



NURSING AS A PROFESSION / DISCIPLINE
DIMENSIONS OF NURSING PRACTICE
ROLES & RESPONSIBILITIES
PROFESSIONAL APPEARANCE & BEHAVIOUR

NURS1600

Dr Grace Yuen
8 Sep 2021

LEARNING OUTCOMES

- By the end of this lecture, students will be able to
 1. Differentiate nursing as a discipline / profession
 2. Understand the attributes & dimensions of nursing practice
 3. Comprehend concept of health and holistic care
 4. Describes standards informing nursing practice
 5. Outline nurses' roles and accountability
 6. Acknowledge the importance of professional appearance & behaviour

KNOWLEDGE OF NURSING



To expand knowledge about human experiences through creative conceptualization and research



This knowledge is the scientific guide to living the art of nursing



The discipline-specific knowledge is given birth and fostered in academic settings where research and education move the knowledge to new realms of understanding



The goal of the profession is to provide service to humankind through living the art of the science



Members of the nursing profession are responsible for regulation of standards of practice and education based on disciplinary knowledge that reflects safe health service to society in all settings

GOAL OF THE DISCIPLINE VS PROFESSION

PROFESSIONALISM & PROFESSIONALIZATION

- **Professionalism** refers to
 - professional character, spirit or methods
 - a set of attributes, way of life that implies responsibility & commitment
- Professionalism is the process of becoming professional
 - i.e. acquiring characteristics considered to be professional

Nursing professionalism owes much to the influence of Florence Nightingale

DEFINING A PROFESSION

- Definition of profession- an occupation that require extensive education or special knowledge, skill and preparation
- **Distinguish from an Occupation**
 - Specialized training to acquire a body of knowledge and skill
 - Orientation toward service
 - Ongoing research
 - Code of ethics
 - Autonomy
 - Professional organization



(Berman et. al.,2016)

AUTONOMY

- **A profession is autonomous if**
 - it regulates itself
 - set standards for its members
- **If nursing is to have professional status**
 - it must be granted legal authority to define the scope of its practice
 - describes its functions & roles
 - determine its goals & responsibilities in delivery services

NURSE PRACTITIONER (NP)

- To **practitioners of nursing**
 - autonomy means independence at work, responsibility & accountability
- Autonomy is more easily achieved and maintained from a position of authority
- E.g. All states of US passed legislation granting NPs supervisory, collaborative, independent authority to practice; more than half of the states DO NOT require physician oversight of NPs to practice

IS NURSING ARTS OR SCIENCE?

- **Caring** forms the theoretical framework of nursing
- **Art** of nursing is grounded on perception and caring experience which connected between the professional nurse and the patient
- **Science** of nursing refers to evidence-based practice and objective assessments
- **Balance of arts & science:**
 - Application of art and science through theoretical concepts, scientific research, conscious commitment to the art of caring as an identity of nursing, and purposeful efforts to include caring behaviors during each nurse-patient interaction

“THE SIX C” IN NURSING (1)

- **Care** is our core business and that of our organizations, and the care we deliver helps the individual person and improves the health of the whole community
- **Caring** defines us and our work
- People receiving **care** expect it to be right for them, consistently, throughout every stage of their life
- **Compassion** is how care is given through relationship based on empathy, respect and dignity – it can also be described as intelligent kindness, and is central to those people perceive their care

