

DEVELOPMENT OF ADVANCED MANAGEMENT TRAINING FOR NURSING ADMINISTRATORS

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Key question:

”What steps in the Czech Republic support the Development of Advanced Management Training for Nursing Administrators?”

- I. transformation of education in nursing**
 - II. accreditation of MA study programs for nursing management**
 - III. implementation of a more effective role of nurse in practice**
 - IV. nurse representatives in the state authorities**
- etc.

I. Transformation of Education in Nursing

A/ education at university level

- in BA, MA and PhD study programs,
- eliminating the nurse training at secondary schools of nursing (from 15 years of age)

B/ the concept of nursing studies - reflecting the 4 roles of nursing professionals
(autonomous, co-operative, research and development, co-ordination and management)

C/ continuing lifelong studying

- the registration of the Czech Association of Nurses began in spring 2001
- strengthening the part-time study programs of nursing at universities

II. Accreditation of MA Health Care Management Study Programs

Co-operation supported by AIHA and USAID

The partners of VCU Richmond and Palacký University in Olomouc has brought:

the accreditation of the first postgraduate MA study program for nurses in the Czech Republic – 1999

- a part-time study program - 3 years
- the program capacity is 25 students a year

disciplines with the orientation on nursing:

- modern nursing
- nursing management
- management of education in health care

the contents of the study program: www.upol.cz

III. Implementation of a More Effective Role of Nurses in Practice

- the role is structured according to 4 functions:

A/ AUTONOMOUS

- evaluating the current problems of the client
- professional use of nursing terminology, diagnosing, plans, daily records and care pathways
- prevention of illness and deficits in health
- providing information and health education
- supporting and accompanying people in situation of crisis and health deficit
- supporting the client's family and friends
- philosophical orientation of nursing

Roles of the Nurse – cont;

B/ CO-OPERATIVE

- taking part in the team's steps to the benefit of the client's health
- communication skills
- respecting the role of professionals within the inter- and multi-disciplinary team
- respecting one's own competencies, acting within their limits
- co-operation with the client's family and friends

C/ RESEARCH AND DEVELOPMENT

- using research results in nursing practice
- leading the projects or taking part in research
- taking part in programs of ensuring the quality of nursing care
- continuing lifelong studying
- supporting the implementation of evidence based practice
- developing the community nursing

Roles of the Nurse – cont;

D/ CO-ORDINATION AND MANAGEMENT

- co-operation of the team, introducing group and primary nursing care
- taking part in structuring of the management positions and competencies
- monitoring the effectiveness of nursing activities
- management or participation in nursing audit
- taking part in standardizing nursing care
- evaluation, management and teaching of the subordinate employees
- using information and communication technologies (proper and purposeful documentation, professional terminology, data processing and its use in influencing the health care policy and monitoring expenses)

IV. Nurse Representatives in State Authorities

- **since September 2000 – Department of Nursing with the Ministry of Health of the Czech Republic, the director of the department is a graduate nurse**

AIMS

- the bill of the law of qualification to perform a health care profession and further education in health care
- registration of nurses
- outline of the concept of nursing
- communication with The Ministry of Work and Social Affairs

The Outcome of the Department

- a work group of the scientific board of the Ministry of Health of CR for science, research and education in nursing
- January 2001 - a graduate nurse becomes a member of the scientific board of the Ministry of Health
- nursing representatives in the accreditation committee of the Ministry of Education of the Czech Republic
- a work group for national standardization of nursing
- April 2002 – EU evaluation mission focused on nursing and midwifery

The Outcome of EU Evaluation Mission

- **The Recommendations:**

- It is recommended that the necessary legislation be enacted at the earliest possible moment in order to allow the long-awaited reforms of nurse education and nursing practice to go ahead
- It is recommended that a system be developed to generate the necessary workforce data to underpin decision-making about nurse training
- It is recommended that the disciplining of nurses be made part of the recommended regulatory body

(Memorandum on the Profession of Nurses in Czech Republic, Brussels, 2002)