

NATIONAL PROFESSIONAL NURSING SERVICES STANDARD



Department of Medical Services

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Contents

1. Introduction
2. Mission
3. Nursing Services Career Enhancement
4. Nursing Services Standard at the Health Facilities
5. Nursing Services Specialty Proposal
6. Conclusion

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INTRODUCTION

The Nursing philosophy resides in managing and giving the highest degree of quality, comprehensive patient and family centred care to the patient to maintain or regain the highest level of wellness and accentuates on the spiritual, physical and emotional needs of a patient rather than only critical care.

The nursing profession, comprising of different category of nurses and constitutes the largest working group in the health care settings. Apart from being a highly responsible and noble profession, this profession demands a lot of time, dedication, patience, sacrifice, love and care for the sick patients

Nursing is a profession of discipline, patience, responsibility, punctuality, commitment and dedication. The job requires a lot of hard work, stamina, alertness of mind, adaptability to follow difficult time schedules, ability to think in crisis, good team spirit etc. Apart from possessing these qualities, the persons willing to take up this as profession, should be calm, pleasant, compassionate, understanding and should have the instinct to help and serve the needy people without getting sentimentally attached.

NURSING SERVICE PHILOSOPHY

1. We believe the Nursing is an art and science dedicated to improving the physical and psychological well being of patients
2. We believe the Nursing Service must manage and give the highest degree of quality, comprehensive patient and family centred care to maintain or regain the highest level of wellness.
3. We believe that the emphasis of this service must be on the spiritual, physical, emotional and social needs of the patients who is seen as an individual and a member of our society.

4. We believe that nursing care of the highest standard demands a working environment which is conducive to the professional, emotional and social growth of all persons.
5. We believe co-operative teamwork and wholesome human relationships with effective communication result in loyalty, satisfied personnel, and joint attainment of goals.
6. We believe through continued educational programme, evaluation of nursing care, and research in clinical practice the nursing service co-operates with the hospital administration in promoting curative, preventive and rehabilitative aspects in the hospital and associated health care delivery systems.

MISSION:

To provide quality nursing care in collaboration with the community and other health care providers

VISION:

Our goal is to make nursing profession a reality in providing excellent nursing care to all the clients

GOALS AND OBJECTIVES OF THE NURSING SERVICE

GOALS:

- Assure provision of high quality nursing care
- Maintain adequate and competent nursing staff through personal growth, experience and the appraisal system.
- Provide educational opportunities which facilitate personal and professional development.
- Promote a high degree of health team collaboration and communications.
- Support and implement hospital policies.

- Maintain a high level of interaction and good will between the hospital and other health care providers.
- To prepare nurses to meet the global society's health care needs with changing environment.

OBJECTIVES:

- Assist the individual to meet her/his needs (Physical, emotional, spiritual and social) to ensure speedy recovery at the earliest.
- Develop recognition of each patient's need for independence, privacy, dignity and self-awareness in relation to his /her illness.
- Encourage interaction and involvement with the patient and his/her family to assist him/her in acceptance/adjustment to his/her condition.
- Carry out therapeutic measures as prescribed by the doctor with intelligent application to the individual needs of the patient.
- Continually study and evaluate the quality of patient care and implement improvements.
- Create an environment that is favourable to patient and employee morale.
- Appreciate and acknowledge the contribution and worth of all personnel in assuring quality patient care
- Evaluate the competency and attitude of all employees with the Nursing Service
- Provide an orientation programme for new staff and provide for the continuing and in-service needs of all nursing personnel.
- Develop an awareness and understanding of the legal responsibilities in nursing and practice within this framework.
- Facilitate educational programme which provide student experience.
- Estimate the requirements of personnel for the Nursing Service and make recommendations accordingly.
- Ensure maximum utilization of nursing resources.

- Maintain sufficient hospital supplies and promote proper utilization.
- Foster and maintain good public relations.
- Develop nursing act and regulation
- Develop Nursing Council
- Conduct annual nursing conference for review and plan nursing action plan.

PROFESSIONAL SERVICE CAREER ENHANCEMENT

1. NURSE AIDE

- On the job training for 6 months

2. ASSISTANT NURSE: (to add course content)

3. AUXILIARY NURSE MIDWIFE: (course content to be added)

In this programme training is provided to nurses on how to take care of health related needs of the people living in the rural areas especially children, mothers and old persons.

Subjects/syllabus covered in Auxiliary Nurse Midwife:

- Anatomy and physiology
- Microbiology
- Introduction to health services, hygiene and psychology
- Nursing I
- Food & Nutrition, Community Health
- Health Promotion & Counselling
- First Aid and Medical Emergencies, EMT
- Therapeutic Management (Adult)
- Pharmacology
- Nursing II
- Reproductive Health & Gynae

- Introduction to Midwifery & ANC
- Normal Child Birth
- Postnatal Care
- Complication of Mother and Child
- Therapeutic management (Child) & IMCH
- Therapeutic Management (Adult) & Lab
- EPI, Research, BHU management & HMIS
- Community Health (Field Practical)

4. GENERAL NURSING AND MIDWIFERY:

This course helps in preparing general nurses to hold first-level positions in the hospitals and other such places.

Subjects/syllabus covered in General Nursing and Midwifery:

- Anatomy and Physiology
- Microbiology
- Introduction to health services, Hygiene and Psychology
- Basic Nursing
- Health promotion and counselling
- First Aid and Medical Emergencies
- Pharmacology
- Communicable diseases, epidemiology and research
- Therapeutic management I (Respiratory, CVS, GIT, CNS, Endocrine and Renal system disorder)
- Therapeutic management II (EENT, Ortho, Skin disorder and basic physiotherapy)
- Advance nursing
- Community health nursing
- Reproductive health and gynaecology

- Therapeutic III (ICU, Neonate, Trauma, Emergencies, OT nursing, Dialysis, Oncology, Burn, Diabetes, Neurology)
- Paediatric nursing
- Mental health nursing
- Hospital administration, management and HMIS
- Midwifery

5. B.Sc. (NURSING):

This is a beginner's course in nursing. In this course the very basic knowledge of this profession is to provide like nursing, first aid treatment, midwifery etc. The course also imparts theoretical and practical aspects of nursing.

