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SAFE CARE AND SAFE PRACTICE
A Safe Nurse: A Safe Patient: A Safe Workplace,
A Safe Profession

A SAFE PROFESSION
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PRESENTATION GUIDELINES

1. History of Nursing
2. Nursing as a profession
3. Nursing Practice
   3.1 Definition
   3.2 Nursing Theory and Practice
   3.3 Criteria of a profession
   3.4 Features of a Safe Profession
HISTORY OF NURSING (1)

- Both Nursing roles and education were first defined by Florence Nightingale Following her experiences from caring for the wounded in the Crimean War.

- Prior to this, nursing was thought to be a trade with few common practices or documented standards.

- During the 17th century, Nursing was viewed as a very low job in the social hierarchy.
They had a reputation for being drunk and obnoxious.

It was only when Florence Nightingale, a well educated woman from a middle class family, became a nurse and improved it drastically that people began to accept nursing as a respectable profession.

Nightingale's concepts were used as a guide for establishing nursing schools at the beginning of the twentieth century.
HISTORY OF NURSING (3)

- These were mostly hospital-based training programs emphasizing the development of a set of clinical skills.

- The profession's early utilization of a general, hospital-based education is sometimes credited for the wide range of roles nurses have assumed within health care.

- This is in contrast with present-day nursing education, which is increasingly specialized and typically offered at post-secondary institutions.
The authority for the practice of nursing is based upon a social contract that delineates professional rights and responsibilities as well as mechanisms for public accountability. In almost all countries, nursing practice is defined and governed by law, and entrance to the profession is regulated at national or state level.

Some regions have legislated different or expanded roles for nurses, generating many potential nurse careers.
As an example, the government of Sierra Leone classifies nurses into:

**B SC Nurse**: 4-5 year program,

**State Registered Nurse**: 3-4 year programs, Certificate, Diploma, or Degree, Licensed practical nurse,

**Nurse Midwife**: 1½ yr, 2 yr, 3 yr, 4 yr,

**State Enrolled Community Health Nurse**, two and a half years

**Maternal and Child Health Aides**, 2 years

**Nursing Aides and volunteers** 1 year

Assistive Personnel (most are unregulated), Assistant nurses, Untrained and trainee nursing assistants,
History of nursing (6)

- Around the world, nurses are often female. However, in Francophone Africa, which includes the countries of Benin, Burkino Faso, Cameroon, Chad, Congo, Côte d'Ivoire, the Democratic Republic of Congo, Djibouti, Guinea, Gabon, Mali, Mauritania, Niger, Rwanda, Senegal, and Togo, there are more male than female nurses.

- In the Anglophone Africa there are more female nurses than male nurses, including Sierra Leone, Liberia, Ghana, the Gambia and Nigeria.

- In Europe, in countries such as Spain, Portugal, Czechoslovakia, and Italy, over 20% of nurses are male.
Definition

Nurses care for individuals who are healthy and ill, of all ages and cultural backgrounds, and who have physical, emotional, psychological, intellectual, social, and spiritual needs. The profession combines physical science, social science, nursing theory, and technology in caring for those individuals.
AIM OF THE NURSING COMMUNITY

The aim of the nursing community worldwide is for its professionals to ensure quality care for all, while maintaining their credentials, code of ethics, standards, and competencies, and continuing their education.

There are a number of educational paths to becoming a professional nurse, which vary greatly worldwide, but all involve extensive study of nursing theory and practice and training in clinical skills.
Is nursing a profession

Nursing is a calling that requires specialized knowledge and skill preparation.

There is continuing debate over whether nursing is or is not a profession.

Question:
Is nursing a profession?
Is nursing a profession

WHY THE QUESTION IN RELATION TO NURSING

1. A doctor is a doctor - medicine is a profession
2. An accountant is an accountant - accounting is a profession
3. A pilot is a pilot - piloting is a profession
4. A lawyer is a lawyer - law is a profession
5. Is a nurse a nurse? - Is nursing a profession?
A profession is any job where you need specialized knowledge and training. Nursing combines science and technology with people skills like: communication, problem solving, teaching, and compassion.

With advanced education, nurses can become independent clinical specialists like nurse midwives, nurse anesthetists or nurse practitioners.
The variety of opportunities for nurses is endless. A nurse can earn a competitive salary and work anywhere in the world.

Nurses can specialize in the same way doctors do in areas such as pediatrics, geriatrics (caring for the elderly), emergency medicine, etc.

