

# NURSING WITH A DIFFERENCE

TRUST Established in Delhi 1998  
"Let Each Day Be Your Masterpiece" Galatians 6:9

## Recommendations 1 to 6 for entering the 'Garden of Fragrance'.

### Step 1

#### "The Shadow"!

The hiatus, a time of pause and calculation between the apprehension of truth and its embodiment in their lives." T.S Eliot "The Hollow Men"

*The shadow falls between the idea and the reality;  
between conception and the creation;  
between the emotion and the response.*

- It took time to think through all that I was privileged to enter, and to be part of in Nursing in Assam.
- It is always relatively easy to see – but it is not easy to appreciate what we do not see.
- To come to valid conclusions does not negate the possibility of overlooking or taking for granted that which may be of much greater importance.

#### Critical thinking is a process that involves:

- Observation of Administrative, management and clinical situations in Nursing.
- Observation of environmental factors/obvious brokenness/plastic coated superficiality.
- Interaction with Nurses actively involved in the above situations.

### Step 2                      Setting boundaries

The following recommendations are offered with four specifics in mind:

1. Our responsibility as Nurses to systematically redress mistakes, confusion, inadequacies and incompleteness in Nursing, that mitigates against an effective, good quality health service.
2. Nurses helping Nurses to learn to love and value themselves and each other, so that each one can more effectively focus on others. This involves:
  - a. Renouncing criticism, rejection and hurt, that reflects past experiences and present situations and which work to provoke discord, dissension, discrepancies and disunity.
  - b. Identifying **reasons** that enlighten and **causes** that hinder growth.
3. *The need to 'Lead out in Nursing' and to 'Awaken the knowledge within each Nurse'*, is much more helpful than merely pouring in information, or powerlessly regurgitating 'what is', with a sense of futility.

## Step 2 (Cont)

4. Recommendations ought to be directed to:

- Nurses outside the State
- Nurses in State Administration
  - “ “ Administration of Nursing Services
  - “ “ Clinical Nursing
  - “ “ Administration and Teaching
  - “ “ Students in Nursing.

*“God...has made of one blood all nations of men to dwell on all the face of the earth,  
and has determined the times before appointed, and the bounds of their habitation.”*  
*Acts 17:26*

## Step 3      Specifics

### Recommendation No 1

That Nursing With A Difference offer the Deputy Director of Nursing for the State of Assam a special program for ten Nurse Administrators with subsequent input as the DDN deems fit:

1. The Special Program to be a three week live in experience in a selected venue close to Delhi.
2. The ten Nurses selected to form the nucleus for change and development within Assam.
3. Nurses to be personally selected by the Deputy Director of Nursing for the State; each from a different people group; and from a strategic point within the Health Services of Assam.
4. Nursing With A Difference to provide accommodation and food for each Nurse. All Nurses are required to live in for the complete duration of the program.
5. Travel costs from within the State of Assam to Delhi to be determined and paid as decided by the Deputy Director Nursing for Assam with the 10 Nurses Administrators.
6. As far as possible all resource materials will be made free to each participant. However, depending on available finance it may be necessary for participants to contribute for some materials.

### Program AIM

To bring a strategic group of multi ethnic Nurse Administrators together, for a concentrated period, to consider the extent of each ones capability, plus that of her institutional group, to effect substantial and significant changes, in and through Nursing.

### Program Objectives

1. To enable each Nurse Administrator, examine and find for herself the source of power, that will free or better equip her to activate and facilitate changes that will help transform Nursing Services.
2. To encourage participants to explore and examine materialism, and syncretism (the attempted blending of irreconcilable principles or parties) in Nursing.
3. To give participants the freedom to analyze and work out a cohesive, practical policy, to root out the culture of corruption that has taken root in Nursing in Assam.
4. To help participants use resources to achieve an in depth examination of reconciliation. The place and importance of the internal process of reconciliation in life. The need to include, exclude or eliminate outside influences in achieving reconciliation.

