

## Issues of Nurses in the Hospitals



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### Introduction:

The productivity of the hospital is brought from health care workers. Health care provider is the one who always engaged in providing the quality health to the mankind. Nurses are the heart and the doctors are the brain of the hospital because the doctors look after the management of the problems of the patients but nurses considered the wholesome care of the patient includes physical, mental, emotional, social, spiritual aspect of the patient as well as patient families. Nurses have the responsibility not only in the hospital but they are the key person in their family as well.

While carrying out the responsibility in the hospital they come across many issues, namely disrespect, low salary, problem with food and accommodation, workplace violence etc.

### Shortage of Staff Nurse:

In many of the hospitals even in multispecialty hospitals are shortage of staff nurses because of this single staff nurse can take care of multiple patient and its burden and it alters the mentality and leads to stress and tension of the nurse as well as it affects the quality of care and productivity of the hospital. In other hand single staff cannot attend the rounds of the multiple doctors' rounds and it results in lack of management of the patient condition.



### Working Hours:

Nurses are suffering regularly with increasing hours. Most of the hospital because of shortage of the staff nurses increases the working hours to carry out the hospital responsibility and other work like



handing over, taking over the charge, patient censes, article check, equipment checks etc. this will affect the patient care and productivity.

### **Assigning Duties:**

Fresher staff need to work in all the wards and department but every experience nurse are having dream to work in the desired area of the hospital namely, ICU, Labour theatre, OT, Dialysis, oncology unit etc. but assigning them in a different department or ward creates the stress and dump in to the burnout syndrome. The staff nurses work as a machine without interest this may results in lack of productivity and minimizes the patient care.



### **Questioning nurses for Every Problem in Hospital:**

Many problems will occur in the hospital may be problem in the patient care, doctor rounds, nurses rounds, breakage of an article and equipment, ward problem, patient attenders problem, budget problem laboratory report getting late, blood sample collection problem etc. nurses are questioned for each and every problem and punishment also they may get because of this the staff nurse will get burnout and drained.



### **Disrespect for nurses:**

Not all hospital nurses but few hospital nurses are suffering from disrespect. Senior staff nurses treating the newly recruit nurse in a bad way and show the dominancy over the junior's nurse. They are not allowing the juniors to learn new procedures and technique so the juniors land into the frustration and this will effects on the productivity of the hospital.



### **Workplace hazards:**

Nurses are always come and contact with disease causing pathogens while just doing their job such as blood borne pathogens, contact dermatitis, needle stick injuries, physical damage and injuries, mental stress. It is the responsibility of the hospital institute to protect the nurses from this type of hazards by providing related vaccination, fumigation of wards, protective clothing and protective equipment's. Periodical continuing nursing education also helps to take care of themselves and patient as well.



### **Workplace violence:**

Nurses are facing a major problem in the hospital is violent behavior while on the job by patients or by co-worker. If any small mistake happens by others this will come on the head of the nurses. These types of violence will be regulated by forming a law and strategy and protect the nurses.



### **Low Salary:**

Nurses are spending more and more money to get the nursing degree and for registration. After completion of course first few years of getting job it is very difficult to survive because what the salary they are getting is very less comparatively what they spend. They are lack in increment and promotion. Nurses are experiencing difference in salary package. This problem is faced by many of the staff nurses, if it continues it is very difficult to survive.



### **Food and Accommodation:**

The nurses are the key persons in the hospital. They must work with the patient and along with patients' family. Nurses need to take care of their living expenses and food there is no savings for future use. Some of the hospitals are providing food as well as accommodation but most of the hospitals are not. Nurses has to spend more money for food, accommodation and their personal expenses. In this condition the salary which they are getting is not enough to maintain their family. If the food and accommodation is provided by the institution it will helps the staff nurses to work smoothly within in the hospital and become a witness for fair productivity.



### **Disrespect from society:**

Eyes of the society look nurses as second class citizens in this country. Nurse can live without money but not without respect. Government must look after this all those things and create awareness among society and public about their sacrifice and job responsibility to make better society without disease.



### **Conclusion:**

Nurses are the center of attraction in the hospital without them there is no hospital, if so hospital administration collapses. Nurses are having a many more issue on duty and off the duty. It is a responsibility of the hospital management to take care of the staff nurse and protect them from issues to maintain the standards and quality of the hospital. This will bring the good productivity and turnover of the patient in the hospital.

**“Respect the Nurses and Bring the Productivity in the Hospital”**