
The Implication of Professional Education for Psychiatric Nurses

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Would you.....?



No!



Would you.....?



No!



If this was your car....



Would you.....?



No!



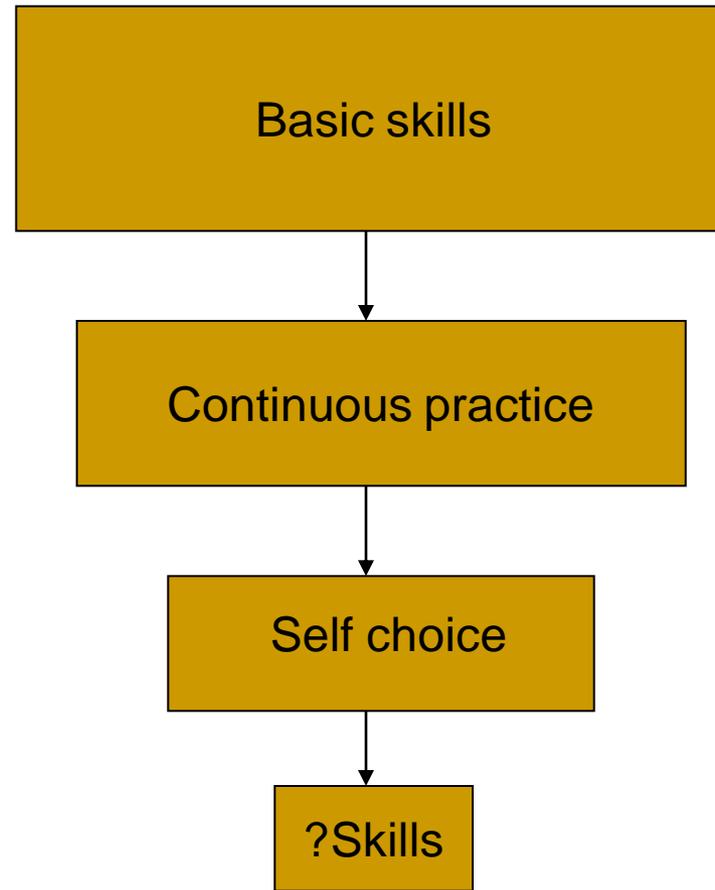
Psychiatric Nursing

- Basic education creates basic skills which will provide basic care
 - Multi-disciplinary care cannot take place where individual disciplines retain educational superiority over other disciplines
 - Holistic care demands a greater understanding of the human condition than basic skills development can provide
 - Specialist conditions require specialist care
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However, if nurses are not allowed to nurse.

Conceptual Themes	ID	Narrative Examples
<i>Perceived Organizational Culture</i>	005	"The values/policies of the central office of the DMH ¹ are not always the same as those experienced at community mental health centers where center directors are autonomous and not accountable for upholding DMH ¹ philosophies and protocols."
	007	"The department has a practice of hiring in new nurses at higher salary rates than nurses who have been with the department five or ten plus years....This makes it hard to stay with an organization, no matter how much you like it."
	012	"I enjoy working in DMH for the maneuverability—moving from facility to facility under the same 'umbrella'."
<i>Interface of Professional Culture & Organizational Culture</i>	004	"Prior to coming to..., I was always supervised by a psychiatrist and my role was extended. Here...the only way nurses are mainly utilized is to do medication administration and medicine monitoring. My skills and knowledge have not been utilized and in the past 11 years I have mainly been supervised by a social worker which I resent... "Nurses are seldom advanced and the social workers get advancements rapidly."
	004	"I love being psychiatric nurse but not under the current conditions. There is no future for nurses in our field when the center directors are so obviously negative about advancing the nurses in mental health centers across the state."
	006	"DMH needs more nurses...With more nurses, more time could be spent with patients...DMH needs more psychiatrists and LICENSED physicians, and those physicians need to be more concerned with stabilizing psychiatric symptoms than they are with assessing chronic physical illnesses and sending patients from one medical clinic and medical specialist to another."
	020	"I would like to see the department recognize the importance of the nursing profession and validate the worth by hiring a nurse to participate in upper level management decision...There is a strong bias against nursing...Nursing jobs in the community...often require evenings, weekends and longer hours without adequate compensation."
	023	"I have had 7 different supervisors since March 1993...we had psychiatrists writing policies and procedures for Nursing!!...If we speak out in behalf of a patient then we are ridiculed...."
1) DMH (Department of Mental Health)		