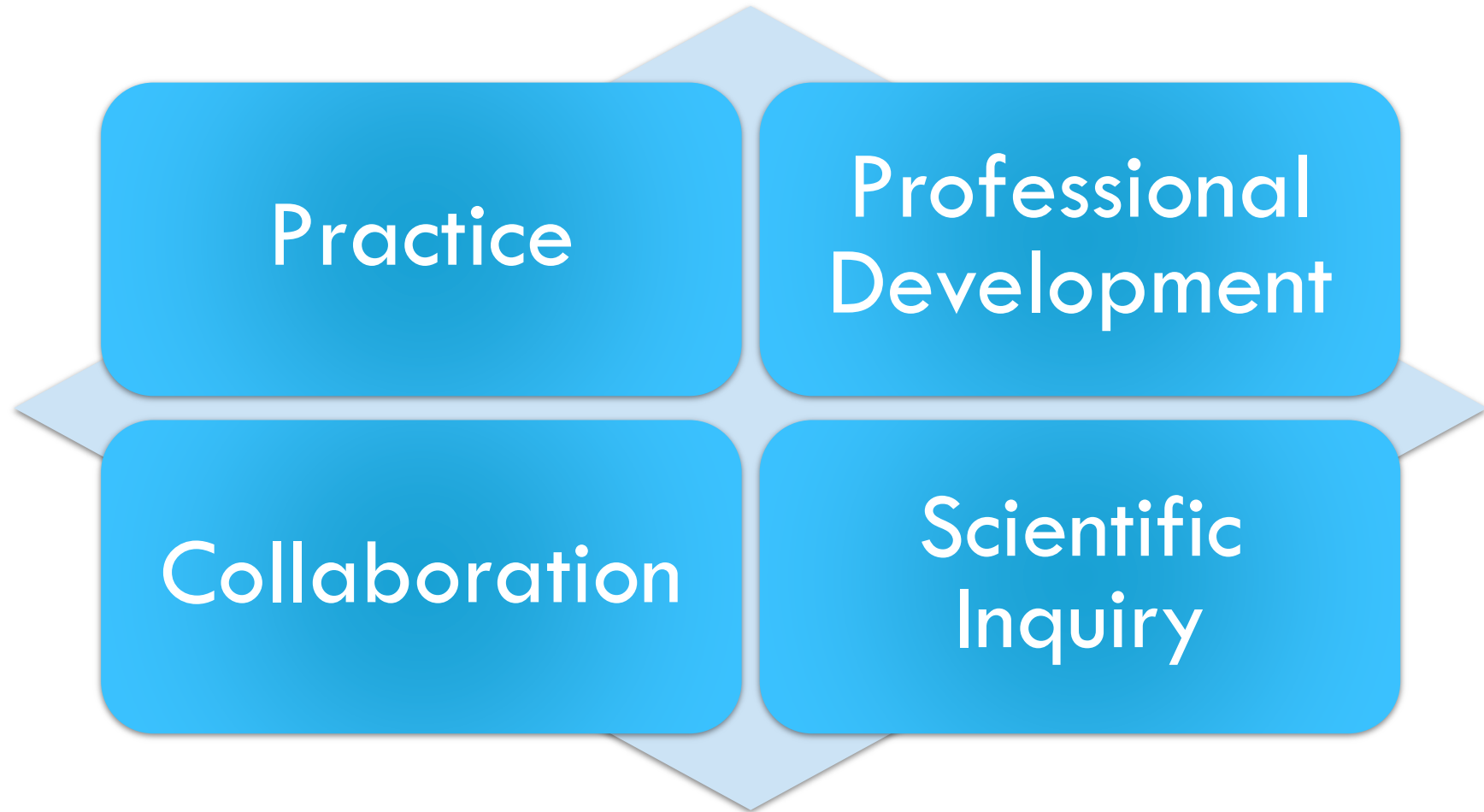
“THE SIX C” IN NURSING (2)

- **Competence** means all those in caring roles must have the ability to understand an individual's health and social needs and the expertise, clinical and technical knowledge to deliver effective care and treatments based on research and evidence
- **Communication** is central to successful caring relationships and to effective team working.
- Listening is an important as what we say and do and essential for 'no decision about me without me'
- **Communication** is the key to a good workplace with benefits for those in our care and staff alike

“THE SIX C” IN NURSING (3)

