

PART 4

Stress factors that negatively impact Nursing

Interaction with more than 400 Nurses (362 in groups plus a large number of individuals not included in groups) was a memorable experience of rich rapport as Nurses, within a few minutes of meeting, entered into meaningful sharing.

Key stress factors experienced by Nurses that negatively impact the whole process of Nursing:

Fear *Addiction* *Boredom*
Time *Transport problems* *Staffing Shortages*

Balancing Home and Professional responsibilities.

Children and marriage problems

Each stress factor contributes to Nurse's Non - involvement in personal professional Development ...

Each stress factor restricts by varying degrees, freedom that brings satisfaction...

FEAR is the most destructive force that saps physical, mental and emotional energy.

The multiple causes of fear expressed by Nurses were significantly linked to addiction. Essentially an unwanted addiction to Pan.

The fear of death was a reality that some Nurses had battled against for as long as 40 years, and, e.g., the unnecessary fear of becoming dependent through disease, had been silently born by at least one otherwise healthy Nurse for ten years, the fear of the dark and of being alone were not uncommon.

An amazing number of Nurses, including Nurse administrators spontaneously referred to pan chewing as

'I am addicted,

I cannot say I am habituated or that it is custom'

'I don't like it,

I don't want It, but I am addicted'.

Tragically many of these Nurses are not only dealing with but also suffering with husband and children addicted to alcohol, drugs, sex, pornography etc.

Most Nurses recognized the reality of inherent insecurity apparent in all of the above manifestations. A few had been 'brainwashed' through recent Government sponsored training programs and could not see beyond the '*sticking plaster application*' of the recommended approach for all people.

An approach, that regrettably for deep seated stress, offers not one atom of substantive hope to those caught in the disastrous net of addiction. This phenomena is not peculiar to Meghalaya. It has been observed in Nurses in many other States including Bihar, Assam, and Orrisa.

Surely it is time for Nurses to make a real effort to help colleagues overcome the primary cause of **FEAR**. To help one another learn how to select, draw on and use every well based resource, including the *Resurrection Power of Jesus Christ*, guaranteed to give the recipient victory over every evil force.

One to one interaction with CNO's and other categories of Nurses, who without encouragement, opened the discussion, usually by referring to their own dilemma, subsequently expressed appreciation for the value of the positive guidance given, and indicated that the time is ripe. **We must not delay.**

Let us take time to share

Nursing With A Difference is willing to help meet this need, on a six monthly basis each year.

Making time is the means whereby we take time.

The significantly much higher male to female population ratio, and the estimated 10% lower literacy rate of women to men are reality factors. Serious negative indicators in any society must be addressed.

Question

Response: Military Nurse Administrator (Rtd)

“Born into a Matriarchal Society but spending all your working life until retirement, in a traditional, fiercely Paternalistic Organization, what would you identify as the strengths and weakness of both a Matriarchal and Paternalistic Society?”

“The weaknesses in both societies far out way the strengths because we are desecrating God’s Commandments to both men and women.

I believe to be truly effective, society must be based and developed on the Biblical pattern created and given by God to Man

Domination as we know it today is an ugly driving destructive force rather than a creative process of healthy development that brings mutual joy for male and female alike...”

‘So God created man in His own image, in the image of God created He him, male and female created He them.

Then God blessed them, and God said to them, “Be fruitful and multiply; fill the earth and subdue it; and have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on the earth.

“See I have given you every herb that yields seed...to you it shall be food...”

Genesis 1:26-29

With a literacy rate of less than 60%, compounded by poor internal communication, the responsibilities of home and family, and no appreciable opportunity for post-basic Nursing Education, the Nurses of Meghalaya genuinely face a life of hardship.

Despite drawbacks, a significant number of Nurses demonstrate tremendous interest, ingenuity, determination and fortitude in the commendable standard of Nursing Service.

The two Nurses pioneering the development of the first College of Nursing, Shillong, have established a sound, visionary philosophy and basis. Interviews for faculty and the first candidates in 2006 had been scheduled.

Pray that every Faculty member appointed, will have a similar commitment to excellence in Nursing Services through the educative process, that marries with maturity, the art and science of Nursing, into a dynamic and creative Health Service for the peoples of Meghalaya.

Due to many factors, including the prevailing political situation, public transport is scarce by 8pm and virtually non existent by 9pm. The implications for Nurses, particularly those on evening and night shifts, is obvious.

