

INDIRANI COLLEGE OF NURSING

LEVEL OF STUDENT - B.SC(N) I yrs

NURSE AS A PROFESSION

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ICON

NURSE AS A PROFESSION

1. **Definition and characteristics of a profession**
2. **Objectives, concepts, philosophy**
3. **Nature and scope of nurse nursing practice**
4. **Function of nurse**
5. **Quality of nurse**
6. **Categories of nursing personnel**

INTRODUCTION

- Nursing has been called the oldest of the arts and the youngest of the professions. The term 'Nurse' evolved from the Latin word *nutrix*, which means to nourish or to cherish. Today nursing emerged as a learned profession, that is both a science and an art.
- It is a body of knowledge. Knowledge is an awareness or perception of reality, which is acquired through learning or investigation
- Science is defined as both a unified body of knowledge concerned with specific subject matter, the skills and methodology necessary to provide such knowledge.

Terminology

- Profession: a type of occupation that meets certain criteria that raise it to a level above that of an occupation.
- An occupation that requires advanced knowledge and skills and that it grows out of society's needs for special services.
- Professional: a person who belongs to and practices a profession
- Professionalism: demonstration of high level of personal, ethical and high level of skill characteristics for a member of a profession.
- Difference between Occupation & Profession. According to Webster: – Occupation: is defined as what occupies or engages, one's time, business and employment. – Profession: is defined as a vocation requiring advanced training and usually involving mental rather than manual work, as teaching, engineering, especially medicine, law etc.

Nursing definition

1. **Virginia Henderson (1977)** defined nursing in functional terms: "The unique function of the nurse is to assist the individual, sick or well, in the performance of those activities contributing to health or its recovery (or to a peaceful death) that he would perform unaided if he had the necessary strength, will or knowledge. And to do this in such a way as to help him gain independence as rapidly as possible
2. Nightingale defined nursing over 100 years ago as "the act of utilizing the environment of the patient to assist him in his recovery". (**Florence Nightingale, 1860**)
3. "Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities and populations." (**American Nurses Association**)

BASIC NURSING PRINCIPLES

- Safety
- Therapeutic effectiveness
- Comfort
- Use of resources
- Good workmanship
- Individuality

OBJECTIVES

- Prepare nurses who will give expert bedside nursing care
- Provide integration of health and social aspects theory & practice
- Provide an adequate, sound scientific foundation to understand the functioning of body & mind in health & disease
- Prepare to work cooperatively, develop sense of responsibility
- Provide opportunity to develop skills & personality
- Upgrade nursing as a profession

Concept of nursing:

The tasks of nursing are:

- 1) To promote health
- 2) To prevent disease
- 3) To help ill-person to healing (to assist healing)
- 4) To assist the dying patient to pass away with quietude, peace, and dignity.(to ease suffering)
- 5) The client is a holistic human being, including suffering person and healthy person
- 6) The working place is not only in the hospital, but also in family, community and whole society.
- 7) Nursing is not only a science, but also an art.
- 8) The nursing science attaches importance to human being's living environment and the interrelation between human being and its environment.
- 9) The nursing science is a gradually perfect and developing science

CRITERIA OF PROFESSION

- **High Intellectual Level Of Functioning:** Modern nurses use assessment skill and knowledge, have the ability to reason and make routine judgment depending on patient's condition. Professional nurses function at a high intellectual level. Florence Nightingale raised the bar for education and graduates of her school were considered to be highly educated.
- **High Level Of Individual Responsibility And Accountability:** Nurses must be accountable and demonstrate a high level of individual responsibility for the care and services they provide. The concept of accountability has legal, ethical and professional implications that include accepting responsibility for action taken to provide client care as well as accepting responsibility for the consequences of action that are not performed.
- **Specialized Body Of Knowledge:** Nursing has developed into an identifiable separate discipline, a specialized body of knowledge called as nursing science. It was compiled through the research effort of nurses with advanced educational degrees. Although this body of specialized knowledge is relatively small, it forms a theoretical basis for the practice of nursing today. As more nurses obtain advanced degrees, conduct research and

develop philosophies, and theories about nursing, this body of knowledge will increase in scope.

- **Evidence Based Practice:** Almost all the currently used nursing theories address this issue in some way. Evidenced based practice is the practice of nursing in which interventions are based on data obtained from research that demonstrate that, the findings are appropriate and successful. It involves a systematic process of uncovering, evaluating and using information from research as the basis for making decisions about providing client care.