Subjects/syllabus covered in post registration bachelor of nursing (BN)

- Computer skills
- Orientation and academic writing skill
- Research for nursing practice
- Health care perspective
- Learning and teaching in nursing
- Nursing knowledge
- Law, ethics and accountability for nurses
- Leadership and management in nursing
- Critical analysis of nursing practice

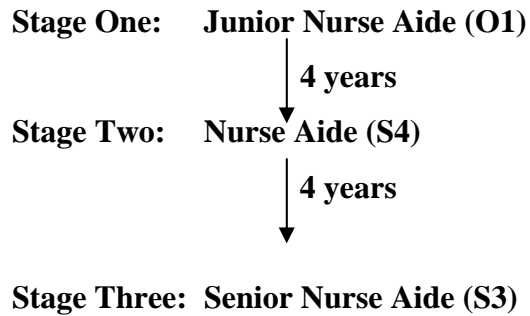
6. SPECIALITY IN NURSING FIELD

- ICU nursing
- Neonate nursing
- Psychiatric nursing
- Oncology nursing
- Burns and plastic nursing
- Trauma nursing
- Dialysis/renal nursing

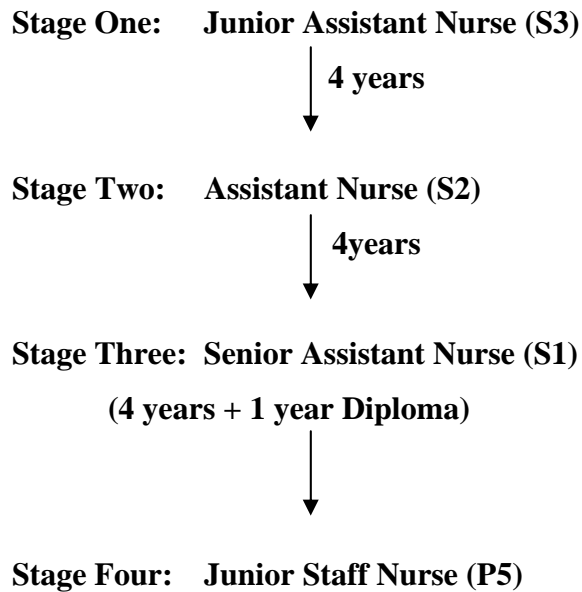
- OT nursing
- Ophthalmic nursing
- ENT nursing
- Dermatology nursing
- Diabetic nursing
- Emergency nursing
- Obstetric nursing
- Geriatric nursing
- Perinatal nursing
- Sport nursing
- School health nursing
- Community health nursing
- Rehabilitation
- Infectious disease nursing
- Infection control nursing
- Orthopaedic nursing
- Anaesthesia nursing
- Cardio thoracic vascular nursing

CAREER LADDER FOR NURSING PROFESSIONALS

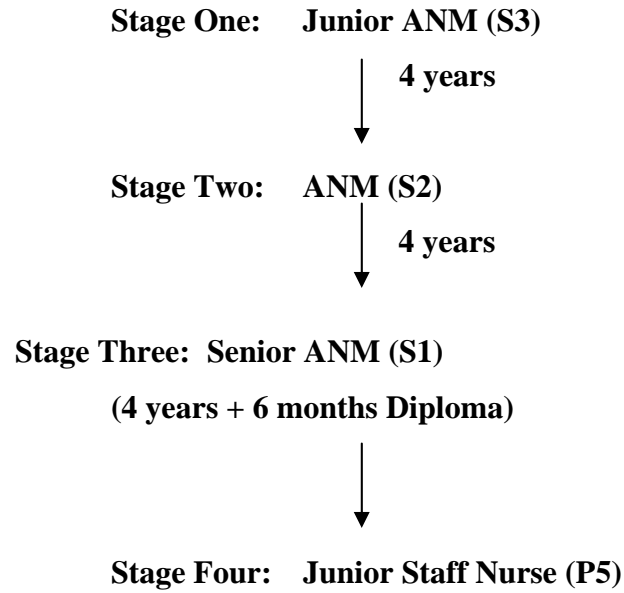
1. Career Ladder for Nurse Aide



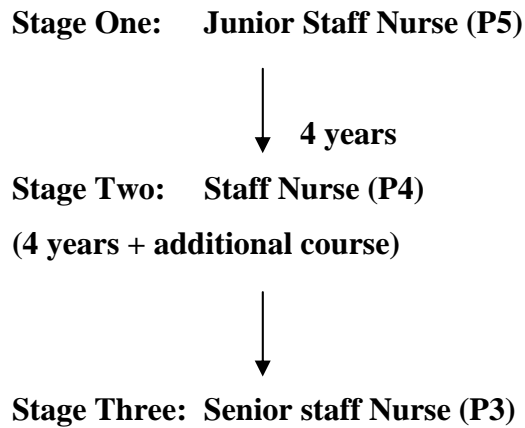
2. Career Ladder for Assistant Nurse



3. Career Ladder for ANM



4. Career Ladder for GNM



5. Career Ladder for BN/BSc

Stage One:

Staff Nurse (P4)



4 years

Nursing Administration

Clinical Nursing

(Vacancy + Management course)

Vacancy + specialization



Stage Two: Assistant Nursing Superintendent (P3)

Senior Staff Nurse (P3)

Vacancy + management

(specialization course)



Stage Three: Deputy Nursing Superintendent (P2)

Junior Nurse Specialist (P2)



Vacancy

Stage Four: Nursing Superintendent (P1)

Senior Nurse Specialist (P1)



Vacancy

Stage Five: Nursing Director (EX3)

Nurse Specialist (ES3)

CATEGORY I.