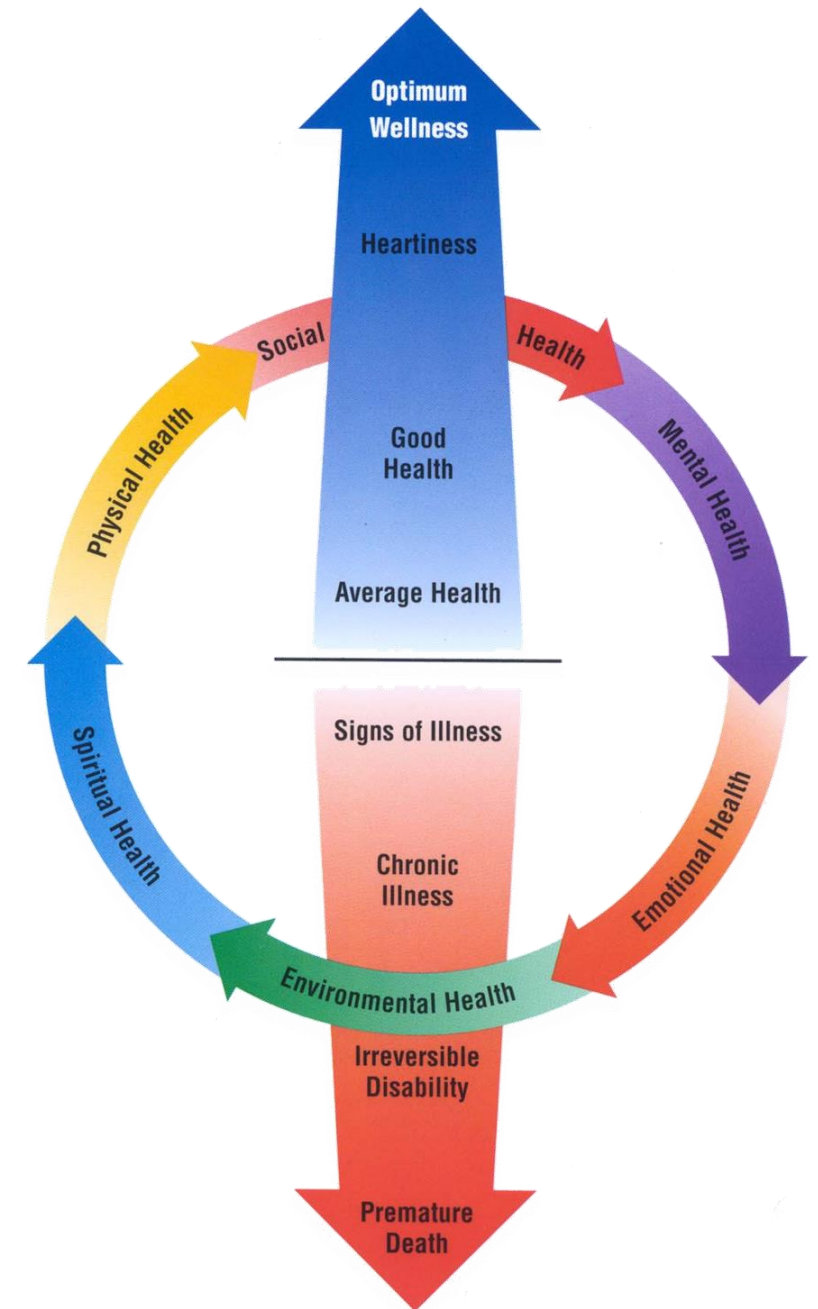
- **Courage** enables us to do the right thing for the people we care for, to speak up when we have concerns and to have the personal strength and vision to innovate and to embrace new ways of working
- A **commitment** to our patients and populations is a cornerstone of what we do
- We need to build on our **commitment** to improve the care and experience of our patients, to take action to make this vision and strategy a reality for all and meet the health, care and support challenges ahead