- **Public Service and Altruistic Activities:** Individual is the focal point of all nursing models and nursing practice. Nursing has been viewed universally as being an altruistic profession composed of selfless individuals who place the lives and well being of their clients above their personal safety. Dedicated nurses provide care for victims of deadly diseases with little regard for their own welfare.

- **Well organised And Strong Representation:** Professional organizations represent the members of the profession and control the quality of professional practice. In India TNAI & SNA are the two organizations that represent nursing in today's health care system. Many do belong to specialty organizations that represent a specific area of practice.

- **Code of Ethics:** A code of ethics document may outline the mission and values of the business or organization, how professionals are supposed to approach problems, the ethical principles based on the organization's core values and the standards to which the professional is held. Some of the ethical principles are autonomy, justice, non-maleficence .

- **Competencies And Professional License:** Nurses must pass a national licensure examination to demonstrate that they are qualified to practice nursing. Only after passing the examination the nurses are allowed to practice. The granting of a nursing license is a legal activity conducted by the individual state under the regulations contained in the state's nursing practice act.

- **Autonomy And Independence Of Practice:** In reality nursing is both an independent and interdependent discipline. Nurses in all health care setting must work with physicians, hospital administrators, pharmacists and other groups in the provision of care. In some cases nurses in advanced practice role eg. Nurse practitioners can do establish their independent practices. To be considered a true profession, nursing will need to be recognised by other disciplines as having practitioners who practice nursing independently.

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- **Professional Identity And Development:** Until nurses are fully committed to the profession of nursing, identify with it as a profession and are dedicated to its future development, nursing will probably not achieve professional status.

- A basic profession requires an extended education of its members, as well as a basic liberal foundation. A profession has a theoretical body of knowledge leading to defined skills, abilities and norms. A profession provides a specific service. Members of a profession have autonomy in decision-making and practice. The profession has a code of ethics for practice.

PHILOSOPHY OF NURSING

1. A philosophy of nursing is a statement, sometimes written, that declares a nurse's beliefs, values, and ethics regarding their care and treatment of patients while they are in the nursing profession. Although the philosophy may seem solely academic and too cerebral to be of any use, it is vital to approaching your profession in an appropriate manner. When you develop a personal philosophy of nursing, it benefits your career and the lives of the people you provide care to and their families.

2. Nursing is a profession that can make a significant impact in the lives of many. Being so, there are certain qualities that I feel are necessary to be an amazing nurse: compassion, honesty, and respect. During these present times, it is so easy to be task-oriented and constantly on the go. As nurses, we will have multiple patients at a time, so there is potential to treat the diagnosis and not the individual. I truly feel that these three qualities ensure that nurses will provide patients with best care possible.

3. Compassion: Compassion, in my opinion, is a must-have quality when it comes to nursing. A nurse without compassion treats only the diagnosis, and a person's health is made up of more than one component: physical, social and mental wellbeing (Centers for Disease Control And Prevention, 2014). Being able to empathize with patients, builds rapport, and creates an environment that is inclusive of the physical, social, and mental aspects of health.√Philosophy of Nursing

4. Honesty: Honesty is something I value personally; if I were a patient, I would want to know exactly what was happening to me, and what the plans are for my treatment. Being honest, builds trust and credibility with the patient. Patients are more cooperative with health professionals they deem trustworthy.√Philosophy of Nursing

5. Respect: Respect is another quality that builds rapport with the patient. Patients want to be treated with dignity and involved with their treatment. Being respectful to patients encompasses getting to know them, their culture, and beliefs; it helps to distinguish a treatment plan that the patient will be cooperative with.

These qualities are crucial in nursing because each person should be treated as an individual and not a diagnosis. Health includes a person's social and mental wellbeing as well as their physical wellbeing, so developing relationships with patients is critical in delivering the best quality of care. With compassion, honesty, and respect, nurses will be able to create an environment that optimizes the health of their patients.

CHARACTERISTICS OF NURSING

- Nursing is caring. Nursing involves close personal contact with the recipient of care.
- Nursing is concerned with services that take humans into account as physiological, psychological, and sociological organisms.
- Nursing is committed to promoting individual, family, community, and national health goals in its best manner possible.
- Nursing is committed to personalized services for all persons without regard to color, creed, social or economic status.
- Nursing is committed to involvement in ethical, legal, and political issues in the delivery of health care.