NURSE AIDE

Generic Job Description:

Nurse aide requires a special commitment and ability to give compassionate and dignified care. Nurse aides assist nurses in providing basic patient care under the supervision of nursing and medical staff. They handle routine task related to patient care, such as taking and recording vital signs, answer patient call bell, deliver messages, serve meal, make beds, and help patients eat and dress, and bath and talk with patient. Aides also may provide skin care to patient, help patient get in and out of bed and walk. They may also escort patient to operating and examination rooms, keep patients rooms neat, set up equipment, store and move supplies, or assist with some procedures.

Job Task:

- Receive patient
- Bed making
- Personal hygiene
- House keeping
- Record urine output
- Labelling specimens
- Assist patient in ambulation
- Assist nurse during various nursing procedure
- Provide comfort measures to patient
- Provide bed pan, urinals and sputum cup
- Practice infection control protocol
- Receive patient
- Record and report
- Clean environment
- Assist in feeding

CATEGORY II.

ASSISTANT NURSE

Generic Job Description

Assistant Nurse requires a special commitment and ability to give compassionate and dignified care. This profession is competent to provide bedside nursing care to patients, maintains clean and safe environment for the patient. Assistant Nurse performs technical

tasks like injection, medication and other nursing procedures. They accompany very ill patients to other units, observe and report any adverse condition of a patient to the concerned staff. Assistant Nurse maintains safety of ward equipment and gives health education to the patients and relatives.

Specific Job Task:

- Admission and discharge of patient.
- Personal hygiene
- Assist during ward round
- Monitoring Vital signs
- Perform CPR
- Administration of medication and injections as instructed
- Maintaining proper intake and output of patient
- Care of instruments and equipments
- Carrying out dressings for minor injuries and surgical wounds
- Escort patient when referred out from the base hospital
- Supervision of the support group
- Maintaining clean and safe environment
- Infection control and waste management
- Assisting patient with activities of daily living (ADL)
- Assist midwives
- Reporting any abnormalities in patient or ward management to immediate superior
- Recording and reporting
- Complete history and physical examination on patient as indicated
- Health education
- Perform first Aid

CATEGORY III. ANM

Generic Job Description

ANM maintains personal hygiene and comfort of the patient. They maintains clean, safe environment for the patient and performs technical tasks like injection, medication and other nursing procedures. ANM observes and report any adverse condition of the patient to the concerned staff and perform reporting, recording, inventory and maintain ward equipment. They supervise, give incidental teaching to RIHS students and provide health education to the patients and relatives. Participates in clinical discussions

Specific Job Task

- Can also perform the services provided by category II plus the following
- Follow up of the round orders as assigned by either the senior staff or doctor
- Supervision of the Assistant Nurse (AN) and the support staff
- Conduct normal delivery
- Immediate basic neonatal resuscitation
- Antenatal and postnatal care
- Carry out EPI activities
- Family planning services like oral pills, DMPA, Condoms and IUD insertions (if properly trained)
- PAP smear and VCT
- Conduct outreach clinics
- Conduct House-hold visits/survey
- Participate in School Health Program
- Conduct visual inspection with acetic acid (VIA)
- Perform nursing procedure like intravenous (IV) canula insertion, bowel wash, gastric lavage and gavages, pre-operative care, post-operative care, blood transfusion, insertion and removal of Foley's Catheters.

CATEGORY IV. GNM

Generic Job description:

Staff nurse assess, plan, provide, curative and rehabilitative care for patients in wide variety of settings. They develop and implement nursing interventions that improve a patient's health and life. They also act as patient advocates. General Nurses work to promote good health and prevent illness. They educate patient and public about various medical conditions; treat patients and help in their rehabilitation; and advice and provide emotional support to patients' families. Gneral Nurse use considerable judgement in providing variety of services including nursing care plan.They are general duty nurses who focus on the overall care of patients. Treatment and medication under the supervision of doctors and keep records of symptoms and progress. They also supervise subordinates, nurse aides and houskeeping staff.

Specific Job Task

- Can perform the specific job task of category II and III
- Direct patient care
- To guide, supervise and orient the junior staff and the support staff
- Making inventory
- Coordination with allied health units
- Maintain discipline among ward workers
- Deals with any adverse situations and reports to the concerned authority
- Attends nursing coordination meetings
- Performs Emergency Obstetric Care (EmOC)
- Performance appraisal of subordinates
- Delegation of responsibilities to subordinates
- Practice infection control and waste management

CATEGORY V. BSc/BN Nurse

Generic Job description

- Plans nursing care and prepare patient assignments as per their nursing needs.
- Assists in direct care of the patient as and when required; sees that total health needs of the patients are met; and ensures safety, comfort and good personal hygiene of the patient.
- Makes nursing rounds including rounds with doctors and assists him/her in diagnosis and treatment of the patients.
- Implements doctor's instructions concerning patient treatment and coordinates patient care with other department.
- Manages the nursing services in district hospitals (20-30 bed strength) as the head and heads the nursing units in different technical departments in the referral hospitals and larger hospitals.
- Ensures safe and clean environment of the ward; indents and maintains inventory of the ward; and submits ward reports.
- Establishes and re-enforces ward standards prescribed in the procedures and manuals of the ward.
- Liaises between the ward staff and the hospital administration and maintains good public relations.
- Maintains discipline among the ward staff and deals with any adverse situations and reports with the concerned authority.
- Ensures desired learning experience for the students.
- Conducts ward meetings and incidental teaching to patients, relatives, students and other staff.
- Evaluates students' performance.
- Implements and maintains ward polices and plans.
- Assists the senior nurse in ward management and officiates in her absence.
- Participates in clinical teaching and assists in the orientation of the new staff.