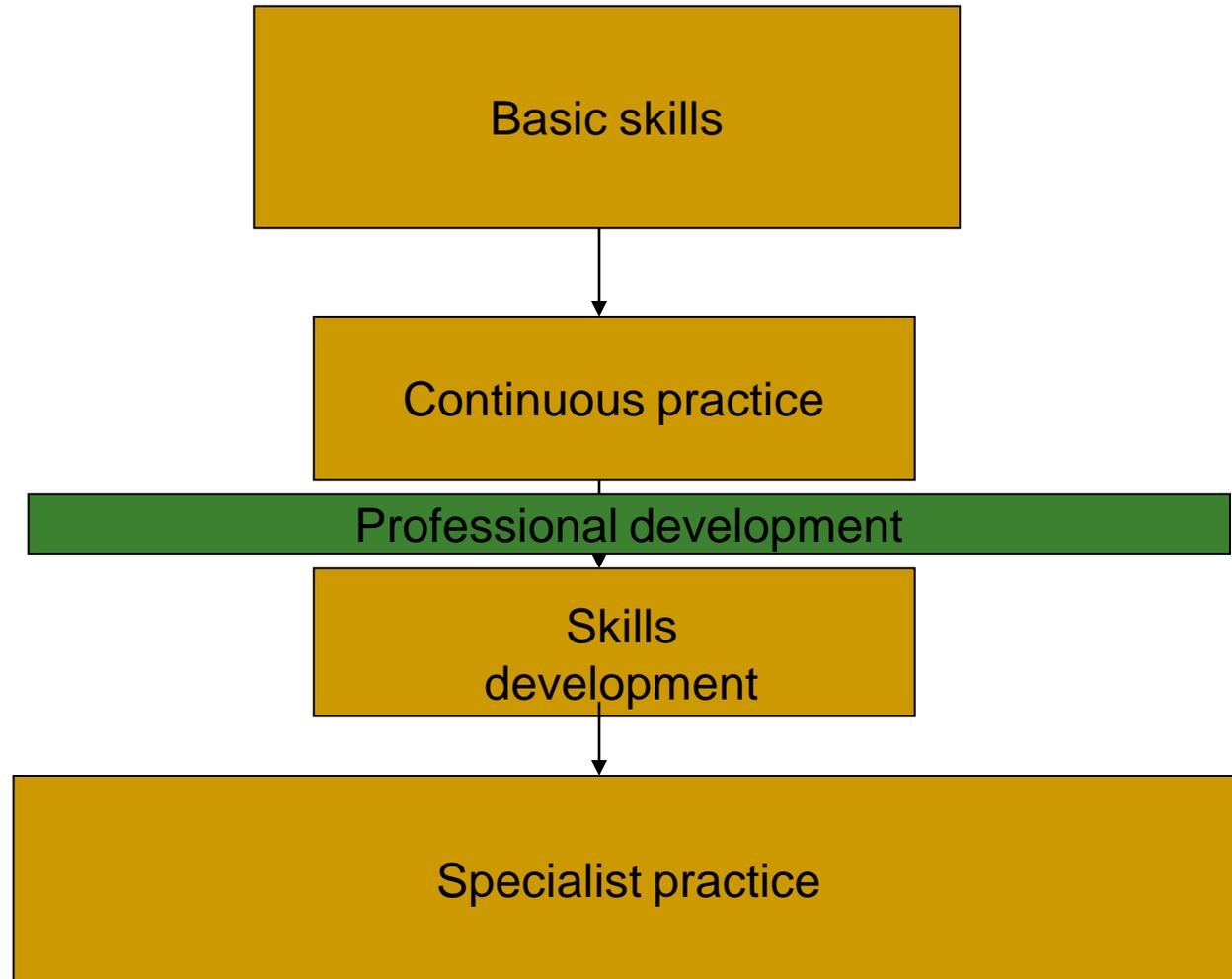
Skill diminishment



Basic education

- Basic understanding
 - Requires practice and supervision to develop to some form of independent practice
 - Syllabus requires memory
 - Practice requires repetition
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Introduction of professional development



Specialist skills

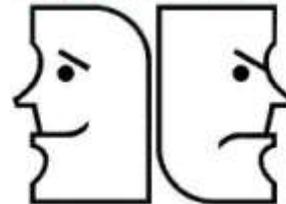
- Demand understanding of the meaning of the syllabus in relation to the student's own approach
 - In a sense it is beyond teaching and requires development facilitation – almost a form of 'therapy'
 - Moving from perpetrators of seclusion to promoters of inclusion – for those suffering psychiatric illness
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Facts...

- **Psychiatric nursing has more sub-specialities than any other minority nursing specialisation**
- **We can no longer expect every nurse working with the mentally ill to know how to provide specialist care for every one of them**
- **Yet, each patient coming under care expects that the nurse working with them knows what they are doing**



**Critical
Psychiatry
Network**



Educational options for PMHNs

- Option 1 – No academic preparation
 - Option 2 – Generic preparation
 - Option 3 – Post graduate preparation
 - Option 4 – Direct entry preparation
 - Option 5 – Combination of approaches
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WHO Priorities

- ❖ Cancer, cardiovascular disease & diabetes
 - ❖ Tobacco
 - ❖ Maternal Health (Making Pregnancy Safer)
 - ❖ Malaria, Tuberculosis, HIV/AIDS
 - ❖ Food safety
 - ❖ Mental Health
 - ❖ Safe blood
 - ❖ Health systems
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By the year 2020 it is estimated that Depression will be the second largest health burden in the Western World



Yet many countries and societies deny its impact on their daily life

How do I view myself?

- ✚ Caring
- ✚ Sensitive
- ✚ Approachable
- ✚ Articulate
- ✚ Skilled
- ✚ Well liked
- ✚ Kind
- ✚ Human



Or, am I

- ⊕ Skilled
- ⊕ Educated
- ⊕ Professional
- ⊕ Politically active
- ⊕ Well read
- ⊕ Evidenced-based
- ⊕ Scientific



Or even...

- Old fashioned
- Care bound
- Sensitive
- Idealistic
- Intuitive
- Individual
- Friendly



Or..

- ❁ Why can't I be all of these, or some of them, or at least a combination of them



Definition of practice

(What do we do?)

- A discipline is ultimately defined by the work of all its members, yet it is the contribution of all its individuals that make up the more sophisticated picture. In other words, psychiatric/mental health nursing means one thing to those outside of the professional group and another to those within it.
 - The trick is to match these two perceptions
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