

Recommendations Background and Analysis

The basis for recommendations is the recognition of manifested needs that are presented with hindsight and facts plus foresight gained from specifics within the situation and in relation to a national and global view.

Manifested need comes packaged in many forms, in Nursing the evidence is clear and painful with both patients and Nurses deprived of 'the dignity invested in man at creation'. Government policy is all too often mere rhetoric that appears to lack integrity of intent, while the pathetic cry of financial constraints engenders strong, repressed feelings of disgust and distrust.

The people in government who cry 'It's the government and the process is slow and takes time.' do not realize that by their very words they condemn themselves and their staff who follow their example and have no standard of credibility to live up to, and no pride in their own national identity.

These recommendations are offered with respect to Nursing colleagues in Sikkim who will effect change through their seeking first the Kingdom of God and His righteousness so that their own collective wisdom may be refined with the added dimension of divine wisdom that is greater than all the man made barriers.

Some basic facts that cannot be ignored when seeking to bring about desired change in Nursing Services:

1. Patient/client care has become a misnomer
 - a) Too often the care being given is looked upon as a 'chore', purely technical yet lacking the implied and circumscribed excellence laid down in basic Nursing Curricula.
 - b) Person to person contact as well as verbal and non-verbal communication is reduced to the barest minimum.
2. The majority of Nurses are practicing out of financial necessity and for job security and therefore understandably, with no real heart for Nursing,
3. The majority of Nurses never wanted to be a Nurse. Their suffering, mental, physical, emotional, spiritual and social is a continuous reality.

Thus recommendations that look at what is and are based on an ideal will fail unless the deep things of the heart of Nursing are exposed and dealt with.

Recommendations ought not to perpetuate past wrongs by bypassing or glossing over strategic and core negating factors

Rather recommendations ought to enable Nurses to excise all the necrotic tissue and debris to effect deep healing with a good union of all the involved tissues

Therefore an unorthodox approach by Nurses who have the strength of perseverance and patience to not be deflected, is well justified.

The first and subsequent recommendation do not conform to the standards and expectation of this fallen depraved world, including the unwritten policy that actively fosters denial of the existence and sovereignty of the Almighty God of truth, justice and mercy who will in the Day of Judgment hold each one accountable.

Fashioned to be unfashionable

Nurses need to be alert to the fact that this world we live in has become depraved and is becoming more so because it is according to man's desire who consciously or unconsciously prefers and therefore allows the devil and his angels who are resolutely opposed to the God of truth justice and mercy to be in control.

There is no need for Nurses eyes to be darkened by sin.

There is every reason for Nurses to have the courage to be 'unfashionable' in spirit, thought, values, and actions according to the standards of this world.

This transformation with continual renewing of mind and strengthening of heart comes essentially through prayer that comes from the heart and mind, springing as it were from an increasing understanding of the Word of God and is therefore directed to the Sovereign God who said 'My word is near to your heart'

This is naturally a life long process and one that brings increasing peace and delight because it comes from having embraced the mind of Christ with which to face and contend with the difficulties of life

There is therefore good reason for Nurses to know with assurance that she/he is a masterpiece of God's creation and can be filled with His glorious sanctifying power.

The power to live in this world and to contribute to the threefold responsibility of the human Government that was instituted by God to protect, punish and promote.

The function of Protection is that citizens will be protected from themselves and other citizens. It requires some form of restraint.

The function of Punishment is for protection of citizens against all injustice and wrong.

The function of promotion is to promote the general welfare of the community of all peoples.

Our responsibility to Human Government is to be a good citizen:

Recognizing and accepting that the powers that be are ordained by God "Let every soul be subject to the governing authorities. For there is no authority except from God, and the authorities that exist are appointed by God". Romans 13:1

Our primary responsibility is therefore to pray for the leaders in government that we may lead a quiet and peaceable life in godliness and reverence. These leaders come out of our homes and society with all their brokenness and conflicting values.

To this end we must pray, make supplication and intercession with thanksgiving that each one in government will hold their office in true godliness and honesty. This is the prerequisite for all other virtues essential for wise and equitable governance.

Nurses must know that there is no distinction between people groups or the worldly status of people for the same LORD over all is rich to all who call upon Him for whoever calls upon Him shall be saved.

In this way Nurses will be in a position of 'strength in the LORD' that will honor their commitment to truth and justice in the Health Services.

Strength through Wisdom

Thus having experienced the fear and deprivation of man in power, we come to see the truth that 'The fear of God is the beginning of wisdom' that eliminates the fear of man and restrains the forces of evil that work to control all peoples, some what like a diseased octopus clutching at its prey.

Sikkim branch of the Trained Nurses Association of India

Nurses in Sikkim must unite to form a strong Sikkim Branch of the Trained Nurses Association of India with visionary and functional units in each District.

To this end the Secretary General and Student Nurse Advisor should be invited for a full state visit with arrangements made for them to meet all the Nurses in each District in their District Hospital and to visit at least 3 of the more remote PHC's in each District.

Avoidance of Union Mentality

The presence of Unions in Nursing may have been justified in the past; however, it is now timely, necessary and urgent that Nurses approach Nursing needs from a much broader and deeper perspective than that which is possible by the aggressive conflict confrontation approach of Unions.