Specific job task

- Can perform job task of AN, ANM, and GNM (Category II,III,IV)
- Models excellence in nursing practice through utilization of advanced concept in areas of assessment, diagnosis, planning, implementation and evaluation of perceived, actual or potential problems that occurs in variety of patients' population.
- Work as part of a health care team to assist patient needs, plan and modify care and implement interventions.
- Evaluate nursing intervention and outcome
- Evaluates appraisal of staff reports and recommend for promotion and higher studies; plans staff leave; supervises, counsels and guides subordinate staff.
- Looks after the welfare of the patients, relatives and nursing staff; investigates complaints and take necessary immediate action.
- Participates in meetings and conferences.
- Participates in community activities.
- Planning, implementing, monitoring and evaluating the nursing activities in the ward.
- Collaborate with other health care team and stakeholders
- Auditing of nursing care and standards
- Assist and provide direction to nursing staff with clinical decision making and prioritizing.
- Develops and assist in the implementation of nursing care plan and standards specific to the need of the patient.
- Implement educational information materials and program for discharge planning and teaching of health care consumers.
- Contribute to professional nursing literature by publishing scholarly work.
- Serves as resources to nursing staff, nursing student, other health care personal in acquisition of knowledge and skill related to nursing.
- Contributes to nursing education as faculty member

- Assist patient, their significant others and family in the acquisition of information related to health and wellness.
- Expands the scientific base of nursing practice by conducting and facilitating nursing research
- Disseminate research finding through presentation and publication,
- Critically analyze current nursing research methods and result for utilization in the expansion and improvement of patient care and outcome.
- Assist doctor in advanced procedure such as ET intubations, thoracocentesis, paracentesis, defibrillation, ECT, lumbar puncture, chest tube insertion, venesection, instrumental deliveries, exchange transfusion, etc.
- Perform EmoC procedures
- Evaluate and monitor quality of work.
- Provide psychological and emotional support
- Involvement of patient attendant in patient care

SPECIALISED FIELD IN NURSING

PSYCHIATRIC NURSE

Generic Job Description:

Psychiatric nurse participates in multidisciplinary team to evolve therapeutic plan of action. They use nursing process to provide care to individual patient, family and groups. They function basically in three broad terms such as dependent, interdependent and independent.

Job Task:

- Assess patients' need and provide individualized nursing care according to their needs.
- Develop care plans.
- Assist multidiscipline in diagnosing and in therapeutic measures.
- Provide therapeutic environment.
- Observe, and performs mental status examination, write up patients' psychiatric history, report and record.
- Provide activities.

- Supervises the work of subordinates and changes the misconceptions and negative attitudes of the staff, patient and family members of the patients' towards mental illness.
- Arranges and provides individual and group mental health education in a scheduled manner.
- Helps nursing students to learn psychiatric nursing and assists them to identify mental mechanisms used by patients.
- Writes daily reports of acutely ill patients.
- Re-evaluates the chronic patient's progress once a week and records it.
- Assesses the cleanliness and order of the ward and takes steps to improve it if required. For example, hanging loose wire would tempt suicidal ideas in depressed clients, slippery wet floor may cause fracture in manic client, etc. etc.
- Establishes relationships with patients, their families and team members.
- Communicates undesirable patient's behaviour that requires emergency attention to the concerned people or authorities. Example, An escape of patient from ward is intimidated to police, administration, and concerned doctors and to patients' families.
- Keeps link between patients, their families and with treating team.
- Shares knowledge about community resources with patients and families for future rehabilitation.
- Maintains updates of the ward activities.
- Performs various types of Psychological therapies. For example, therapies such as relaxation, recreational, and music etc.
- Counselling of clients with Alcohol dependence syndrome, substance abuse and other chronic mental illnesses.
- Runs the Day Centre, with assistance of Sub ordinates and under supervision of psychiatrists, for people with Substance abuse problems every week.

RECOVERY NURSE

Generic Job description of Recovery Nurse

The recovery nurse provides nursing care to adult and paediatric, who are in immediate post operative period and those who requires minor surgical procedure. Critically ill post operative will be cared for in the recovery room on an emergent and temporarily basis. A recovery nurse will take care of patients who requires airway management and for closed monitoring of vital signs.

Job Task:

- Management of artificial airways
- Maintaining clear airways
- Close monitoring of patients vital signs
- Proper assessment and evaluation both adult and paediatric patient
- Proper knowledge of the instruments and apparatus in use
- Central line insertion and management
- Proper administration of intravenous fluids and blood products
- ECG monitoring and interpretation of it
- Continuous and intermittent pain management
- Provides nursing support to the operative pre-operative preparation area
- Proper taking and handing over the patient
- Monitoring baseline vital signs
- Informing anaesthesiologist while transferring the patient to the ward.

DIABETIC NURSE

Generic job description

Acts as a resource to nurses to give complex diabetic management. Actively participates in diabetic clinic and provides direct patient care and education.

Job Task

- Registration of the diabetic patients.
- Obtaining baseline vital signs and sugar level

- Conducting diabetic clinic
- Maintenance of records and reports
- Monitor compliances of the oral hypoglycaemic agent (OHA)
- Periodic monitoring of side effects of OHA e.g. Kidney and liver function test.
- Health education
- Teaching self care at home such as receiving self insulin injection, dosage and injection sites
- Give dietary education
- Foot care
- Diabetic complication
- Regular update of diabetic IEC materials
- Follow up and monitoring of the care receiving patients
- Surveillance and Screening of the high risk group from general population
- Participating in research activities

TRAUMA NURSE

Generic job description

Trauma nurse is a member of emergency, performs resuscitation procedure. She/he establishes casualties and refers patient to the concern unit.