THE 4 DIMENSIONS IN NURSING PRACTICE

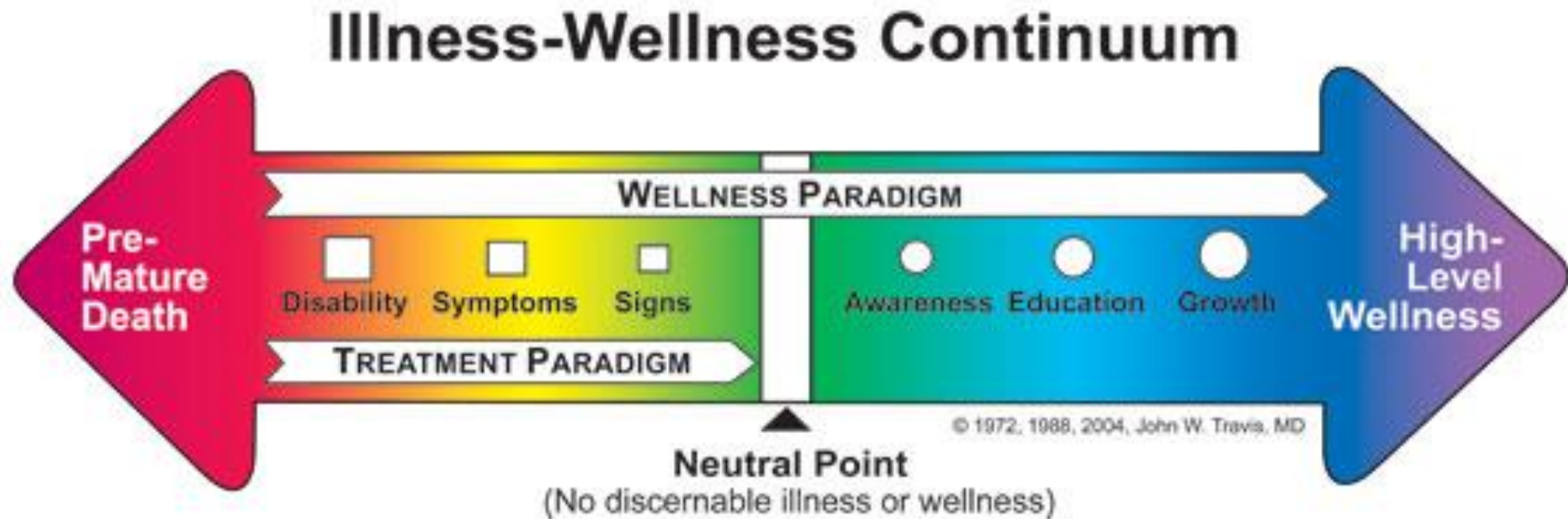


CONCEPT OF HEALTH

- Absence of disease \neq healthy
- Health continuum
- WHO:
 - Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity




WELLNESS VS DEATH



DISEASE-CENTERED APPROACH

Body as a machine, of disease as the consequences of breakdown

A light blue downward-pointing arrow indicating a flow from the first box to the second.

The physician's task is repair of the machine

A light blue downward-pointing arrow indicating a flow from the second box to the third.

Knowing disease inevitably determines the treatment strategy

CLIENT- CENTERED APPROACH

- A clinical vision that seeks the origins of illness and the paths to healing in individual characteristic of each patient
- Provide care that is respectful of and responsive to individual patient preferences, needs, and values and ensuring that patient values guide all clinical decisions
- An aspect of health care quality, as important as care being safe, clinically effective, timely and equitable

HOLISTIC CARE



Holism aimed at a systemic model, where multiple biological, psychological and social factors were seen as interlinked



Goals of holistic care

Putting the patient in the best condition for nature to act upon him



Implementation

Apply dimensions of nursing practice
Take all physical, psychological, social, spiritual & ethic aspects into consideration

STANDARDS INFORMING NURSING PRACTICE

Ethical Standards

- nurses often uphold high ethical conduct and character



Professional Standards

- regard as minimum for professional practice, be accountable if practice below this standard



Legal Standards

- for successful legal action to be taken, standards must be poor & harmful result

NURSING PROFESSIONAL PRACTICE MODEL

- Professional development
- Accountability
- Research and quality improvement
- Teaching patients and one another
- Nurses as leaders
- Evidence-based practices
- Relationships
- Safe patient-centered care focused on outcomes



ACCOUNTABILITY

- Requirement to give reasons for practice/ actions
- Nurses are responsible to carry out the duties expected as part of their professional role
- Nurses are accountable for their actions in carrying out such duties
- Nurses are personally accountable for actions and omissions in professional practice and justify decisions made
- Nurses are accountable to:
 - Patients/ clients – through complaints & legal process
 - Employers – through contractual responsibilities
 - Nursing Council – through “the code”

PROFESSIONAL PRACTICE & CONDUCT

- According to Nursing Council of Hong Kong (NCHK):
 - Code of Ethics and Professional Conduct for Nurses in Hong Kong
http://www.nchk.org.hk/en/code_of_conduct_and_practice/index.html
 - Guides to Good Nursing Practice
[http://www.nchk.org.hk/filemanager/en/pdf/Guides to Good Nursing Practice Sep 2017 for Website.pdf](http://www.nchk.org.hk/filemanager/en/pdf/Guides_to_Good_Nursing_Practice_Sep_2017_for_Website.pdf)
 - Scope of Professional Practice
http://www.nchk.org.hk/filemanager/en/pdf/scope_english.pdf

CODE OF ETHICS AND PROFESSIONAL CONDUCT

[NCHK, 2015] (1)

Four relationships:

- Nurses and people
- Nurses and practice
- Nurse and the profession
- Nurse and society