NATURE AND SCOPE OF NURSING PRACTICE

1. Nurses contribute to health care within a multidisciplinary team. They are individually accountable for their actions and practise within a statutory regulatory framework established to protect the public and assure the quality of nursing services.

The role of the nurse is constantly changing and developing. This means that nurses may add new functions to their work. When deciding to do so, nurses must be sure that patients will benefit and that they are competent for the new role.

2. Practice Nursing is a service which:

- Helps individuals, families and communities to achieve and maintain good health
- Supports, assists and cares for people during illness or when their health is threatened
- Enhances people's ability to cope with the effects of illness and disability
- Ensures, as far as possible, that death is dignified and free from pain.

3. Nursing achieves these goals by applying knowledge and skills gained through education and training, updated and tested by research. It is the combination of professional knowledge and skills, with the desire to care for others, which provides the base of nursing.

4. Nursing practice includes:

- Assessing people's health, their health problems and the resources they have to cope with them; deciding what nursing help is needed and referring them to other sources of expertise when necessary
- Planning, giving and evaluating programmes of skilled nursing care.

5. A professional nursing organization has a responsibility to its members and to the public it serves to develop the scope and standards of its profession's practice. As the professional organization for all registered nurses, has assumed

the responsibility for developing the scope and standards that apply to the practice of all professional nurses and serve as a template for nursing specialty practice.

6. The scope of nursing practice is defined as the range of roles, functions, responsibilities, and activities which registered nurses are educated and authorized to perform. The Scope of Nursing Practice describes the “who,” “what,” “where,” “when,” “why,” and “how” of nursing practice. The broad scope of nursing practice reflects all of the roles and activities undertaken by registered nurses to address the full range of human experiences and responses to health and illness. This includes: health promotion, health protection, health maintenance, health restoration, rehabilitation, and palliation.

7. The actual scope of practice of individual nurses is always narrower than that of the scope of the nursing profession as a whole. The scope of practice of the individual nurse is influenced by the nurses’ knowledge, practice setting, employer requirements, and client needs (CNA, 2002c). It is often described in job descriptions and/or illustrated in practice settings as competencies.

8. They can work in settings like :

- Hospital

- Nursing homes.
- Clinics and Health Department
- Orphanages and old age homes
- Military (Army, Navy, Air Force and Marines)
- Community settings i.e. school nurse, health visitor
- Industrial houses and factories
- Railways and public sector medical departments

9. They can work in settings like :

- Training Institutes as educators
- Home care , Palliative care, hospice
- Public health agencies
- Ambulatory care centres ,extended care centers
- Offices ,corporations ,health-related industries , occupational settings
- Mental health services
- Private health care providers e.g. Practitioners
- Prison nurse/ Correctional , de- addiction
- Researcher – promoting advances in health care and health promotion practice

10. They can diversify into different areas of nursing practice:

–operating room, critical care and emergency departments, women's health and mental health.

–And there are many sub-specialty areas such as sports injury nursing, cancer nursing, cardiac care, newborn intensive care.

11. Nurses may choose to work in one permanent setting, or may take short-term assignments as a travel nurse to fulfill temporary projects for nursing staff internationally. They can even serve in key government and elected positions become a nurse practitioner, clinical nurse specialist, nurse educator, researcher, or a nurse manager.

DEFINITION OF NURSE

NURSE – originated from a Latin word NUTRIX, means to nourish. Dictionary definition says that A person trained, licensed, or skilled in nursing is called nurse. Florence Nightingale in her Notes on Nursing described the Nurse's role as "one that would put the patient in the best condition for nature to act upon him. " A professional nurse is a person who has completed a basic nursing education program and is licensed in his country to practice professional nursing.

QUALITIES OF NURSE

1. **Communication Skills:** Solid communication skills are a basic foundation for any career. But for nurses, it's one of the most important aspects of the job. A great nurse has excellent communication skills, especially when it comes to speaking and listening. Based on team and patient feedback, they are able to problem-solve and effectively communicate with patients and families. Nurses always need to be on top of their game and make sure that their patients are clearly understood by everyone else. A truly stellar nurse is able to advocate for her patients and anticipate their needs.
2. **Emotional Stability:** Nursing is a stressful job where traumatic situations are common. The ability to accept suffering and death without letting it get personal is crucial. Some days can seem like non-stop gloom and doom. That's not to say that there aren't heart-warming moments in nursing. Helping a patient recover, reuniting families, or bonding with fellow nurses are special benefits of the job. A great nurse is able to manage the stress of sad situations, but also draws strength from the wonderful outcomes that can and do happen.
3. **Empathy:** Great nurses have empathy for the pain and suffering of patients. They are able to feel compassion and provide comfort. But be prepared for the occasional bout of compassion fatigue; it happens to the greatest of nurses. Learn how to recognize the symptoms and deal with it efficiently. Patients look to nurses as their advocates — the softer side of hospital bureaucracy. Being sympathetic to the patient's hospital experience can go a long way in terms of improving patient care. Sometimes, an empathetic nurse is all patients have to look forward to.