“I am the vine, you are the branches. He who abides in me and I in him, he it is that bears much fruit for without Me you can do nothing.” John 15:5

May Nurses not become so burdened with busy-ness that we lose the art of abiding in Him, knowing that when what ever we ask in the name of Jesus according to the Will of God we will receive. It is so easy to lose our grip on real lasting values.

The Challenge

Literacy is more than being able to read and write.

Communication is more than merely struggling to get from A to B.

The State Education, Transport and Health services impose on Nurses what they think is necessary.

Nurses need to develop strategies that work.

In helping each other let us also heed Jesus words:

“You have not, because you ask amiss”.

Logically the first step is for each Nurse to ask Him for clear direction and unity of mind, spirit and purpose then work together to overcome

Selfishness gets us no where.

Excuses compound problems.

Attitudes “Its not my responsibility they should do something” is denigrating.

The courage Nurses often display in other areas of life, plus their untapped, corporate and tremendous potential, once harnessed and sanctified will bring forth an unprecedented revival in Nursing Services.

The powerful influence Florence Nightingale and her team of Nurses had around the world could be surpassed in this day and age – IF we have the will to do so?

Nurses are the premier providers of Patient care in every State.

What then is eroding Nursing in Meghalaya, a State with so much going for it, that is causing Nurse Administrators deep concern and preventing many from being the catalyst that initiates, drives and sustains wholistic Nursing care?

What stymies Nurse potential before it even germinates.

Nursing Potential

- Tragically underling the battle against erosion of Nursing Services in Meghalaya, throughout India, and the world, is the large number of Nurses in Nursing because of necessity and not of choice.
- Adding to this tragic situation is the large number of Tutors who gain degrees in Nursing for social economic, or political reasons but have, in the main, absolutely no interest in Nursing Service.
- Greater production of Nurses with no commitment to Nursing only increases the number, whose aim is to *‘get away overseas and find greener pastures’*.
- Inadequate staffing levels arise from all these factors.
- Boredom eats in when one’s potential is not realized or used. Creative vitality is lost to Nursing.

Thinking deeply!

Challenge

How can Nurses currently in practice and heavily committed with home, family and at times a secondary occupation to make ends meet, better manage and overcome these or other negating factors?

What measures can be taken to stimulate potential students of Nursing to appreciate Nursing for its true worth to them personally and to the patient and his family?

How may one change a mindset that sees Nursing as a technical, albeit painful stepping stone to be endured, until one can find release through so called 'professional cum social climbing'?

In the current scenario how can Nurses achieve a love for, and joy in Nursing

Fear blocks Realization of potential.

Each issues is complex

Fear is multi-faceted

Nursing's response requires inspired, innovative, realistic and sustainable solutions by Nurses who will influence State and Central Government.

Solutions that are multi-faceted and that address the root causes of Nursing shortages.

The key lies in the hands of Nurses at all levels who will come together to seek, get and share a fresh vision and power to achieve or help others to achieve.

Nursing Education and Nursing Service Dilemma

Many Nurse Educators, because of their own mindset and fears, are incapable of inspiring new entrants to develop a true spirit and ethos for Nursing Service as she consciously strive to develop her own Nursing potential from day one in Introductory Class.

FEAR of being actively involved in Nursing in contrast to mere Academia, successfully blocks these Nurse Tutor's own desire for genuine ongoing professional Nursing development.

Realistic strategies must be devised to encourage and help Nurse Educators, before Nursing is irrevocably destroyed, and we take an even greater leap back into '*The Dark Ages*'.

**Fear breeds Denial which sporns numerous
Defence Mechanisms and ingenious Excuses.**

The loss to Nursing is both personal and situational and must be viewed in the light of whole societies and people groups consciously or unconsciously struggling to be recognized for their true worth.

Economic need and wide spread loss of 'meaning in life' lowers personal prestige and results in chasing straws in the wind.

A false sense of 'power through socially or culturally accepted position' results in myopia and tunnel vision, that leaves an emptiness and futility.

God created each Nurse a unique and very special person and gave each one the gifts and potential to be, and to make an outstanding contribution to the life of the Institution, State and Nation as a NURSE.

Each Nurse can receive

'Joy unspeakable midst hard work and trials when caring for the afflicted''.

Past Experience

Past experience is an essential component in life yet, one that we rarely learn from. While many good things are happening in Nursing and the world, the values from past experience have not impacted the Health Services with viable, evidence-based consistently good quality care, from all practitioners.

There is no end of erudite professional education but the buck stops right there, effectively preventing and inversely controlling the type and quality of actual patient care and the general health of all peoples