It covers advanced science courses chemistry, biology and others, and proficiency in technical skills, teamwork and patient care.
NURSING THEORY AND PROCESS (1)

- In general terms, the **nursing process** is the method used to **assess** and **diagnose** needs, **plan** and implement interventions, and evaluate the outcomes of the care provided.

- Like other disciplines, the profession has developed different **theories** derived from sometimes diverse philosophical beliefs and **paradigms** or **worldviews** to help nurses direct their activities to accomplish specific goals.

- Currently, two paradigms exist in nursing, the totality paradigm and the simultaneity paradigm.
Four criticisms of nursing being a profession

1. **Limited body of knowledge that has been tested and identified as underlying nursing practice**
   
   Nurses have not developed nursing theories to guide their practice
   
   Most of us have no known nursing theory underpinning our practice
   
   Where are the nursing theories in your workplace?
   
   What nursing theory underpins your practice?
Nursing theories

Nursing theory is the term given to the body of knowledge that is used to support nursing practice in their professional education.

Nightingale  - Environment
Hildegard Peplau  - interpersonal relation
Virginia Henderson – the nature of the nurse
Ida Jean Orlando – Deliberative nursing process
Dorothy Johnson – Behavior systems model
Helen Erickson
Betty Newman
The ‘nursing process’ is the universal language of nursing

- Is it used in our daily practice?
- Do we assess, plan, implement and evaluate?
- Is the process the same in all our institutions?
- Is the process the same in the sub region or the world over?
2 Made of segmented work groups who have varying amounts of education, hold varying sets of values, and express varying concerns.

The occupation possesses no common mode of thought in viewing its work.
3. The educational base is not extensive enough to warrant professional status

Aim of the training is to provide a beginning level practitioner in nursing.

Question: Is the graduate RN able to meet the terminal objectives of the curriculum and training and be a safe practitioner?
CRITERIA OF A PROFESSION

Competence and competencies
- Basic education using set curricula and methodology
- Continuing education and skill acquisition
- Certification and re-certification

Welfare and morale - salaries, benefits, fees, prestige, titles
CRITERIA OF A PROFESSION

Regulation: regulates itself and practice
- Protects its members and make it safe for them to practice effectively
- Has laws - set of legal rules of practice
- Nursing acts and regulations (not in all countries); labour and other laws, e.g., criminal law, occupational health and safety law
- Credentialing, examination, licensure, registration
- Standards - professional practice, performance appraisal.
- Scope of practice delineated
CRITERIA OF A PROFESSION

Education (theory and practice)

- Has a theoretical body of knowledge leading to defined skills (nursing has this)

- Knowledge is based on extensive education
  
  (For nursing it is usually accepted to be about 3 – 5 years of university/college study, but there is a great deal of variation in the training)
CRITERIA OF A PROFESSION

**Research** - an important management tool
- Advances knowledge in its field
- Validates professional practice and its outcomes
- Emphasizes the generation of knowledge and policies to guide the effective and efficient delivery of services
- Provides ethical guidelines for the delivery of services
- Supports systems that effectively and efficiently prepare people to fulfill their profession’s current and future social mandate
Research as it applies to nursing

- In large measure, nursing would fail this criterion; they do not conduct enough research to validate their practice.
- Where is the nursing research done by nurse managers and clinicians to guide practice?
- What is the basis (evidence) for ordering supplies?
- What is the basis (evidence) for nursing decisions?
Code of Ethics

- ICN Code of Ethics for Nurses contain professional standards that guide practice
- Most countries have adopted or adapted the ICN Code of Ethics for Nurses
- Do we know the Code of Ethics?
- Do we practice by the Code of Ethics?
  (Nurses and people; Nurses and the profession; Nurses and society; Nurses and co-workers)
5. Autonomy

Means: self-directing, assertive, initiative-taking, independent decision-making

Nursing is an autonomous, self-governing profession. **Is it?**

Nursing is a distinct scientific discipline with many autonomous practice features. **Is it?**

Who speaks for and lead nursing? **Nurses?**
6. Values

Means: deep-seated beliefs of worth and pride

Competence
Commitment
Prestige
Trustworthiness

(For nursing: beneficience, non-maleficience, honesty, empathy)
Criteria of a profession

Altruism

Means: service not for gain (does not mean that persons should not be paid for their work, but there should be a measure of community service)

Philanthropy - voluntary giving

Volunteerism

Providing a needed service to society

(Nurses do volunteer in their various church, school work institutions and community organizations)
Criteria of a profession

Professional Associations
(National, Regional, International)

All professions have Professional Associations

Miller (1991): A key to the model for professionalism is participation in the professional organization

ICN Code: “through your professional organization…….”