4. **Flexibility:** Being flexible and rolling with the punches is a staple of any career, but it's especially important for nurses. A great nurse is flexible with regards to working hours and responsibilities.
5. **Attention to Detail:** Every step in the medical field is one that can have far-reaching consequences. A great nurse pays excellent attention to detail and is careful not to skip steps or make errors. From reading a patient's chart correctly to remembering the nuances of a delicate case, there's nothing that should be left to chance in nursing. When a simple mistake can spell tragedy for another's life, attention to detail can literally be the difference between life and death.
6. **Interpersonal Skills:** Nurses are the link between doctors and patients. A great nurse has excellent interpersonal skills and works well in a variety of situations with different people. They work well with other nurses, doctors, and other members of the staff. Nurses are the glue that holds the hospital together. Patients see nurses as a friendly face and doctors depend on nurses to keep them on their toes. A great nurse balances the needs of patient and doctor as seamlessly as possible.
7. **Physical Endurance:** Frequent physical tasks, standing for long periods of time, lifting heavy objects (or people), and performing a number of taxing maneuvers on a daily basis are staples of nursing life. It's definitely not a desk job. Always on the go, a great nurse maintains her energy throughout her shift, whether she's in a surgery or checking in on a patient. Staying strong, eating right, and having a healthy lifestyle outside of nursing is important too!
8. **Problem Solving Skills:** A great nurse can think quickly and address problems as — or before — they arise. With sick patients, trauma cases, and emergencies, nurses always need to be on hand to solve a tricky situation. Whether it's handling the family, soothing a patient, dealing with a doctor, or managing the staff, having good problem solving skills is a top quality of a great nurse.
9. **Quick Response:** Nurses need to be ready to respond quickly to emergencies and other situations that arise. Quite often, health care work is simply the response to sudden incidences, and nurses must always be prepared for the unexpected. Staying on their feet, keeping their head cool in a crisis, and a calm attitude are great qualities in a nurse.
10. **Respect:** Respect goes a long way. Great nurses respect people and rules. They remain impartial at all times and are mindful of confidentiality requirements and different cultures and traditions. Above all, they respect the wishes of the patient him- or herself. Great nurses respect the hospital staff and each other, understanding that the patient comes first. And nurses who respect others are highly respected in return.

11.
 - Must have a Bachelor of Science degree in nursing.
 - Must be physically and mentally fit.
 - Must have a license to practice nursing in the country.

12. Mnemonics of NURSE

N – Noble/ Nurturing

U – Understanding/Usefulness

R – Reliable/Respectfulness

S – Selfless/Smart

E – Empathy/Efficiency

ROLE & FUNCTIONS OF NURSE

1. **Caregiver** The caregiver role has traditionally included those activities that assist the client physically and psychologically while preserving the client's dignity. Care giving encompasses the physical, psychosocial, developmental, cultural and spiritual levels.
2. **Communicator** Communication is an integral to all nursing roles. Nurses communicate with the client, support persons, other health professionals, and people in the community. In the role of communicator, nurses identify client problems and then communicate these verbally or in writing to other members of the health team. The quality of a nurse's communication is an important factor in nursing care.
3. **Teacher** As a teacher, the nurse helps clients learn about their health and the health care procedures they need to perform to restore or maintain their health. The nurse assesses the client's learning needs and readiness to learn, sets specific learning goals in conjunction with the client, enacts teaching strategies and measures learning.
4. **Client advocate** Client advocate acts to protect the client. In this role the nurse may represent the client's needs and wishes to other health professionals, such as relaying the client's wishes for information to the physician. They also assist clients in exercising their rights and help them speak up for themselves.
5. **Clinical & Ethical Decision Maker** Here the nurse uses the critical thinking skills throughout the nursing process and makes decisions in collaboration with client and family members. As a decision maker she collaborate and consult with other health care team members.
6. **Counselor** Counseling is a process of helping a client to recognize and cope with stressful psychological or social problems, to developed improved interpersonal relationships, and to promote personal growth. It involves providing emotional, intellectual, and psychological support.

