

ST. STEPHEN'S HOSPITAL COLLEGE OF NURSING

**LESSON PLAN
ON
“CURRENT TRENDS AND ISSUES IN NURSING
ADMINISTRATION”**

BY
SHEEBA PRIYANKA JOSEPH

NAME OF THE STUDENT TEACHER	:	SHEEBA PRIYANKA JOSEPH
SUBJECT	:	Nursing Managemnt
TOPIC	:	Current trends and issues in Nursing Administration
TIME	:	35-40 MINUTES
GROUP	:	M. Sc NURSING 1ST YEAR
SIZE OF THE CLASS	:	5 STUDENTS
VENUE	:	CLASSROOM
METHOD OF TEACHING	:	LECTURE CUM DISCUSSION
AUDIOVISUAL AIDS CARDS	:	POWER POINT, CHARTS, HANDOUTS, FLASH CARDS

PREVIOUS KNOWLEDGE: The group has some knowledge regarding trends and issues during their B.Sc. Nursing programme.

GENERAL OBJECTIVES: At the end of the teaching the group will acquire knowledge about trends and issues in nursing administration and will apply in clinical practice.

SPECIFIC OBJECTIVES: At the end of the teaching the students:

- a. Define administration
- b. Describe problems prevailing in the nursing administration.
- c. Enlist deterrents to nursing service administration
- d. Explains measures to overcome these problems.
- e. Describe emergence of nursing service administration

TIME	SPECIFIC OBJECTIVES	CONTENT	TEACHING AND LEARNING ACTIVITIES WITH THE HELP OF AV AIDS.	EVALUATION
2 min.	Introduce the topic.		<p>INTRODUCTION Nursing has its own “identity” as profession and also nursing also come up to the level in management and administration. But some authorities have such an attitude towards nursing that create harm and lowered the image and status of the profession. After that some committees given excellent recommendations in terms of nursing education, services and administration. Some efforts have been made by the government but still the problems are there.</p>	
1 min.	To define administration	<p>DEFINITION Administration is the organization and direction of human and material resources to achieve desired ends.</p>	Teacher define administration.	What is administration?
3 min.	To explain issues in nursing	<p>By pfiffner and presthus ISSUES IN NURSING ADMINISTRATION As far as nursing administration is concerned; it is in a pathetic condition. According to health survey and</p>	Teacher introduced the topic.	What are the issues in nursing administration?

4 min.	To describe problems prevailing in the nursing administration.	<p>development committee and WHO guidelines, both union and state governments have decided to give some gazette ranks to nurses. Accordingly, now we have very few gazette posts, but there is no independent power or authority. For eg. There is delay in filling of vacancies of certain gazetted post since, 1986, i.e. nursing superintendent grade I gazetted. This shows the government and concerned authorities had not been interested in uplifting nursing profession in the state. Now the situation has gone from bad to worse, worst to the extent that for filling up of the vacancies of nursing cadre, the government nurses association has to go on agitation.</p> <p>PROBLEMS PREVAILING IN THE NURSING ADMINISTRATION:-</p> <ol style="list-style-type: none"> 1. Non- involvement of nursing administrators in planning and decision making in the governmental hospital administration. 2. No specific power assigned to nursing superintendents, but he/se has been made in-charge of all inventories and linen of hospital. 3. Nursing superintendent will have no authorities to sanction leave to their subordinates. 4. Lack of knowledge in management of Hospital among medical/nursing administration. 5. Administration is always dependant on the advice of clerical staff in all matters including technical aspects. 6. Prevalence of role ambiguity, among administration administrators. 7. Unnecessary interference of non-nursing personnel 	Teacher describes problems prevailing in the nursing administration.	What are the problems prevailing in the nursing administration?
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3 min.	To enlists deterrents to nursing service administration	<p>(Medical/ clerical) in nursing administration.</p> <ol style="list-style-type: none"> 8. No written nursing policies and manuals. 9. No organized staff development programme which includes orientation, in service education, continuing education etc. 10. No special incentives like , Rajyosava Award, Republic Day Awards , Teachers Awards, as Government itself honor with these awards other government servants like teachers, police persons etc. 11. Inefficiency of Nursing councils of state and union to maintain standards in nursing. 12. No efforts at higher level for implementation of separate Directorate of Nursing sanctioned by Karnataka Govt. <p>DETERRENTS TO NURSING SERVICE ADMINISTRATION</p> <p>There are many reasons why nursing service has not yet reached maturity.</p> <ul style="list-style-type: none"> • Ironically, one of the impediments to progress has been emphasis placed on education. The number of prepared nurse administrators remains shall as compared with the number of nurse educators. • Another deterrent has been absence of trained hospital administrators. • Nurses have been largely “doers” rather than “thinkers” and as a result their analytical powers has been impaired and also little room for consultative aspects of administration. • Another deprivation linked with administration is the indifference with which nurses are held. • If the voice of nursing is to be heard, we must 	Teacher enlists deterrents to nursing service administration.	What are the deterrents to nursing service administration?
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3 min.	To explain measures to overcome these problems.	<p>simultaneously increase competency in both administration and professional practice, for they are inter dependent.</p> <p><u>MEASURES TO OVERCOME THESE PROBLEMS</u></p> <ol style="list-style-type: none"> 1. There should be one policy in the state in relation to nursing matters. 2. All the nurses working in the different sector, i.e. Directorate of Health and family welfare, Directorate of Medical Education, Directorate of ESI(M) Directorate of ISM and Director of autonomous bodies, should be clubbed together and should be kept in one administration i.e. “Directorate of Nursing” 3. Then only it is possible to bring some uniformity and improvement of nursing services in hospitals and community setting. 4. The Director of Nursing should be made Chairman/ President of State Nursing Council with the assistance of “Nurse Registrar” of Joint Director Scale rested with powers to maintain standards of nursing uniformity throughout the state. 	Student teacher explains measures to overcome these problems.	What are the measures to overcome these problems?
2 min.	Define trends in nursing administration.	<p>TRENDS IN NURSING ADMINISTRATION</p> <p>Trends denote general direction and tendencies especially of events, of opinion. So nursing trends refer to the general direction towards which the different nursing events, have moved and are moving, as well as the opinions in and around nursing and tendencies that we find in and about our profession.</p>	Teacher defines trends in nursing administration.	What are the trends in nursing administration?