For nursing: What is the level of participation?

For associations: What is the level of performance

WACN/SLNA/SLMA
NURSING VERDICT

Profession - Is nursing a profession?

Nursing has many of the criteria and frameworks for a profession. However it fails in many areas to manifest these in totality

Safe profession - Is nursing a safe profession?

We need to examine what would be the features of a safe nursing profession and the extent to which nursing would qualify.
FEATURES OF A SAFE PROFESSION

Delivery of services are:

- Client - focused
- Outcomes oriented
- Well-planned
- Responsive
- Interactive
- Safe
FEATURES OF A SAFE PROFESSION

- Acknowledges the rights of the broader community to receive safe and high quality nursing care
- Provides an opportunity for the client to choose and help decide service options
  (We need to involve the patients and their families in decisions about their care)
- Treats all people with whom we have contact in the course of our work fairly and courteously
  (This includes our peers, subordinates, staff, students, managers)
- Fosters an environment in which staff are valued, their skills and talents recognized and utilized
FEATURES OF A SAFE PROFESSION

Adopts ethical management and practice
- reports fairly and honestly on staff performance
- fair recommendations for promotion, training
Accountable in the use of all resources (wastage, pilfering, damage, maintenance, “belongs to the Government attitude”)
Involves staff in the financial planning and costing of care
Provides updates on monies spent
Fosters, collaborate partnerships which achieve the best outcomes for clients (with other health workers)
FEATURES OF A SAFE PROFESSION

- Forms partnerships (pools resources)
- Is unified - a voice, not a whisper or an echo
- Provides leadership and mentoring
- Delegates safely
- Advocates for patients
- Advocates for students (curriculum, stipend and other issues)
- Advocates for self (safe workplace, remuneration, career paths, ongoing education)
- Provides opportunities for entrepreneurship
- Develops new career paths (nurse lawyers, historians, lawyers, researchers)
When you enter a hospital or a clinic today you will see many people. You may not be able to differentiate the housekeepers from the nurses or therapists or lab technicians. The nurses have become lax in their appearance and behavior making it difficult to separate them from other staff.

Nurses have a huge responsibility to act professionally both on and off the job. Nurses are looked at in their community as a resource person and an example for others. They are viewed and judged by their peers in the work area.
The professional nurse must assure that he does not cross nurse-patient boundaries. The nurse must display empathy without becoming personally involved with patients. With empathy, the nurse is in a better state of mind to be most helpful to the patient.

The professional nurse must display good work ethics including showing up for work on time, not taking extended lunches or breaks, being a preceptor for new staff, and treating peers and administration with respect and courtesy.
The professional nurse needs to have an outward appearance that displays professionalism also. Hair should be pulled back off the shoulder. Uniforms should be clean, neat and pressed. Shoes should be clean and well kept. Fingernails should be short, filed and unpainted. Nametag should be worn in the facility.

Off the job, a nurse has to continue to demonstrate professionalism. The professional nurse must conduct himself or herself in a manner that encourages cleanliness and healthiness. The professional nurse must not act out in public in a volatile way.
Nursing theory is the term given to the body of knowledge that is used to support nursing practice. In their professional education nurses will study a range of interconnected subjects which can be applied to the practice setting. This knowledge may be derived from experiential learning, from formal sources such as nursing research or from non-nursing sources. To speak of nursing theory is often difficult. Nursing is many things to many people.
Most universally agreed upon is that Nursing is a science involving people, environment and process fueled by a vision of transcendence in the context of healthcare. It is interesting to note that 90% of all Nursing theories have been generated in the last 20 years. Many schools encourage students to formulate personal philosophies or mid-range theories of Nursing as part of their curriculum.

**Nursing models** are conceptual models, constructed of theories and concepts. They are used to help nurses assess, plan, and implement patient care by providing a framework within which to work. They also help nurses achieve uniformity and seamless care.
Flexner's 1915 Essay "Is Social Work a Profession" stated 6 criteria for a profession:

- Professional activity is based on intellectual action along with personal responsibility
- The practice of a profession is based on knowledge, not routine activities
- There is practical application rather than just theorizing.
- There are techniques that can be taught.
- A profession is organized internally.
- A profession is motivated by altruism, with members working in some sense for the good of society.