7. **Change agent** The nurse acts as a change agent when assisting others, that is, clients, to make modifications in their own behaviour. Nurses also often act to make changes in a system such as clinical care, if it is not helping a client return to health.
8. **Leader** A leader influences others to work together to accomplish a specific goal. The leader role can be employed at different levels; individual client, family, groups of clients, colleagues, or the community. Effective leadership is a learned process requiring an understanding of the needs and goals that motivate people, the knowledge to apply the leadership skills, and the interpersonal skills to influence others.
9. **Manager** The nurse manages the nursing care of individuals, families, and communities. The nurse-manager also delegates nursing activities to ancillary workers and other nurses, and supervises and evaluates their performance. Case Manager Nurse case managers work with the multidisciplinary health care team to measure the effectiveness of the case management plan and to monitor outcomes.
10. **Research consumer** Nurses often use research to improve client care. In a clinical area nurses need to:
 - Have some awareness of the process and language of research
 - Be sensitive to issues related to protecting the rights of human subjects
 - Participate in identification of significant researchable problems
 - Be a discriminating consumer of research findings
11. **Expanded role of the nurse Clinical Specialists** Is a nurse who has completed a master's degree in specialty and has considerable clinical expertise in that specialty. She provides expert care to individuals, participates in educating health care professionals and ancillary, acts as a clinical consultant and participates in research.
12. **Expanded role of the nurse Practitioner** Is a nurse who has completed either as certificate program or a master's degree in a specialty and is also certified by the appropriate specialty organization. She is skilled at making nursing assessments, performing P. E., counseling, teaching and treating minor and self-limiting illness.
13. **Expanded role of the nurse– Midwife** A nurse who has completed a program in midwifery; provides prenatal and postnatal care and delivers babies to woman with uncomplicated pregnancies. Nurse Anaesthetist A nurse who completed the course of study in an anaesthesia school and carries out pre-operative status of clients.
14. **Expanded role of the nurse Educator** A nurse usually with advanced degree, who teaches in clinical or educational settings, teaches theoretical knowledge, clinical skills and conduct research Nurse Entrepreneur A nurse who has an advanced degree, and manages health-related business. Nurse administrator

A nurse who functions at various levels of management in health settings; responsible for the management and administration of resources and personnel involved in giving patient care.

15. Expanded role of the nurse Researcher Nurse researchers are scientists who study various aspects of health, illness and health care. Nurse researchers identify research question, design and conduct scientific studies, collect and analyze data and report their findings. This is a highly specific category of nursing with various additional training in research methodology and tools used to perform research. The data collected can be used to save the lives of patients and make medical professionals' lives easier on the job.

Nursing service is the part of the total health organization which aims at satisfying the nursing needs of the patients/community. In nursing services, the nurse works with the members of allied disciplines such as dietetics, medical social service, pharmacy etc. in supplying a comprehensive program of patient care in the hospital.

Definition of Nursing Services:- WHO expert committee on nursing defines the nursing services as the part of the total health organization which aims to satisfy major objective of the nursing services is to provide prevention of disease and promotion of health.

ORGANISATION OF NURSING SERVICES IN HOSPITALS:-

- CHIEF NURSING OFFICER
- NURSING SUPERVISOR
- DEPUTY NURSING SUPERVISOR
- ASSISTANT NURSING SUPERVISOR
- WARD SISTER-CLINICAL SUPERVISOR (GRADE I)
- STAFF NURSE (Grade II)
- STUDENT NURSE

1. CNO (CHIEF NURSING OFFICER)

1. She/he will be responsible for efficient running of Nursing Services at hospitals.
2. She will assist the Director in formulating broad policies concerning Nursing Services and inform the happening concerning the hospital.

3. She will disseminate the AIM, objectives and policies regarding patient care to all cadres of nursing services & will implement policies and procedures of Institute regarding nursing services.

4. She/he will plan future requirements of nurses and carry out recruitment of nurses from time to time.

5. She/he will plan and disseminate programmes for continuing education re-orientation programmes for nurses.

6. She/he will encourage research by nurses in their work areas.

7. She will strive to implement standard nursing practices and maintain highest quality of care.

8. She will critically analyse the budgets for nursing services.

9. Evaluate confidential reports of higher level nursing officers and recommend for promotion.

2. Nursing Superintendent is responsible to the C.N.O. for planning organisation and development of nursing services in the hospital in consultation with Medical Supdt./Chief of centres.