Job Task:

- Triage
- Establish ABC
- All nursing procedure listed in nursing manual
- Immobilise fractures
- Suture minor cuts
- Correct hypovolemic and hypoglycaemic shock
- Carry out spot basic investigation e.g. Blood sugar, ECG etc
- Perform CPR and ET intubations
- Perform/assist defibrillation

- Assist in life saving procedures
- Perform arterial blood gases (ABG)
- Administration of emergency drugs as per emergency protocol
- Recording and reporting
- Care of patient on ventilator before transferring to the ICU
- Monitor and adjust medical equipments used in patient care and treatment, some highly technical and complex.

ENT NUR

Generic job description

Job Task:

- Admission and discharge of the patient
- Pre operative and post operative care
- Removal of nasal pack
- Instillation of nasal and ear medicine drops
- Removal of aural pack
- Care of patient with tracheostomy
- Changing of tracheostomy tube
- Assessing of facial palsy after mastoid surgery
- Assess swallowing reflex after tonsillectomy
- Incidental health teaching
- Home care education for patient with tracheostomy
- Assessing patient's voice after thyroid and larynx after surgery
- Care and maintenance of the instruments and equipments
- Records and reports
- Assist with patients discharge planning

MAXILLOFACIAL NURSE

Job Task

- Admission and discharge of the patient
- Dressing of the wounds
- Assess and assist patient's oral feeds
- Maintain oral hygiene
- Incidental health education
- Detection of any complication of surgery
- Specific pre and post operative care of harelip, cleft-lip and palate, biopsy cases and other facial injury
- Care and management of equipment and instruments
- Records and reports
- Observe, monitor, asses, report and document patients conditions and responses to treatment.
- Prepare patient for operation or provide post operative care, such as wound care, nutritional management, physiotherapy and rehabilitation.
- Answers question and provide information to patients and family about treatment and care.

ICU NURSE

Generic Job description

The intensive care nurse is a member of the intensive care team and has his/her primarily responsibility in the management of a caseload of critically ill complex patient in an intensive care setting. ICU nurse is under the direct supervision of the ICU supervising physician or designated back up physicians. ICU nurse performs physical examination, collects, documents data, and conduct approved diagnostic and therapeutic procedures. Contributes to excellence in patient care, research and teaching, consulting, and providing leadership to the organization in nursing profession.

Job Task

- Perform initial assessment on admission

- Monitor vital signs including oxygen saturation
- Assessment of additional physiological parameters, e.g. CVP, AP, UAC, PAWP, CO.
- Monitoring and interpretation of ECG.
- Monitoring of intake and output of the patient
- Review all laboratory data
- Assist in obtaining informed consent before doing any special invasive procedures
- Care of patients with ventilator, tracheotomy, chest tube, etc.
- Care of equipments
- Accompany patients to general ward.
- Implementation of infection control and preventive measures
- Providing support and educating attendants on maintenance of personal hygiene of the patient
- Observe, monitor, assess, report and document patients conditions and responses to treatment.
- Prepare patient for operation or provide post operative care, such as wound care, nutritional management, physiotherapy and rehabilitation.
- Answers question and provide information to patients and family about treatment and care.

NEONATE NURSE

Generic Job description

Delivers highly specialized, professional nursing care to babies, who require intensive, high dependency and special care nursing, ensuring the highest possible standards of care are received by babies and their families. They also provide holistic, high quality, family centered care in the neonatal unit.

Job Task

- Admission and discharge of the patients
- Assessment/monitoring/management/ evaluation
- Plan care according to diagnosis

- Newborn care such as cord, eye, skin care
- Weighing babies, OFC measurement
- Monitoring and maintaining respiratory, apnoea, birth asphyxia, ventilation
- Medication
- Feeding-DBF, cup/ spoon feeds, tube feeds
- Temperature regulation
- Oxygen therapy
- Preparation of IVF and TPN in luminous flow
- Assist doctor during advanced and procedure like intubations, LP, transfusion etc.
- Care of patient under ventilation support
- Infection control
- Care of equipments
- Health education to mothers
- Phototherapy
- Recording and reporting

PEDIATRIC NURSE

Generic job description

A paediatric nurse need to be able to understand the particular needs of the children, whose growing bodies and minds work differently from those of adults. Gaining the trust and confidence of each patient and their parents/guardian is an important part of work, as the role involves more continuity of patient care than some other members of the medical term. A paediatric nurse is responsible for promoting optimum health and for preventing ill health amongst children. Intervene where appropriate to provide holistic care in cases of acute and chronic illness. Assess the children need in medical, rehabilitation, emotional and family circumstances plan and deliver care in hospital.

Job Task

- Admission and discharge of the patient

- Performing all the life saving procedures like resuscitation, oxygen therapy, Spo2 monitoring etc
- Administration of parenteral nutritional supplements as instructed
- Calculation and administration of drugs and intravenous fluid
- Recording and reporting
- Incidental and planned health education to parents
- Close monitoring of the vital sings
- Assisting doctor in ward rounds, ET intubations and ventilating the patient
- Obtain necessary history
- Physical and developmental assessment
- Preparing patients for operative procedures
- Responding to emergencies
- Assist in obtaining consent from parents and party for treatment.
- Support , advice, reassure and educate patients and relatives
- Teaching skills to junior nurses
- Practice infection control and waste management to the highest level
- Care of patient on ventilator
- Assisting with test and evaluation
- Carrying out routine investigations
- Transfusion of blood and other blood products
- Prepare formula foods for malnourished and dehydrated children
- Observe, monitor, asses, report and document patients conditions and responses to treatment.