## Précis of Program Content

- Each day will commence with a “Morning Watch” and end with a “Quiet Time”
- Structured Discussion Periods – based on the AIM, Objectives and Expected Outcome.
- Plenary Sessions will precede discussion periods and follow research periods.
- Panel Discussions will feature Nursing and Non Nursing Personnel.
- Visits for goal directed discussion will be arranged with:
  - i. Nurse Advisor to the Indian Government
  - ii. Registrar of the Indian Nursing Council;
  - iii. Secretary General TNAI
  - iv. AIIMS Department of Nursing
  - v. Other - as appropriate
- Music and Singing will be a significant feature.
- Recreation in various forms to prevent mental overload and to strengthen resolve and endurance.
- One day for sightseeing and shopping. Participants to pay all costs of this day.

## Expected Outcome

That the selected group of Nurse Administrators will spearhead desirable change in Nursing, to once again make Assam, the centre of excellence in Nursing for the whole of the North East, and of India.

## Step 4 Subsequent building

### Recommendation No 2

That the Deputy Director Nursing for Assam, ideally in collaboration with the State Branch of the Trained Nurses Association of India, introduce a weekly series of one full day seminar for 10 weeks, to address the issues of Morality and Ethics in Nursing, for all:

Chief Nursing Officers	] Best conducted in
Nurses involved in the administration of Nursing Service	] Guwahati
Ward Sister/Charge Nurses	] Best conducted in each
Staff Nurses	] District

Principals and staff of the College and Schools of Nursing to be included in the above programs at a ratio of 2 to 10 Nursing Service personnel.

That the Nurses designated for each series be freed from duty to attend each of the 10 full days, and be required to actively contribute, as well as to present the key points of his/her experience in writing.

## Rationale

**Given that the Assam situation is reflected to a greater or lesser extent in all the other States of India:**

**THEN** there can be no real advances in Nursing contribution to the regeneration of a very sick and largely dead health service without an *acceptable definition in practice* of what is required to heal the present deep festering wounds.

**BUT** the input from this experience by each participant will provide a valid basis for subsequent decision making for the State of Assam; **AND** act as a catalyst for significant National development as other States see the benefits to Nursing Service.

In 2004-5 hundreds of Nurses in Assam readily identified the reality of our 'failed state of the Art in Nursing', proving that:

1. *Nurses have the ability to critically and honestly analyze current issues.*
2. *Nurses do have the resources, even though most have not identified, used or refined their skills to take the next step.*
3. *Nurses now need only the will power to address each issue and encourage one another in realistic and concerted efforts to redress with integrity, each mitigating factor.*

This process will first help each Nurse learn to love and value him or herself.

So, in turn, it will be much easier for each Nurse to focus on others in the key process of reconciliation to achieve specific goals.

**The core of love is 'other centered'**

Grief and pain have caused Nurses to become self focused  
self centered  
self reliant  
To our own detriment.

**Faith is a Relationship.**

Faith is not a religion  
Faith is friendship with Christ,  
The true Advocate as companion  
and guide in the journey of life.

## **Step 5      Stretching out and Stretching up.**

### **Recommendation No 3**

That the topics of Subsequent Workshops to include:

- Intelligent Obedience – *Obedience alone is a very poor thing.*
- Rich cultural and ethnic diversity.
- Destructive elements that force people including Nurses and Nursing, into moulds.
- Collaboration without compromise. *We cannot wish away, strike away, or bring desirable change through bickering, selfishness, internal differences, power struggles or indifference.*
- The construction of perspectives, seeing things you don't always see.
- The significance and awareness that Nurses are cultural communicators.
- Getting a fresh vision based on reality and potential to achieve realistic goals.

**'Be Thou my vision, O Lord of my heart,...  
Be Thou my best thought in the day and the night,...  
Be Thou my wisdom, be Thou my true word;  
Be Thou ever with me and I with Thee Lord...'**

## **Step 6      Setting standards and consolidating**

### **Recommendation No 4**

That the ten Nurses, who had attended the 3 week live in Workshop (Recommendation 1.), plan programs as per recommendations 2 and 3, for all qualified Nurses within each District in Assam.