CODE OF ETHICS AND PROFESSIONAL CONDUCT

[NCHK, 2015] (2)

Nurses and People

1. Respect the dignity, uniqueness, values, culture and benefits of individuals and their families
2. Safeguard individual's right to self-determination
3. Hold in confidence personal information obtained in a professional capacity

Nurses and Practice

4. Provide safe and competent practice
5. Maintain the standard of professional practice
6. Collaborate with colleagues/ co-workers/ stakeholders to meet the goal of quality care

CODE OF ETHICS AND PROFESSIONAL CONDUCT

[NCHK, 2015] (3)

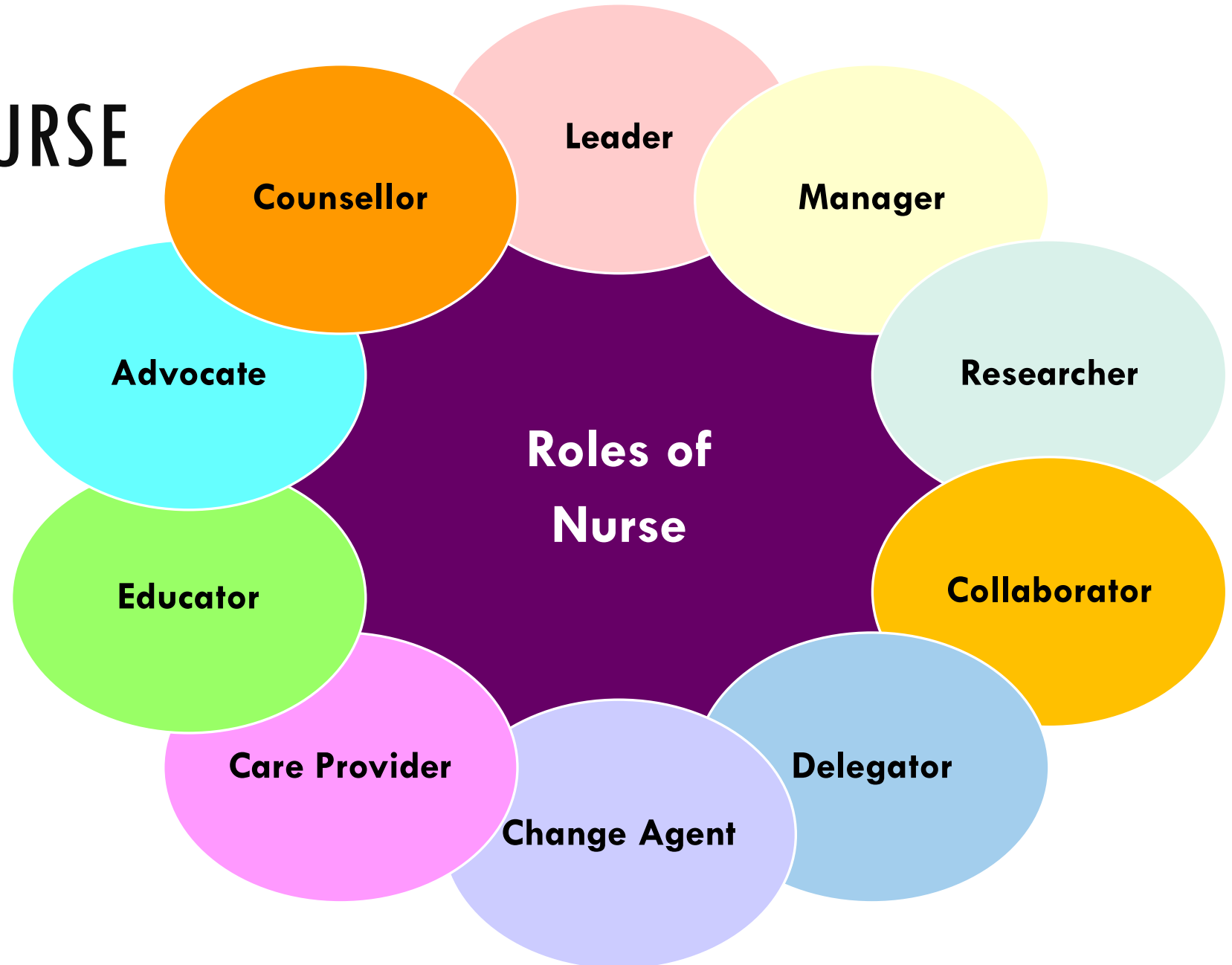
Nurses and the Profession

- 7. Uphold the image of nurses and the profession
- 8. Foster the trust that is inherent in the privilege relationship between nurses and their clients
- 9. Commit to promote professional growth and advancement