UROLOGY NURSE

Generic job description

She/he possesses the knowledge about the urological cases and is competent to care for pre and post-operative cases

Job Task

- Required nursing procedure
- Admission and discharge of the patient
- Assist doctors in cystoscopy, urethroscopy, etc.
- Bladder irrigation
- Advise on dietary needs
- Teaching client on home based care
- Proper care and management of equipments
- Wound care and dressing
- Pressure ulcer prevention
- Practicing infection control
- Pain management
- Proper documentation

CLINICAL INSTRUCTOR

Generic job description

Design, implement and do assessment of education programme, delivery of education and staff development programmes and manages educational resources.

Job Task

- Design, implement and do assessment of education programme, delivery of education and staff development programmes and manages educational resources.
- Applies appropriate teaching principles and strategies, current and evidenced based, materials and technologies to teach patients, groups and other health care professionals under their supervision.
- Demonstration of the procedures and taking re-demonstration
- Participate in nursing research
- Collaborate with teaching faculty

PERINATAL/FETOMATERNAL NURSE

Generic job description

Perinatal nurse is responsible for managing the care of the adolescents or adult patient experiencing the childbearing process that requires general to complex assessments, interventions and level of nursing vigilance

Job Task

- Required basic nursing procedures
- Assessment of ANC mothers
- Screening of high risk mothers
- Documents patient assessment findings
- Provides individualized patient/family education
- Participate in nursing research
- Preparation of expectant mothers mentally
- Develops plan of care
- Performs appropriate care
- Follow up of high risk ANC mothers after delivery in case of anomalies detected in foetus
- Report patient condition to appropriate personnel

ORTHOPAEDIC NURSE

Generic job description

Orthopaedic nurse is specialized and deals with various orthopaedic conditions including trauma victims.

Job Task:

- Required basic nursing procedures
- Conduct adult and paediatric physical assessment
- Care of CVC lines
- Pre and post operative care

- Help patient and attendant to cope up with physical disability
- Help patient and educate attendants with range of motions exercises
- Involve physiotherapists
- Incidental education
- Proper recording and reporting

OPHTHALMOLOGY NURSING

Generic Job description:

Ophthalmic nurse assist and provide nursing care according to the needs of the patient, plan and implement nursing process according to the disease condition. They are also responsible for providing relevant health education.

Job Task:

- Required basic nursing procedure +
- Admit and discharge the patients
- Asses for all investigations of the patients
- Prepare patients for all eye surgeries
- Post operative assessment and monitoring.
- Assist the ophthalmologist in various procedures (e.g. foreign body removal, punctum dilatation etc.)
- Administer chemotherapy for the cancer patients as prescribed
- Dressing of the eye
- Instillation of the eye drops and application of eye ointments
- Check vision of the patients
- Care of instruments
- Hot and cold compression as indicated
- Health education
- Ambulate patient
- Alleviate pain and anxiety

OPERATION THEATRE NURSE

Generic Job description of OT Nurse

OT nurse is a member of the operation theatre. They work as team with the surgeons and other staff member. They prepare instruments and scrub to assist during surgery. They also attend emergencies. They are also accountable for the patient safety and well being.

Job Task:

- Required basic nursing procedure +
- To prepare instruments for different surgeries.
- To prepare solution for surgeries
- To set up instrument trolleys
- To scrub for the surgeries
- To assist the surgeon during surgery
- Maintain sterility
- Implement infection control practices
- Care of instruments
- To disinfect instrument
- Send instrument for sterilization
- To supply extra instrument like sutures, mesh, clamps, solution, warm and cold sterile water during the surgeries
- Proper labelling of specimens

OBSTETRIC NURSE

Generic Job description

Obstetric nurse is mainly involved in providing care to the labour patients and responsible for conducting normal deliveries and assist in instrumental deliveries. They are also accountable for patient safety and wellbeing.

Job Task

- Required basic nursing procedure +
- Receive the patient

- Prepare patient mentally and physically
- Check ANC cards
- Do abdominal palpation
- Monitor fetal heart rate
- Do per vaginal examination
- Maintain partograph
- Do CTG
- Record the finding, interpret and inform the obstetrician if necessary
- Establish IV access
- Start induction as prescribed
- Conduct normal deliveries
- Administer injection syntocinon
- Administer injection vitamin K
- Receive baby
- Repair perineal tear, inform obstetrician in case of cervical tear and uncontrolled bleeding
- Send cord blood for grouping and Rh typing
- Give new born care and do neonatal examination
- Perform neonatal resuscitation along with paediatrician/obstetrician
- Teach breast feeding techniques
- Monitor per vaginal bleeding
- Check for cord bleeding.
- Wound care
- Instrument care
- Health education
- Set up for normal and instrument delivery
- Assist doctor in instrumental delivery
- Recording and reporting
- Transfer the patient to the ward
- Immediate management of PPH according to the EMOC protocol

SURGICAL NURSE

GENERIC JOB DISCRIPTION

Surgical nurse provides specific surgical care to the pre and post operative patients in the ward and assist various surgical procedures.

Job Task

- Required basic nursing procedure +
- Pre-operative care like preparing the patient physically and psychologically for surgery.
- Give enema for abdominal surgeries
- Give preoperative medication
- Assist doctor in obtaining informed consent
- Post operative care specific to the surgeries
- Assist doctor in various procedures like per rectum examination, piles binding etc
- Receive patient in ward from recovery nurse
- Wound care –dressing and debridement
- Identify early sign of infection and poor wound condition and report.
- Observe post operative complication and report
- Monitor post operative patient by checking vital signs
- Maintain intake and output chart
- Preparing the patient for any surgical examination like colonoscopy, endoscopy, ascending urethrogram, cystoscopy, T-tube Cholangiogram etc.
- Emergency resuscitation procedures
- Recording and reporting

BURN NURSE

Generic job description

Highly specialized field of nursing where he/she practices high level of infection control measures. Follows advanced dressing techniques, meet nutritional requirements of the patient and prevent further deformities.

