



Utilization of Nursing Manpower in Medical Wards at a large teaching Hospital

¹Ms. Asmat Parveen, ²Dr. Haroon, ³Dr. Ajaz Baba, ⁴Dr. Shahid Mudassir Baba, ⁵Ms Anjum Khurshid

1 Associate Professor cum Principal, SMMCN&MT, Awantipora, Kashmir

2. Associate Professor, SKIMS Soura, Srinagar, Kashmir

3. Medical Superintendent in IMHANS, Govt Medical College, Srinagar, Kashmir

4. Sr.Resident, Department of Immunology, SKIMS Soura, Srinagar, Kashmir

5. Assistant Professor, Islamic University Sciences and Technology, Awantipora, Kashmir

Corresponding Author: asmat.parveen@islamicuniversity.edu.in

The term "Nurse" Evolved from the Latin word "Nutrine" which means nourishing. Nursing has been called the oldest of the art and the longest of the profession (DONOVAN 1985)¹. The roots of medicine and nursing are interrelated and found in mythology, ancient culture religion and reasoned thinking. The goal of nursing is both to help people attain, maintain retain and regain health and to help them cope with crises illness and death. Though the history of nursing is as old as the history of mankind. The modern day nursing came into public forefront after the efforts of Florence Nightingale, who was born in May 12, 1820 at Florence in Italy. She decided to undertake nursing in response to a divine call. In those days, nursing profession was looked down upon with hatred and it had social stigma attached to it, but she preferred it in spite of all odds². Nursing went through dark ages and enlightened periods. Nursing was primarily family based work in the past and perform all kinds of jobs like housekeeping, catering, clerical work, pottering etc. To meet the growing demands of a changing complex society, nursing evolved over the years from an exclusively family based work to a distinct health profession. There is now a worldwide trend to extend the scope of nursing practice. Nursing functions are being expanded in both developed and developing countries. Nurses need to be aware that patients and nurses often hold disparate views of the priorities of nursing care. Even when the nurses know the perceptions of patients and what satisfies them they may face certain problems which prevent them from delivering quality nursing care. Being a nurse is no bed of roses. Even in the best of organizations something may lack which prevents her from delivering quality nursing. Working in an emergency room is hectic with no periods of lulls. Every frantic minute of the day is spent racing from one task to the next. The atmosphere is even more stressful in the critical care areas. This type of work environment takes a toll on them physically, mentally and emotionally and disturbs their home environment, finally affecting the quality of their work³. Various studies have shown that nurses face many other problems which lead to job dissatisfaction and hence high turnover, a vicious cycle. Some of these are understaffing with huge workload, stress and burnout lack of task autonomy appreciation and recognition, inadequate salary, job stagnation etc. All these factors adversely affect quality of nursing care.⁷ To meet the changing health care needs of the people, three categories of nurses are defined for the expanded role i.e.,

- ❖ Nurse practitioner
- ❖ Nurse clinician and
- ❖ Nurse specialist.

Nursing services should efficiently and effectively to be utilized for better patient care. Nurses are expected to render nursing care to the patients, help the attendants of patient and his family members. Nursing in most of the Hospital render functional nursing care where as at present nursing is directed towards achieving the goal of patient centered, Family centered care using Nursing process consists of series of steps which include.

❖ Assessment

- Through collection of data
- Formulation of nursing
- Data interpretation.
- Nursing Diagnosis:
- Identification of client problems
- Nursing diagnosis statement

❖ Planning.

- Establishing priorities goals and expected outcomes
- Writing nursing care plans.
- Implementation
- Caring out the intervention made in the plan.
- Evaluation
- Outcome of care

- Review and modify

❖ Documentation and Reporting.

Nursing is a caring profession. From the earliest ages to the present, nurturance of human beings has been the central concern of nursing.

She provides

❖ Direct patient care which includes.

- ❖ Admission and discharges the patient.
- ❖ Maintenance of personnel hygiene and comforts of the patient.
- ❖ Nutritional needs of the patient
- ❖ Maintains clean and safe environment for the patients.
- Implements and maintains policies and routines
- Co-ordinates patient care with various health team members.