Nurses and Society

- 11. Promote community health and wellbeing through partnership
- 12. Ensure that health care resources are allocated in a fair and equitable manner

ROLES OF NURSE



CARE PROVIDER

- Nurse's primary professional responsibility
 - Determine course of actions, psychomotor skills
 - Perform necessary interventions, interpersonal skills to communicate effectively with patient and family
 - Ethical and legal skills to function within the scope of practice and in accordance with the profession's code of ethics
- Nursing Process
 - Direct nurses to care of patients is a multistep approach
 - Assess patient & collect data, prioritize nursing diagnoses, plan patient care, implement appropriate interventions and evaluate care in an ongoing cycle

EDUCATOR

- Nurses ensure patient receive sufficient information on which to base consent for care & related treatment
- Nurses assess learning needs, plans to meet those needs through specific teaching strategies, and evaluates the effectiveness of patient education
- Patients need to be informed about their medications, procedures, diagnostics, health promotion measures
- Education a major focus of discharge planning so that patients will be prepared to handle their own needs at home
- Nurses must understand literacy standards and regulatory guidelines related to patient rights, informed consent, educating patients, improving quality care, meeting patient needs

ADVOCATE

- As patients' advocate, nurses interpret information and provide the necessary education
- Nurses accept and respect patients' decisions even if they are different from nurses' own beliefs
- Nurses support patients' wishes and communicate them to other health care providers
- It is up to nurses to be advocates for patients, especially in situations in which they cannot speak for themselves, such as during severe illness or under general anesthesia

LEADER

- A leader provides direction & purpose to others, builds a sense of commitment towards common goals, communicates effectively, assists with addressing challenges that arise in caring for patients in a health care setting
- Other characteristics of a leader are integrity, creativity, interpersonal skills, and the ability to think critically and problem-solve
- Motivates others toward common goals

CHANGE AGENT

- Nurse can be a change agent in a leadership role
- This role requires knowledge of change theory, which encourage change and provides strategies for affecting change
- In this role, nurse works with patients to address their health concerns and with staff members to address their health concerns and with staff members to address their health concerns and with staff members to address change in an organization or within a community
- This role can be extended to bring about change in the legislation on health policy issues

MANAGER

- Nurse manages all activities and treatments for patients
- Promoting, restoring and maintaining the patients' health requires coordinating all of the health care providers' services
- This is accomplished efficiently & effectively within a reasonable time period for the welfare of the patient
- Managing a team of patients, nurse may be the manager of a unit in a hospital
- A nurse manager in a hospital oversees staff on a patient care unit while managing the budget & resources required for necessary functions

RESEARCHER

- Nurses are often involved in research
- Nurses concur research studies & apply research to practice
- Nurse determine care concerns and ask questions about nursing practices
- Nursing problems that are identified become the basis of research
- By incorporating research into their practices, involved in EBP

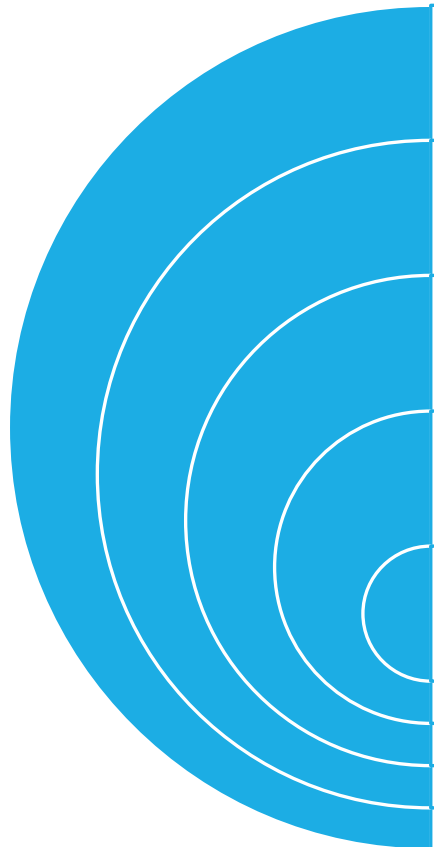
COLLABORATOR

- Collaboration is the process by which 2 or more people work together toward a common goal
- Collaboration occurs when nurses interact productively with another/ other discipline(s) to provide high-quality patient care effectively
- Nurses play vital role in coordinating team-based care and to make sure that all goals are met
- Nurses are responsible for ensuring that all patient care orders are carried out and for communicating with the entire team