Job Task

- Required basic nursing procedure +
- Prepare the room for dressing
- Prepare dressing materials and solutions for dressing
- Dressing burn wound
- Wound debridement
- Do regular culture swab of the dressing trolleys, instrument, wound and hands.
- Teach and carry out basic physiotherapy to prevent contractures
- Involve physiotherapist
- Provide dietary advice
- Monitor hydration level of the patient
- Discuss the care plan with the doctor and the patient party
- Help patient to cope up with permanent damage caused by burn
- Use advanced technique in wound management and appreciate the advantages
- Identify early sign of infection and poor wound condition and report.
- Recording and reporting

NURSE ANESTHETIST

Generic Job description of Nurse Anaesthetist

Nurse anaesthetist takes care of patient's anaesthesia need before, during and after surgery and the delivery of baby. They work closely with other health care professionals. Nurse anaesthetist stay with their patient for the entire procedure and closely monitor every important body function and individually modifying the anaesthesia, to ensure maximum safety and comfort of patient. The administration of anaesthesia is given under supervision of anaesthesiologist.

Job Task

- Perform physical assessment
- Pre-anaesthetic check up
- Participate in pre-operative teaching
- Preparing for anaesthetic management
- Maintaining anaesthesia intra-operatively
- Overseeing recovery from anaesthesia
- Following the patient's postoperative course from recovery room to patient unit
- Attending regular duty in the operation theatre and attending emergency operation, casualty, ICU and wards similar to a doctor (anaesthesiologist) duty.
- Teach CPR, resuscitation to paramedics and students.

ONCOLOGY NURSE

Generic job description

She/he is trained to give holistic care to terminally ill patients and their families.

Administer chemo drugs and assess the effect of the drugs

Job Task

- Required basic nursing procedure
- Prepare care plan and discuss with doctor, patient and patient party.
- Intervention based on nursing assessment and physician including; airway management, circulatory management IV therapy; fluid and electrolyte balance.
- Prepare patient physically and psychologically for any onco-surgery
- Prepare patient and patient party for chemotherapy and inform about the side-effect of chemo drugs
- Assessing the blood investigations for routine chemotherapy
- Monitoring and informing for adverse reactions of chemotherapy
- Maintain safety precautions while preparing and administering chemo drugs
- Practise proper disposal of articles.

- To give health education regarding diet and give nutritional support.
- Monitor patient safety
- Infection control using standard precautions
- Coordination of various disciplines/departments psychological care and discharge plan
- Education of patient and caregiver regarding diagnosis, treatment plan, procedure and discharge teaching
- Evaluation of patient response to interventions, treatments and education.
- Precepting new staff, nursing trainees and nursing students.
- Recording and reporting

DIALYSIS NURSE

Generic Job Description

Dialysis nursing is a specialized area of nursing practice which focuses on the nursing care needs of patients all ages with renal dysfunction, and their families, throughout the course of illness and treatment. The goals of dialysis nursing are to facilitate health promotion by providing education about, and assessment of, risk factors and early indicators of renal disease. They encourage the patient to function at their optimum level of wellness and independence. They also assist the patient and family in adaptation to, management of their renal diseases. They provide palliative care to individuals and their families.

Job Task

- Required basic nursing procedure
- Receive patient to the dialysis unit
- Check weight and vitals
- Prepare patient psychologically and physically for dialysis
- Assess renal function test, serum electrolytes and complete blood count reports
- Check the functioning of the access and take care of AV fistula and temporary access.
- Maintain clean and safe environment

- Practice infection control and waste management
- Start dialysis
- Safe handling of chemicals such as formalin, renalin, citrosteril and sodium hypochloride
- Monitor vitals regularly during and after the process
- Do blood transfusion during dialysis if necessary
- Send blood for RFT after dialysis
- Perform emergency resuscitation
- Inform concern doctor
- Transfer patient to different unit
- Plan for next setting
- Disinfect tubing and machine after dialysis
- Administer injection erythropoietin
- Health education
- Record and report
- Monitoring
- Dialysis adequacy
- Blood chemistry
- Access flow rate
- Physical assessment for disease and/ or treatment complications

NEPHROLOGY NURSE

Job Task

- Admission and discharge of the patient
- Required nursing procedure
- Proper follow up with the lab investigation
- Participate in and facilitate research to improve nursing practice
- Preoperative and post operative care

COMMUNITY HEALTH NURSE

Generic job description

Community health nurse

Job Task:

- Required nursing procedure
- Assess community health problems
- Prioritize the need of the community
- Involve stakeholder from the community
- Make care plan
- Implement the action plan
- Monitor and evaluate the activities
- Give feedback to the community
- Identify and treat minor ailments
- Refer clients to appropriate healthcare facilities
- Do household survey
- Conduct health education session according to the need of the community
- Participate in meeting involving community health
- Carry out preventive activities under Public Health
- Provide EPI and MCH services
- Record and report

SCHOOL HEALTH NURSE

Job Task

- Physical assessment
- Check immunization card and status
- Assess developmental landmarks
- Treat minor ailments
- Provide first aid
- De worming and nutritional supplements

- Check vision
- Teach oral hygiene
- Counselling in regard to adolescence crisis
- Health education(esp. infectious and communicable diseases, sex education, teenage pregnancy, substance abuse and malnutrition)
- Assess for anaemia
- Establish proper referral system
- Act as mediator between school and hospital ,school and school health programme
- Evaluate the effectiveness of the service provided.
- Participate in various pilot programmes

SPORT NURSE

Generic Job Description

Works with the sports team as their health care provider in the field. Provides immediate pain management, first aid and transfer patient to nearest health care facility. Attend

Job Task

- Attend sport activities
- Prepare for transport of casualties
- Mediate between the hospital and sport organization
- Give immediate pain management
- Give first aid

GERIATRIC NURSE

She/he is trained to appreciate the aging process and give holistic care.