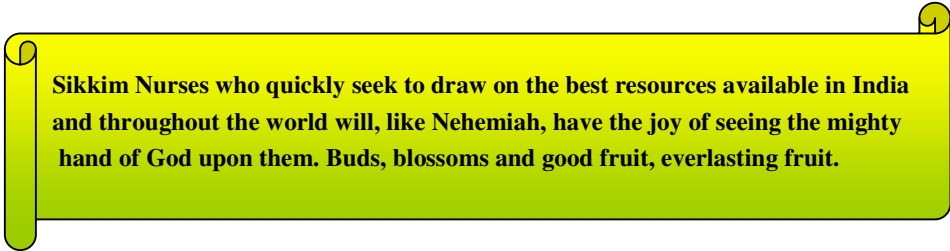
A strong well directed, critical thinking Sikkim Trained Nurses Association as part of the Trained Nurses Association of India who already has the ear of Government, will be in a unique position to make a significant impact on both State and Central Government thinking. And action.

Grooming of Nurses

Specific preparation for Resource Nurses selected to be supplied with a computer and triband facilities as well as those who will in due course hold key positions is essential if Nursing is to become a quietly confident real strength in the Health Services.

A group of Nurses who have the critical thinking to look deeply and comprehensively at each issue will always come up with sound creative ways of tackling each issue. They will accept failures along the way not as defeat but as a fresh challenge before the God of Wisdom to determine how better to approach and achieve.

The validity of each recommendations offered in this resume will ever only be realized as the Senior Nurses in Sikkim accept them for what they are and in the spirit in which they are offered, that is as a springboard for greater things in Nursing in Sikkim for which the Sikkim Nurses are the primary instigators.



Sikkim Nurses who quickly seek to draw on the best resources available in India and throughout the world will, like Nehemiah, have the joy of seeing the mighty hand of God upon them. Buds, blossoms and good fruit, everlasting fruit.

Recommendations

These recommendations are offered with the expectation that each one will be considered:

1. In the light of what has gone before, i.e. the history of Nursing in Sikkim.
2. With the realization that Nursing in Sikkim has the potential to become a dynamic role model that influences Nursing and the Health Services throughout the whole of India as well as influencing millions of Nurses in other nations.
3. In relation to the final Day of Judgment, from which there will be no escape, when all involved in the Health Services will be held accountable for the stewardship of each gift, each ability, the financial and all other resources entrusted to us for the actual building of the health of the peoples.

Recommendation – 1

That 5 days of Thanksgiving be held for all Nurses in each District throughout Sikkim

Venue to be all key hospitals throughout Sikkim to enable all Nurses within each District to come together for one whole day preferably commencing with an Introduction and dinner on the first evening and concluding at 4.00pm next day.



Recommendation – 2

That a 'Nursing Think Tank' be established with 2 Nurses from each District plus 2 to 4 from Gangtok to be freed from duty one full day each month for strategic planning and development of Nursing Services and to become

- i) A significant resource for the Joint and Deputy Directors of Nursing,
- ii) A mature voice to Government in collaboration with the Trained Nurses Association of India – Sikkim Branch.

Recommendation – 3 Computer Facilities total 13

That a good quality computer with colour monitor and printer, a landline telephone, good quality moden and Triband be installed in the home of six selected Nurse, two in Gangtok and one in each District in addition to the installation in the offices of the Joint and Deputy Directors Nursing, the Nursing Superintendent in STNM Hospital and the Assistant Matron's in each District.

Recommendation – 4

That Nurses in Sikkim search e.g. the WHO, ICN, INC, The Center for Nursing Advocacy and Nurses in Politics, Websites to establish a firm foundation, viable, morally upright, efficient and effective in the development of the Nursing Council of Sikkim.

Recommendation – 5

That the Nursing ‘Think Tank’ in Sikkim identifies a Nurse and prepares a 6 months schedule during which she is groomed for the position of Registrar of the Sikkim Nursing Council.

Recommendation – 6

That the Nursing ‘Think Tank’ identify and select all the Nurses to be appointed to the Nursing Council and assist these Nurses to prepare themselves for the responsibility of the Nursing Council of Sikkim.

Recommendation – 7

That the Nursing ‘Think Tank’ in Sikkim set a firm date for the establishment of a fully functional Nursing Council with the prepared Nurse Registrar and Nurse members with full responsibility to put into operation the Nurse’s Act and Regulations.

.Recommendation – 8

That the Nursing Think Tank allocates 10 mins of every monthly meeting in prayer for the non Nursing members of the Nursing Council.

Recommendation – 9

That Nurses in Sikkim invite the Secretary General and Student Nurse Advisor from the National Trained Nurses Association of India for a full state visit

Those arrangements be made for these two Nurses from TNAI Headquarters to meet all the Nurses in each District in their District Hospital as well to visit at least 3 of the more remote PHC’s in each District prior to a full day conference in Gangtok to formalize the State Branch.

Recommendation –10

That members of the Nursing Think Tank meet with all Nurses in their District for a full day’s meeting once every month ½ the day allocated to reviewing each area of service and ½ the day in specific staff development.

Recommendation –11

.That one day every 3 months alt least 2/3rds of all Nurses in Sikkim on a rotation basis to evaluate and build the Sikkim State Nursing View.

Recommendation –12

That the post of Joint Director and Principal of the SON be separated with both posts filled during the year 2007

Recommendation –13

That at both monthly meetings ½ hr be set aside at the beginning and at the end of the day for ‘Seeking first the Kingdom of God in prayer and exhortation

The highest commendation will arise out of all recommendations that have been implemented with integrity and produce healthy buds, blossoms and fruit.