DELEGATOR

- In the process of collaboration, the nurse delegates certain activities to other health care personnel
- Delegation is the process of entrusting or transferring the responsibility for certain tasks to other health care personnel, e.g. HCAs & nurse students
- RNs need to know the scope of practice or capable of performing basic care that patients ambulate, eliminate and assist with eating
- The RN retains ultimate responsibility for patient care, which requires supervision of those to whom patient care is delegated

5 RIGHTS FOR DELEGATION



Right task
Right circumstances
Right person
Right direction or communication
Right supervision

COUNSELLOR

- Help a client to
 - recognize/ cope with stressful psychological/ social problems
 - develop better interpersonal relationships
 - promote personal growth
 - develop new attitudes, feelings & behaviors
 - look at alternative behaviors, recognize the choices & develop a sense of control

INTER-PROFESSIONAL WORKING

- Working with others, also known as **collaboration**
- Involve both professionals & non-professionals
- Collaborative care of an individual (not only contact with other professionals)
- Should minimize fragmentation of care
 - by developing skills & attitudes that foster collaboration

Aim at best interest of the client/ patient's health

HEALTHCARE TEAM

- **“Health care team”** refers to all the personnel in all the departments of a health care facility:
 - Medical
 - Nursing
 - Allied health [e.g. physiotherapist, occupational therapist, dietitian/nutritionist, psychologists, speech therapists, radiographer...etc]
 - Management & other professionals
 - Clerical, secretarial & supporting [e.g. healthcare assistants (HCAs), phlebotomists, porter, cleaner...etc]
 - Others

SKILLS & ATTITUDES FOR EFFECTIVE COLLABORATIONS (1)

- Good communication skills
- Have knowledge & understanding of roles & responsibilities of other professions/ non-professions
- Willing to identify personal strength & weaknesses together with willingness to accept the need for personal & professional development
- Willing to trust, respect & value the contributions from others

SKILLS & ATTITUDES FOR EFFECTIVE COLLABORATIONS (2)

- Provide peers with feedback regarding their practice and/or role performance
- Maintain compassionate and caring relationships with peers and colleagues
- Contribute to a supportive and healthy working environment

PROFESSIONAL BEHAVIOURS (1) - HKU

Punctuality

**Professional
appearance**

**Accept new
responsibility**

Good preparation

**Set own goals &
active in learning**

**Seek advice
when
appropriate**

**Accountable to
practice**

**Identify own
strengths &
weaknesses**

Good team spirit

PROFESSIONAL BEHAVIOURS (2) — SORTEDAHL

Change

Communication

Conflict

Leadership

Self-awareness

REFERENCES

- Alfaro-LeFevre, R. (2014). *Applying nursing process: The foundation for clinical reasoning* (8th ed.). Philadelphia: Wolters Kluwer Health/Lippincott Williams & Wilkins
- Berman, A., Snyder, S., & Frandsen, G. (2016). *Kozier & Erb's fundamentals of nursing: Concepts, process, and practice* (10th ed.). Hoboken, New Jersey: Pearson Education.
- Cherry, B., & Jacob, S. (2016). *Contemporary nursing: Issues, trends, & management* (7th ed.). St. Louis, Missouri: Elsevier.
- Sellman, D., & Snelling, P. (2017). *Becoming a nurse: Fundamentals of professional practice for nursing* (2nd ed.). Abingdon, Oxon; New York, NY: Routledge. Tayray J. (2009). Art, science, or both? Keeping the care in nursing. *Nurs Clin North Am*, 44(4):415-21.
- The Nursing Council of Hong Kong (2015). *Scope of Professional Practice*. Retrieved from http://www.nchk.org.hk/filemanager/en/pdf/scope_english.pdf
- Yoost, B., & Crawford, L. (2016). *Fundamentals of nursing: Active learning for collaborative practice*. St. Louis, Missouri: Elsevier.