

Professional advancement

Profession means any type of work that needs special training or a particular skill, often one that is respected because it involves a high level of education.

Advancement: a development or improvement.

Professional advancement:

Career advancement is the process by which professionals across industries use their skill sets and determination to achieve new career goals and more challenging job opportunities. Some companies offer career advancement programs that allow existing employees to move up within the company.

Professional advancement in Nursing defined as “a specialized nursing practice that facilitates the professional role development and growth of nurses and other healthcare personnel along the continuum from novice to expert”.

Professional development in nursing profession brings up to date on the latest techniques, technology and evidence to be able to provide quality care to patients. It also fosters career advancement and leadership growth for nurses who wish to elevate responsibilities.

CONTINUING EDUCATION:

Continuing education **provides information and skills of current issues, prepares for discussions, and helps to develop problem-solving skills.**

Definition of Continuing education:

According to ANA, continuing nursing education is defined as “planned educational activities intended to build upon the educational and experiential bases of the professional nurses for the enhancement of practice, education, administration, and research or theory development to the end of improving health of the public”.

Or

continuing nursing education is defined as “planned learning experiences, beyond a basic nursing educational program”. The learning experiences are designed to promote the development of knowledge, skills, and attitudes for the enhancement of nursing practice, thus improving health care to the public (ANA, 1974).

OR

According to the American society for health care education and training (ASHET), continuing education that is broad in scope and designed to build upon previously learned knowledge and skills.

Or

It is planned activity and directed towards meeting the learning needs available following their completion of college programme to keep the registered nurses abreast of their particular field of interest.

Objectives of continuing education:

- To promote the development knowledge, skills and attitudes.
- To enhance the nursing practice, thus improving health care to public.

Need for continuing education:

The need for continuing education comes from the phenomena of change. Professional roles are altered as society changes and as new knowledge and technology emerges. The individual, who wishes to avoid obsolescence cannot leave to chance his acquisition of new knowledge or his ability to adapt to changing demands. If nursing profession is to respond effectively to the challenge of developing wise leadership and competent practitioners current social changes must be accepted and future ones foreseen. There are forces within the nursing profession as well as in the larger society, which highlight the need for planned programs of continuing education.

Purposes:

- ✚ Leads to improved professional practice.
- ✚ Aids in updating knowledge and skills at all levels of the organization.
- ✚ Keeps abreast of the latest trends and developments in techniques.
- ✚ Equips with knowledge of current research and developments.
- ✚ Helps in learning new knowledge and maintain old competencies.
- ✚ Develops interest and job satisfaction amongst the staff
- ✚ Develops sense of responsibilities for being competent and knowledgeable.
- ✚ Creates supportive environment with opportunities for growth and communication.
- ✚ Helps in adjusting to change.
- ✚ Aids in developing leadership skills, motivation and better attitudes.
- ✚ Encourages in achieving self-development and self-confidence.

Examples for continuing education in nursing programme

These are number of nursing programme such as

- ✓ Diploma in cardiac care unit
- ✓ Diploma in OT techniques
- ✓ P.B.B.Sc (N)
- ✓ M.Sc (N)
- ✓ Diploma in psychiatric nursing

Career opportunities

For nurse, a wide range of career opportunities are available as discussed under.

For ANM:

- 1. Works as a MPHWH at sub-centers.**
- 2. With experiences and training can be promoted to lady health visitors.**
- 3. For career development can do DGNM in 3 years instead of 3 and ½ years.**
- 4. As a staff nurse/ sister grade II in the hospital.**

5. **In various health programme**
6. **Can go abroad after clearing certain exams as per requirement of country.**
7. **She /He can do P.B.B.Sc.(N) -2 years**
8. **She can do diploma of 9-12 months of public health administration.**
9. **She is promoted with her experience as sister grade I / ANS/DNS.**

For B.Sc. (N) and P.B.B.Sc. (N):

- **Hospital:** As a staff nurse to give care to patients. She is promoted as a sister grade I, A.N.S, D.N.S and Nursing superintendent with experience.
- **Community:** As a public health nurse to prevent, maintain, treat and rehabilitate the people as per their needs. Participates in various health programme. She can work industrial nurse, school health nurses etc.
- She /He can go abroad to work as a nurse
- She can conduct research
- Work as clinical instructor in school and colleges to teach nursing programme
- She/ He can do master degree in nursing
- She/ He can do certificate courses of nursing

For M.Sc. (N):

- ✚ Work as a lecturer, more experience can work as different cadre.
- ✚ As a clinical nurse in hospital with sister grade I
- ✚ As a researcher she can conduct research in various programme
- ✚ She /He can work as public health nurse, district health nurse, directorate of nursing council registrar, INC president and vice president etc.
- ✚ She/He can do further studies (M.Phil. or Ph.D in Nursing)
- ✚ She/He can act as a counselor according to specialization in M.Sc.(N).

Collective bargaining:

Collective bargaining is the negotiation between the employer & employee to have smooth function of organization. It is important to have control over the demands of employees and autocratic behavior of employer and manager.

It is the way by which employee redress their grievance and asks the employer to fulfill their needs by this strikes can be avoided.

It usually occurs between leaders of association or representatives of employees and the management or employer.

It involves discussion and negotiations between two groups as to the terms and conditions of employment.

Definition: Collective bargaining as negotiation about working conditions and terms of employment between an employer & a group of employees or one or more employee, organization with a view to reach an agreement where in terms serves as a code of defining the rights and obligation of each party in their employment/ industrial relations with one another”.

Characteristics of collective bargaining:

- ❖ It is a collective process as both employer & employee participate.
- ❖ It is continues process, which aim at establishing stable relationship between two parties involved.
- ❖ It involves not only bargaining but also implementation.
- ❖ It attempts in achieving discipline in industry.
- ❖ It is flexible approach.

Level of collective bargaining :

It operates as 3 levels:

1. National level:

- ✚ It is bipartite or tripartite negotiations between union confederation, central employer associations and government agencies.
- ✚ It provides a floor level bargaining on terms, of employment, often taken into consideration macroeconomic goals.

2. Sectoral bargaining:

- ✚ It accounts for standardization of terms of employment in one industry, includes a range of bargaining patterns.

3. Company level:

- ✚ This is a supplementary type of bargaining. It emphasizes the point that bargaining levels need not be mutually exclusive.

Advantages of collective bargaining:

- Flexible & mobile and not fixed or static.
- It has fluidity or ample scope for compromise.
- It is complementary process not competitive.
- It helps in achieving better planning.
- It allows smooth functioning of organization.
- It encourages less strikes.
- It helps in managing conflicts.

Membership with professional organizations: National& International

- Nurses after completion of their diploma or degree or post graduate or doctorate nursing, register themselves with state nursing registration council.
- They get their registration in TNA and various researches from committees.
- During student life they are member of SNA they have to follow certain criteria and have to meet the essential requirements of that particular association.

Participation in research activities:

- Nurses after completion of graduation, masters and doctorate in nursing, participates in research activities.
- Conduct nursing researches in administration, clinical and community field to update the knowledge with latest information.
- These researches provide the bases for improvement in nursing techniques.

Publication: Journals, Newspapers

Nurses after conducting researches and can get their research articles can be published by nurses in newspaper related to various diseases to create awareness among public about latest information. Nowadays there are a number of journals, in which nurses have written their research articles.