1. She will be responsible for implementing hospital policies amongst various nursing units.

2. She will recommend personnel and material requirement for nursing various nursing service departments of the hospital.

3. She will ensure safe and efficient care rendered to patients in various wards etc.

4. She will prepare budgets for nursing services.

5. She will be responsible for counseling and guidance of sub-ordinate staff.

6. Making duty roster of nursing personnel.

3. DEPUTY NURSING SUPERINTENDENT • Deputy Nursing Superintendent is responsible to the Nursing Supdt. and assist her in the administration of nursing services in the hospital.

1. Supervise the nursing care given to the patients in various departments by taking regular round of her area.

2. Act as a liaison officer between Nursing Supdt. and the nursing staff of the hospital.

3. Interpret the policies and procedures of the Nursing service department to sub-ordinate staff and others.

4. Maintain the records of attendance of nursing staff and leave of any kind.

5. Conduct regular physical verification of hospital stocks, i.e. drugs, equipments etc.

6. Initiate procedure for condemnation and procurement of hospital equipment/linen etc.
 7. Maintain the confidential report and records of nursing personnel.
 8. Assist the nursing supdt. in making master duty roster of nursing personnel.
 9. Arrange orientation programmes for new nursing staff.
 10. Maintain discipline among nursing personnel.
 11. Ensure clinical experience facilities for student nurses in various clinical areas of the hospital.
4. ASSISTANT NURSING SUPERINTENDENT • Asstt. Nursing Supdt, is responsible to Deputy Nursing Supdt. for the total nursing care of patients, management and development of the unit assigned to her
1. Plan and arrange duty for nursing personnel posted under her.
 2. To ensure availability of adequate nursing staff in all shifts.
 3. Maintain cleanliness of unit its annexes and environment.
 4. Interact with the engineering service department for proper up keep of the unit.
 5. Guide the Sister Grade-I to ensure supplies and equipments of different stores, and re-checking their use and care.
 6. Maintain good public relation with patients relatives and the public, and project positive image of the hospital.
 7. Maintain discipline of nursing and domestic staff.
5. NURSING SISTER GRADE-I • The Nursing Sister Grade-I is responsible to the Assistant Nursing Superintendent or the total care of patients in the wards and supervision of the Nursing Sister Grade-II, student nurses and Domestic staff. She would also be assisted by Nursing Sister Grade-II, Clinical and Domestic staff. The main aim of the sister Grade-I should be to foster team spirit in her area of works as a team leader.
6. NURSING SISTER GRADE-II Nursing sister grade-II is directly responsible to Nursing Sister Grade-I (Ward In-Charge) for total nursing care of the patient assigned to him/her.

ORGANISATION OF NURSING PERSONNEL IN EDUCATIONAL INSTITUTES:-

- PRINCIPAL
- VICE PRINCIPAL
- PROFESSORS
- ASSOCIATE PROFESSORS
- ASSISTANT PROFESSOR
- CLINICAL INSTRUCTORS/NURSING TUTOR

ORGANISATION OF NURSING PERSONNEL IN COMMUNITY

SETTING:-

- The nurses working in the community level are also a large part of the health care delivery system.
- They work at various levels and provide care to various levels.
- They can be broadly classified as – Female health worker – Community health nurse
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There are various community health nurse levels in various states of India.

Generally they can be classified as :

- DPHNO: District public health nursing Officer
- BPHN: Block Public health Nurse
- PHN: Public health nurse/ Lady Health Visitor
- ANM: Axillary Nurse midwife / Female Health Workers

Female Health Workers

- Registers and cares for the pre-natal and post natal mothers at home.
- Registers and follows up all the eligible couples.
- Provides nutritional advice and immunization to mother and children.
- Carries out family planning services and including the distribution of the contraceptives.
- Provides treatment to minor ailments.
- Notifies communicable diseases
- Maintains the records and registers all the services provided and vital events like birth and death.
- Participates in the various disease control programmes.
- Conducts surveys of all sub-center areas and maintains records about every family.

Community health nurse

- Qualified community health nurse is one who has undergone general training , and basic education in the community health nursing. She must have a B.Sc. Nursing with a registration to work as a community health nurse

- Roles of community health nurse is Health education, Individual practitioner, Decision maker, Programme director, Planner, Researcher, Supervisor, Evaluator, Advocate, and Direct care provide