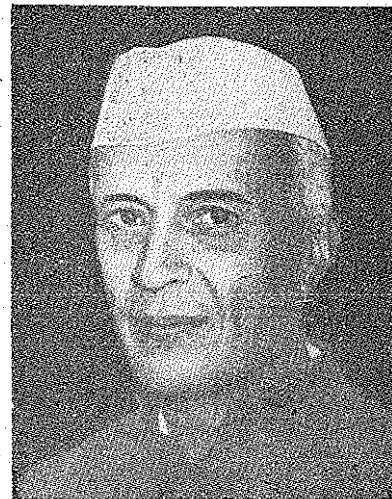
the New Year

se heart appealing words
our Prime Minister are all we need
as a guide to living in 1955.

"There are many wonderful things in this curious and enchanting world. But there is nothing more wonderful for me than the love and affection of the Indian people. This love gives strength to the giver and the receiver. A people who can offer this in such generous and abundant measure have the strength for great deeds.

May this strength be utilised for the realisation of our dreams to make India great in spirit and in action, and for her people to march forward to happiness and well-being.

May we all live in comradeship and brotherhood, with no barriers to separate us.
May there be peace in this country and the world."



The Three Shift System

By

Edna L. York

The most important part of the problem of arranging schedules is to provide for adequate care of the patients. Nursing in the home is often on a "24 Hr" basis with one nurse giving all the necessary care to the patient and getting rest as he or she can. It has become traditional in some parts of the world that in hospitals two 12 hr. shifts are used. As I am not familiar with that system, I cannot speak of the advantages of

that plan.

In Hygiene and Adjustments classes we learn that in order to do his or her best work, the nurse must be healthy, energetic, and filled with zest for living. In order for this to be so there must be a suitable balance in the rest, work, and play life. Accordingly some hospitals have adopted a 3 shift plan of scheduling. It provides life of the nurse i.e., 8 hrs. sleep, 8 hrs. work, and 8 hours for

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living.

The exact hours of the shift vary according to the individual needs in a given hospital. They may be 8 a.m. to 4 p.m.; 4 p.m. to 12 mid. and 12 mid. to 8 a.m. Often they are 7 a.m. to 3 p.m.; 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m. Because of certain existing conditions in our Hospital we have modified the hours as follows: 6 a.m. to 2-30 p.m.; 2-30 p.m. to 11 p.m. and 11 p.m. to 7 a.m. The first 2 shifts are 8½ hours and allow for meal time. We also try to give a 48 hr. week but, of course, there is the ever present problem of overtime which does not seem possible to prevent. We give every other Saturday off and a half day (4 hrs.) off each week. For the students the plan is a little different. They work 6 hours a day and have 2 hrs. of class 5 days a week. They have every other Saturday off but no half days.

As mentioned at the beginning, the most important point is to see that the patients receive adequate care. In the 2 shift system the amount of nursing is greatly reduced at 7 p.m. Actually the patients' needs do not diminish that early. In the 3 shift system there are a larger number of nurses on duty until most of the patients are sleeping.

One of the problems that comes up is who will work each shift. There is usually a preference for the day shift and a dislike of the evening and night shifts. It is the practice in some hospitals to rotate the staff nurses from night to evening, from evening to day, and so forth. This plan has both advantages and disadvantages. From the point of familiarity with the work it would seem best to have the same nurse on the same duties for an indefinite time. However, nurses on evening duty miss out many social and cultural activities which, in making them a more complete personality, also make

them better nurses. Long periods on night duty gets into a rut as far as the practice of nursing goes. Also we believe there should be a better spirit of co-operation between the shifts when all have a chance to see the problems faced by the various shifts. Too frequent rotation should be avoided as it causes lack of ability. Our plan is to change once a month. Some nurses have personal problems which make it difficult for them to do all shifts. Every nurse should be willing to do at least 2 of the shifts when she is asked.

We make our schedules out a week in advance and our week begins on Tuesday and ends on Monday. The reason for this is that there are irregularities over the weekends and so it is easier to have changes in the staffing coming on Tuesday. Those who have special requests for time off should get their requests in on Friday if possible. The technique of making the schedule may be varied to suit the abilities and skill of the one making the schedule. A graphic plan is the easiest but necessitates a different schedule for each day. We use a weekly time sheet. Here our schedules are all made out in the office but in a larger hospital the schedules are made out by the supervisor on the ward.

Here are examples of 3 shifts schedules. One, a one-day graphic, and one a week's schedule. These are made out according to the recommendations in the Indian Nursing Council Syllabus and Regulations for the Course in General Nursing and Midwifery. There it states that a 45 bed ward would require 1 sister, 3 staff nurses, 3 trained nurses, 12 student nurses. These plans might not fit every hospital but, using the same principles, they can be varied at will.

Week's Schedule

30

Friday & Saturday Off at 10-30 a.m.

WORK SCHEDULE

Week ending Monday

MES	Tues.	Wed.	Thurs.	Fri.	Sat.	Sun.	Mon.
Miss Kamala Bai	6-10-30	6-2-30	6-2-30	6-2-30	6-2-30	6-2-30	6-2-30
Saramma		6-10-30 10am 7pm	6-2-30	Off			
Sr. Beverly	6-12-30	6-12-30	6-12-30	6-12-30	6-12-30	6-12-30	6-12-30
Sr. Agnes	8-2-30	8-2-30	8-2-30	8-2-30	Off	8-2-30	8-2-30
Jr. Sarojini	6-12-30	6-12-30	6-12-30	6-12-30	Off	6-12-30	6-12-30
Jr. Lily	8-30	8-2-30	8-2-30	8-2-30	6-2-30	8-2-30	8-2-30
Fr. Suvarta	7-11	7-11	7-11	7-11	Off	7-11	7-11
	5-7	5-7	5-7	5-7		5-7	5-7
F. Chellamma	6-11	6-11	6-11	6-11	6-2-30	6-11	6-11
	3-4	3-4	3-4	3-4		3-4	3-4
F. Shakunthala	6-11	6-11	6-11	6-11	Off	6-11	6-11
	4-5	4-5	4-5	4-5		4-5	4-5
Fr. Sardar	6-11	6-11	6-11	6-11	2-30-11	6-11	6-11
	5-6	5-6	5-6	5-6		5-6	5-6
Miss Kunjamma	2-30-11	2-30-11	2-30-11	2-30-11	Off	7-11	2-30-11
Alice	2-30-11	2-30-11	7-11	2-30-11	2-30-11	2-30-11	2-30-11
Sr. Joyamma	5-11	5-11	5-11	5-11	2-30-11	5-11	5-11
Jr. Violian	2-30-5	2-30-5	2-30-5	2-30-5	Off	2-30-5	2-30-5
	7-30-11	7-30-11	7-30-11	7-30-11		7-30-11	7-30-11
Fr. Diamma	4-10p.m.	4-10	4-10	4-10	6-2-30	4-10	4-10
Miss Kunjamma	11-7a.m.	11-7	11-7	Off	11-7	11-7	11-7
Ponnamma	11-7	11-7	11-7	11-7	Off	11-7	11-7
Jr. Kamala	11-7	11-7	11-7	11-7	11-7	11-7	11-7
Relief night nurse				11-7	11-7		
P. Joyce							
Relief Nurse					2-30-11		