Jon Task

- Required nursing procedure
- Emotional and psychological support
- Assist them in Activities of Daily Living(ADL)
- Help them cope up with their ageing process
- Provide recreational therapy

- Meet their spiritual need
- Act as a mediator between the patient and financial support, and between patient and various social service groups.
- Record and report

NURSING SERVICE STANDARD AT DIFFERENT LEVEL OF HEALTH FACILITY

BHU-II

Existing Nursing Staff: ANM

- BMHC recognizes ANM under nursing cadre
(Recently upgraded to HA)

Services provided by ANM:

- Primary Health Care
- Reproductive Health Care (e.g. in family planning-DMPA, Oral pills, IUD and Condoms)
- Management of minor ailments
- House hold survey annually
- Conducting Out Reach Clinic
- Attending emergency out call
- Curative services
- Referral services
- Report and record
- Geog meeting
- Basic lab. Procedures
- Dispensing medicines
- Promotive and preventive health activities

HRD: Existing Nursing Staff: ANM (1)

Existing support staff: caretaker (1)

Proposed: ANM (2)

BHU-1

BMHC recognizes ANM under nursing cadre

(Recently upgraded to HA)

Services provided by ANM:

- Primary Health Care
- Reproductive Health Care (e.g. in family planning-DMPA, Oral pills, IUD and Condoms)
- Management of minor ailments
- House hold survey annually
- Conducting Out Reach Clinic
- Attending emergency out call
- Curative services
- Referral services
- Report and record
- Geog meeting
- Basic lab. Procedures
- Dispensing medicines
- Promotive and preventive health activities

HRD: Existing Nursing Staff: staff nurse (2), ANM (2) and AN (3)

Proposed: 2 nurses (requirement of the staff will increase as the facilities expands)

District Hospital (60 bedded)

Service facility

- General ward
- Labour room
- Operation theatre and recovery
- ICU
- Private cabins
- Casualty/emergency
- Paediatric/neonate
- CSSD
- RHU
- Isolation

HRD

**Existing Nursing staff pattern: In charge (1), OT Nurse (1), Staff nurse (4), ANM (4)
AN (5)**

Proposed: 75 Nurse (the requirement of nurses will rise as the facility expands)

Support staff: Existing hospital hygiene staff (5)

Proposed: 15 more

REGIONAL REFERRAL HOSPITAL

Service facility

- General ward
- Labour room
- Operation theatre
- Recovery
- ICU
- Private cabins
- Casualty/emergency

- Paediatric
- Neonate
- Dialysis
- CSSD
- RHU
- Isolation
- Ophthalmic
- Orthopaedic
- DTU
- Diabetic clinic
- Endoscopy

HRD

Existing Nursing staff: 30 Nurses

Proposed: 130 nurses more (the requirement of nurses will rise as the facility expands)

Support staff: Existing hospital hygiene staff (12)

Proposed: 24 more

NATIONAL REFERRAL HOSPITAL

Service facility

- Medical
- Surgical
- Maternity
- Labour room
- Operation theatre
- Recovery
- ICU
- Private cabins
- Casualty/emergency

- Paediatric
- Neonate
- Dialysis
- CSSD
- RHU
- ENT
- Ophthalmic
- Orthopaedic
- DTU
- Diabetic clinic
- Endoscopy
- Psychiatric care
- Dermatology
- TMT
- ECG
- MRI/CT
- VCT/HISC
- Filter clinic
- Echo
- Audiometry
- Maxillofacial surgery
- Perinatal
- Burn

HRD: Existing Nursing Staff: 154 nursing staff (the requirement of nurses will rise as the facility expands)

Proposal: 462 more

Existing Support staff: 84 hospital hygiene staff

Proposed: 84 more

GENERAL NURSE

General Nurses work to promote good health and prevent illness. They educate patient and public about various medical conditions; treat patients and help in their rehabilitation; and advice and provide emotional support to patients' families. Gneral Nurse use considerable judgement in providing variety of services including nursing care plan.They are general duty nurses who focus on the overall care of patients. Treatment and medication under the supervision of doctors and keep records of symptoms and progress. They also supervise subordinates, nurse aides and houskeeping staff.

SPECIALIZATION IN ANY SPECIALITY OF NURSING

General Nurses get specilize in different speciality of nursing:

1. By work setting or type of treatment.
 - Critical Care Nurse - Nurses work in intensive care units
 - Psychiatric Nurse - Nurses work with mental health disorder patients
2. By disease and ailing condition.
 - HIV AIDS Nurse - Nurses care for patients with HIV infection and AIDS, and addiction patients with substance abuse problems
3. By organ or body system
 - Nephrology Nurse - Nurses care patients with kidney disease.
 - Respiratory Nurse - Nurses care patients with disorders such as respiratory problem
 - School Nurse - Nurses provide care for children and adolescents in school
 - Pediatric Nurse - Nurses care children
 - Geretric Nurse - Nurses care old people
 - Trauma Nurse - Nurses care trauma patients

ADVANCED PRACTICE NURSE (New Proposal)

General Nurse further become Advanced Practice Nurse and get special training beyond their education such as Nurse practitioner, Clinical Nurse Specialist, Nurse-Midwives and Certified Registered Nurse Anaesthetist. They are often considered primary health care practitioners and work independently and in collaboration with physicians.

- Nurse practitioner – The duties include conducting physical examinations; diagnosing and treating illness and injuries; providing immunizations; managing high blood pressure, diabetes, all chronic problems; ordering and interpreting X-rays and other lab tests; and counselling

Equipment required in providing nursing care services

1
2
3

Infrastructure required in providing Nursing care

1
2
4
3

Some concerns of nurses

Conclusion

This standards envisage a guiding frame work for Ministry of Health in delivering standard, systematic and sustainable nursing services and manpower requirement across the country. With clear roles and responsibilities of each category of nursing personals outlined and service standards set for each health facility, the policy makers and health planners will have clear idea of present situation and future course of action