4 min.	Describe emergence of nursing service administration.	<p>EMERGENCE OF NURSING SERVICE ADMINISTRATION</p> <ul style="list-style-type: none"> · The National Nursing Council published its report for the future which is known as the Brown's Report. · The report indicated that in nursing service, administrative and supervisory staffs tend to be authoritarian and nurses had little freedom in taking decisions and judgments for the care of patients. Also it was found that administrative orders were issued from the top hospital administrator with little opportunity provided for nurse administrators to participate in the policy decision making. · Brown's report pointed out the need for sound legislation regarding the training and function of practical nurse and other health workers and also stressed the need for professional and highly technical nursing education and mentioned that it should be undertaken by universities and colleges. · In 1950, the WK Kellogg foundation conducted a 5-month seminar on nursing service education administration, and in service education and research · The study conducted at Teachers college, Columbia University resulted in the establishment of courses in nursing service administration. At the seminar the first definition of nursing administration was formulated- Nursing service administration is a co-ordinate system of activities which provide all the facilities necessary for rendering of nursing care to patients, it includes establishment of goals and policies. 	She describes emergence of nursing service administration.	What is the emergence of nursing service administration?
5 min.	Explain credentialing in the nursing profession.	<p>CREDENTIALING IN THE NURSING PROFESSION</p> <p>Licensure, certification and accreditation process</p>	She explains credentialing in the nursing profession.	What is credentialing in the nursing profession?

comprise credentialing. All are closely inter-related. This system is being scrutinized critically by consumers, professionals and others in our society. The consumer patients want quality care at a fair price.

The department of health, education and welfare defines the various aspects of credentialing.

Licensure:- A process by which a governmental agency grants permission to individuals who have met pre-determined qualifications to engage in a given profession or occupation, use a particular title or grant permission to institutions to perform specified functions.

Certification or Registration: - in the process by which non-government agency or association grant recognition to an individual who has met certain pre-determined qualification by that agency or association.

Accreditation:- The process by which an agency or organization evaluate and recognizes an institution or programme of study, meeting certain predetermined qualification

**THE NEW STATE NURSING PRACTICE ACT
(Amended in 1972)**

The practice of the profession of nursing encompasses diagnosing and treating human responses to actual or potential health problems through services such as case finding, health teaching, health counseling and provision of care supportive to or restorative of life and wellbeing.

<p>3 min.</p>	<p>To summarize the topic</p>	<p>Mandatory and voluntary Licensure It means all individuals who practice nursing or medicine must get license. Only individuals holding a license are authorized to use a designated title such as RN or LPN. Unlicensed individuals may work in a field, but they cannot use protected title.</p> <p>Mandatory Continuing Education and Voluntary Continuing Competence. In most states, licensed health practitioner has to renew their licenses. Some professional groups encourage the adoption of mandatory continuing education for professional reuse licensure. These should be continuing programs and educational opportunities for the development of nursing personnel.</p> <p>Some professionals are against mandatory continuing education. They believe that legal requirements downgrade professional autonomy and each practitioner's right to determine what learning experience is best suited to her professional needs.</p> <p>SUMMARY AND CONCLUSION Nursing is facing new challenges. To participate actively in decision making concerning the delivery of quality care to consumer patients, nurse practitioners, nurse administrators and nurse educators must take on active role through their organization of the standards of nursing practice, peer review and legislative programs and assure the public of quality care at a reasonable price.</p> <p>Today's professional nurses assume leadership and management responsibility regardless of the activity in which they are involved. Nurses may assume leadership</p>		
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		role their work setting, their profession and their community, whether or not they have designated positions of leadership.		
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BIBLIOGRAPHY

1. Basavanhappa BT, nursing administration, 2nd edition, 2009, Jaypee publications, page no. 843-845.
2. [http:// nursing.blogspot.co.current](http://nursing.blogspot.co.current) trends and issues in nursing.com