Professional Development

Professional Accountability

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Profession

• A profession is a group of vocational, occupational and educational that requires specialized education and intellectual knowledge.
Criteria of Profession

• The work is rationalized and distinguished by an important body of knowledge.
• Provision of unique service to society.
• An expanding body of knowledge.
• Personal responsibility to the public for service provided.
• A long period of education including theory and practice.
Criteria of Profession

• Autonomy and ability to develop policy about the discipline and control of the activity of one's members.
• Members shares a common identity, value and attitudes.
• A code of ethics to which its members follow.
Accountability

• Accountability is a process in which individuals are answerable for their actions and have an obligation or duties to act.
Accountability

• Accountability is demonstrated by nurses in several ways.
• An accountable nurse is one who demonstrates caring and sympathetic to clients and families.
• By providing client-centered, holistic care, the nurse is meeting the expectation of society.
Professional Accountability

Nurses are accountable to many

• Themselves
• Clients and families
• The nursing professional
• The employer
• The general public for provision of safe, effective care established by the profession.
Professional Accountability

The nursing professional is accountable for.

• Establishing and maintaining standards that promote safe and effective care.

• Accountability involves responsibility that is being able and willing to respond.

• Accountability is one of the distinguishing characteristics of a profession.

• The professional nurse is accountable in several domains; professional, legal and ethical.
Elements of Professional Accountability

• The public holds nursing accountable for safe nursing care and proper judgment in the provision of nursing services.

• The profession is held accountable by the public to ensure that only qualified individuals are granted the rights to practice and those who fail to uphold professional standards are denied the future rights to practice.
Elements of Professional Accountability

- Professional accountability within nursing is adopted through the mechanisms by which nurses obtain the right to practice.
- These mechanisms include rights and responsibilities, organizational accountability, individual accountability and students accountability.
Elements of Professional Accountability

Rights and responsibilities;

• The nurse have responsibility to the client to be competent, to render nursing services in accordance with standards of nursing practice, and to follow to the profession’s ethical code.

Organizational Accountability

• Organization is mean by which members of profession, such as nurses, join together to promote and protect the profession.
Elements of Professional Accountability

Legislative Accountability

• Legislative accountability for nurses to be recognized as professional nursing must have legislation that clearly defines the role and scope of nursing practice.
Elements of Professional Accountability

Individual Accountability

• The nurses must understand the method by which the board of nursing adopts rule and regulations in their state of licensure so that they can be active participant in the development of such regulations.
Elements of Professional Accountability

**Students Accountability**

• Nursing student’s accountability is directly related to their legal authority to practice.

• For nursing students, accountability for competency being the first clinical day and continues throughout their career. Therefore students have responsibility to.
Responsibility of students

- Be prepared for clinical practice
- Engage in those skills for which they have gained competence.
- Seek instructions as necessary
Components that enhance Nursing as Profession

• Critical thinking is an essential component that enhance safe, ethical and competent care.

• It is important to minimize risk to the patient.

• Clinical judgment and reasoning, is also important which is gained through formal education and experimental knowledge.

• Nurses must have clinical knowledge to act independently and with authority to accept accountability and responsibility.
Nurse

• Nurse is a person who is trained to look after the sick, injured and healthy people.
Obligation

• Any action by which a person becomes bound to do something or another for bear something extent duties impressed by law promise / contact by the relation of society.

• It is acknowledgement of a duty to do certain thing.
You are under no obligation to buy anything.

She did not feel under any obligation to tell any thing.

She did not feel under any obligation to tell him truth.

I don’t want people coming to see me out of sense of obligation we will send you an estimate for the work without obligation.
Cont....

- Sometime you must do because you have promised.
- Commitment to fulfilled you legal, professional and financial obligation.
Social Obligation in well Education

• Nurse will be important participant in healthcare reform as health care shifts from hospital based disease orientation to a community. The environment content of client’s everyday lives, requires attention to social, economic that influence health status and access to health care therefore nursing educator have the responsibility to prepare future nurses, for community based practice
Cont...

by inspiring moral, professional obligation, cultural sensitivity and other social responsibilities.
Professional Bodies
Pakistan Nursing Council

• Pakistan Nursing Council is a autonomous regulatory body under the Pakistan Nursing Council Act 1952.

• PNC is recognized authority at the national level working actively for promotion of the nursing profession. The PNC have been working in very tight conditions and without proper infrastructure.
Cont...

• The PNC has revised uniform curricula for students and balanced service structure for the professionals at the national level.
• The PNC has set a number of committees to deal with different important issues related to the council’s mandate.
• Education committee (academic Council)
• Executive Body.
• General Body(Act revision Committee)
Pakistan Nurses Federation

- Pakistan Nurses Federation is the only independent non-governmental association, working for the betterment of nurses in Pakistan.
Pakistan Nursing Council Act

- The PNC Act, first sanctioned by the National Assembly in 1952, and was later revised in 1973. PNC sub committee chaired by Mrs. Clara Pasha, Principal College of Nursing PIMS Islamabad worked carefully to revise this act and make it more relevant to nursing in Pakistan.
Pakistan Nursing Council
Registration Act 1973

• In accordance with the PNC Act 1973 (item 15) registration of all nurses, midwives and lady health visitors (LHV) with PNC is compulsory. After qualifying Nursing Examination Board, the candidate must register with PNC immediately.
Career Structure