That where possible, Nurses from two districts come together at one time to avoid compounding present staff shortages and to maximize each learning opportunity to ensure the majority of Nurses (hopefully all Nurses) are reached within 6 and no more than 9 months.

#### **Rationale**

These ten Nurses will now be reinforcing what the Chief Nursing Officers and Nurses responsible for administration of Nursing services have received in their special programs in Guwahati, and by working with them, to ensure all Nursing personnel in each district have a similar opportunity.

This process will strengthen each Nurse's ability to make personal choices on questionable cultural values that have been shaping the *'present culture of Nursing.'*

In addition each Nurse will be actively involved in communal reconciliation within Nursing thus paving the way for the *collective voice of Nursing to be raised from a firmer foundation* than would currently be possible.

The final analysis would prove that planning for change by the Deputy Director Nursing, would be firmly grounded and effected with much greater success than would be possible, in the present climate within Nursing and within the Health Services as a whole.

## **Step 7      Speedway Signals for Service**

### **Recommendation No 5**

Programs for Student Nurses must be conducted by the Nursing Service personnel; These should include similar content as for Registered Nurses with the focus on education for service titled:

#### **“Enter to Learn go forth to Service with Maturity of Wisdom and Integrity”**

The time frame for student Nurses would best be one hour per week for groups of 10 taken at a time best suited for Nursing Service, but preferably for the first hour of duty.

#### **Rationale**

- Morality and ethics are basic requirements for building personal strength and professional competence. Starting the day with this focus brings reality into the practice of Nursing.
- Taken at the end of a duty, may deflect it into 'Just another Theory' to be suffered through.
- Squeezed into the business of day, the students mind will be on the work she/he still has to do causing them once again to "Suffer through the session".
- Students will be encouraged when they know that they are an essential part of a specific transformation process in Nursing Services.
- Final year Nurses will be challenged and encouraged to break out of the mould that they have been forced into. 1<sup>st</sup> and 2<sup>nd</sup> year students will become actively involved in shaping their own integrity in Nursing.
- A new generation of young men and women will emerge in Nursing living the values they admire, and know are achievable, and integral, to good Nursing.

## Step 8 Sanctified Service

### Recommendation No 6

That the Deputy Director Nursing Assam, select and assist a group of no more than 12 Nurses to become;

1. An effective “Think Tank” for Nursing Services - initially in Assam.
2. A committed, wise and comprehensive resource on key Nursing Issues
3. The authoritative voice for Nursing, with and through the Deputy Director Nursing, to the Government Health Directorate, as well as the official Education Authorities, legitimately and by default, controlling Nursing Services and Nursing Education.
4. An effective instrument in the essential process of dismantling the iron bars and bronze gates that currently block and actively destroy quality Nursing.
5. Key facilitators in opening many doors that lead to genuine forgiveness, reconciliation and healing, through communion and commitment between all people groups within the Health Services and Community served.

*Please refer Background Paper on People Groups.*

### LOVE

Love is the creative fire,  
the inspiration that keeps  
the torch of progress aflame

Love is the dynamic motivation  
behind every worthy purpose;  
it is the upward thrust  
that lifts men to the heights.

Love is the dove of peace,  
the spirit of brotherhood;  
it is tenderness and compassion,  
forgiveness and tolerance.

Love is the supreme good;  
it is the overflowing life;  
the giving of ourselves  
to noble ends and causes.

Love is down to earth  
and it reaches to the highest star;  
it is the valley of humility  
and the mountaintop of ecstasy.

Love is the perfect antidote  
that floods the mind  
to wash away hatred, jealousy,  
resentment, anxiety and fear.

Love, in the words of the Master,  
is the shining commandment:  
“Love one another”.

The art of love  
is God at work through you.

### **Art, Science and Industry in Nursing.**

**The glory of the star, the glory of the sun - We must not lose either in the other.**

**We must not be so full of heaven that we cannot do our work on earth;**

**We must not be so lost in the work of the earth that we shall not be inspired by the hope of heaven.**

**Phillip Brooks**