• The PNC has worked in conjunction with the PNF in the preparation of career structure documents for Nurses and LHV\textsc{s}. The documents have been presented to the Government for approval. This new career structure will provide nurses and LHV\textsc{s} a more appropriate grade and salary.
Examination System

• One of the PNC’s goal is to improve examination system in collaboration with Development Women Health Professional (DWHP). Mr. John Braham, senior Test Consultant from the Canadian Nurses Association Testing Division was asked to do an assessment of our examination system.
Examination System

• In November 1996 after visiting all the Nursing Examination Boards in Pakistan Mr. John Braham facilitated a National meeting of the nurses leaders and faculty of DWHP. Once the consultant’s report was received, the recommendation were revived and a detailed proposal was presented to the PNC General Body Meeting in 1997.
Aims of Pakistan Nursing Council

• To explain nursing development in Pakistan
• To organize and supervise examination throughout Pakistan.
• To fix date of examination
• To hold diploma in case of misconduct
• To register all nurses, midwives and other auxiliary members who have completed their training successfully.
Aims of Pakistan Nursing Council

- To protect all nurses and give them legal support.
- Describe role of provincial nurses
- Describe the functions of PNC
- Participate in ICN activities
Functions of PNC

- Set curriculum for nursing education and auxiliaries etc.
- To do inspection of all new and old school of nursing and midwifery etc.
- To maintain standard of nursing education in all provincial board of nursing education
- To provide registration to practice that is legal protection.
Functions of PNC

• To play an advisory role for the overall benefits for nurses, midwives and nursing auxiliaries in the country.

• To maintain an advisory role in Federal Provincial Government levels, organizing nursing and educational as well services.

• To communicate policies decision regarding nursing education and for the welfare of nurses taken in council meeting to governmental nursing institutions.
PNC Academic Committee Member

- Principal
- Nursing Instructors / Clinical instructors
- One representative from nursing services
- One student representative from each year.
Requirement of Nursing Educational Institution

• The faculty and staff of school of Nursing comprise of 100 students with 250 beds hospital

• The faculty and staff of school of Nursing includes the following

• Principal

• Vice Principal
Requirement of Nursing Educational Institution

- Four Nursing Instructors
- Four clinical Instructors
- Two public Health Nursing supervisor
- One Community Health Nurse for teaching
- One full time English teacher (MA)
- Part time teacher as per requirement
- Administrative staff
Educational Roles of Pakistan Nursing Council

• To review and modify Nursing Examination Board and system.
• To develop and produce uniform curricula for student Nurses.
• To inspect and give approval for school and college of nursing.
• To modify and set selection criteria for nursing admission.
Educational Roles of Pakistan Nursing Council

• To provide discipline, policy and procedural guide for students.

• Registration of all preliminary trainee students at the beginning after clearance of PTS examination.
Pakistan Nursing Federation

• Pakistan Nurses Federation (PNF) is only professional organization of registered Nurses, Lady Health Visitors (LHV), Midwives and students of all these categories in Pakistan.

• PNF is working for welfare of nursing personnel.

• PNF is an independent non-governmental professional association of nurses in Pakistan.
Historical Background of PNF

- PNF was founded in 1949 and registered on July 26, 1972 by assistant registrar Joint Stock companies, Lahore Region, under societies Act 1960 as a beneficiary to the Trained Nurses Association of Pakistan.
Purposes of PNF

• To work for the welfare and betterment of all categories of Nurses, Midwives and LHVs in the Pakistan.

• To pursue and enter into negotiation with the Central and Provincial Governments regarding matters belong to the welfare of Nurses.

• To advance high ethical and professional standards among the Nurses.
Purposes of PNF

• To bring professional knowledge and skill to the services and care of the sick.

• To organize seminars, conference, meetings and workshops for the improvement of Nursing Education and Nursing Services.

• To publish Journals/ Periodicals and Magazines providing up-to-date information on current developments in the field of Nursing.
Purposes of PNF

- To attempt to furnish legal aid to members within financial means of the Federation when needed by them for the protection of their professional rights.
Educational Role

• **Student Involvement.**
  The purpose of students participation in PNF is to address issue of particular importance to Nursing Education in Pakistan.

• To promote a sprite of unity and fellowship among all categories of nursing personal, PNF offers opportunity for membership to all kinds of students. They should be under one umbrella to play an important role in the profession.
Students

- Students of Basic Nursing education Programme.
- Students of LHV
- Students of Public Midwives
- Students of Post Basic Nursing Education Programme.
- Students of Universities for BScN or Masters in Nursing
International Council of Nursing

• International council of nursing was founded in 1899 and today having membership of 95 nations.
Purposes of ICN

• The purpose of ICN is to provide an organization through which the national nursing association can work together.

• The head quarter of ICN is in Geneva Switzerland.
Functions of ICN

- Unique function of the ICN is to assist the individual, sick or well in the performance of those activities contributing to health or its recovery.

- That they would perform unaided if they have the necessary strength will or knowledge and do this a way to help gain independence as rapidly as possible.
Components

• The essential component of the ICN is to raising professional nursing care, cure and co-ordination.

• Care is to expect more than to take care of it is caring for and caring about as well it is dealing with human being under stress.

• Strong scientific bases

• Strong service orientation
Components

• Reorganization and authority by a professional group.
• Code of ethics
• Professional organization has set the standards.
• Ongoing research
Any Question
Thank You