

## Challenges Faced by Nurses in India - The Largest Manpower in of Healthcare in Trouble

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### Abstract

Research evidences indicate that the nurses' working conditions and job satisfaction in India is limited and poor. However, reports indicate that nursing lacks clear career pathways and mechanisms for promotion; in-service training, pay is low (especially in private sector hospitals) and working conditions are often inadequate, lacking sufficient staff, equipment and infra-structure. One study in New Delhi, found that nurse: patient ratios of 1:50 were the norm. In the same study (which was based on over 150 interviews) nurses reported spending much of their time doing administrative, menial or unskilled work. In a study of female health workers in Kolkata, above 50% of respondents admitted experiencing sexual harassment at work. Nurses in private hospitals in New Delhi recently staged a strike in protest of low pay and exploitative working conditions.

**Keywords:** Challenges; Nurses; India and Healthcare.

## Introduction

Nurses are the major population/man power in health care services of the world; nurses are called as backbone of the hospital, nucleus of the hospital but still in most of the countries nurses not getting adequate/sufficient facilities. In India also yet nurse's condition is not good, in both the Government and private sector of health care services. There are huge issues, among that some important will be highlighted.

**Definition:** 1. "Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. It includes the promotion of health, the prevention of illness, and the care of ill, disabled and dying people".

### World Health Organization

2. "Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles".

### International Council for Nurses

The nursing profession lacks strong strategic representation at

key decision making forums at both State and National levels. Nursing is governed through the national Indian Nursing Council (INC) and State level Nursing Councils (SNCs). The INC advises the government on nursing matters prescribes national nursing education syllabi and specifies minimum quality criteria for educational institutions. State Nursing Councils inspect and accredit training institutions, conduct examinations, monitor rules of professional conduct and maintain an active register. However, the legal authority of the INC is weak. For example, a recent survey concluded that 61% of all nurse training institutions do not meet INC standards, but it is unable to take action as the institutions have nonetheless been accredited by the SNCs [3]. Nursing is also represented by a number of state and city based organizations, including the national Trained Nurses Association of India (TNAI). Greater nursing participation in health workforce policy making has been urgently recommended. The INC is currently not a member of the International Council of Nursing [1].

### Issues: (Government and Private sector)

Nurses face the following challenges/issues in routine duty.

- First and foremost is the insufficient wages, not even providing minimum pay as Supreme Court mentioned/approved.
- Excessive working hours per week/day.
- Lack of autonomy in work
- Poor public image
- Lack of security: recent days so many nurse got attacked physi-

cally and verbally by patients, attenders etc

- Promotion criteria are not clear and not doing on time.
- No proper in-service education system
- Physical and Sexual harassment
- Dominancy of doctors: Many doctors do verbal attack on nurses routinely at hospitals.
- Verbal abuse from doctors
- Psychological stress due to many functions and insufficient manpower
- Exposing many nurses to occupational injury/hazards due to deficiency of Personal protective equipment's (PPE)
- Corruption in recruitment of nurses at state and central govt.
- No incentives given for extra work.
- Gender differences
- Lack of leave facility and provisions specially in private sector hospitals [2]
- Shortage of staffs in Govt and as well in private hospitals.
- There is no proper/correct patient:nurse ratio as comparing to international standards and W.H.O standards.
- Nurse: population ration inadequate in the country.
- Records and reports work is more instead of patient care.

#### How should nurses overcome of issues?

- Prepare the list of facilities/requirements for nurses.
- Formation of Strong unity of nurses at local, state, regional and national level and fight effectively.
- Fight against corruption.
- Fight against Govt/Private sector which is not providing facilities such as pay scale, leave, EL etc.
- All the nurses should connect each other thru social Medias such as Face book, Wts app, Twitter, Instagram etc., for discussion purpose regarding present challenges.
- Nurses need to enter the politics.
- Nurses should prepare and get selected for service exams like IAS, IPS etc.
- Improve professional skills & knowledge.
- Improve knowledge regarding present and updated things of health care.
- Motivate & encourage each other
- Carry out evidence based nursing practice
- Carry out research in hospital and community to make strong profession.
- Maintain individual and professional dignity [3].
- Publish more articles based on the problems to reach everyone worldwide.
- Stop gender differences and superiority & inferiority among nurses.
- Assist the needy fellow colleague.
- Not to involve in illegal activity of any type.
- Unite Govt and private nurses together.
- Bridge the gap between theory and practice.
- Existing unions should be stronger.
- Punctuality and sincerity in patient care will improve the image of nursing in public.
- Fight against the Govt/Private institute to maintain uniform standards in providing nursing education.
- Enforce the nursing councils and advisor to fulfill the requirements.
- Fight for minimum pay scale which was recently approved by Supreme Court.

**Reviews: There are many researchers conducted the on the topic to highlight the nurses issues, such as regarding poor working conditions, low pay scale, facilities**

#### 1. A study was conducted on Challenges faced by Nurses in India - The Major Workforce of the Healthcare System'By ManjuChhugani, Merlin Mary James.

Nursing binds human society with a bond of care and affection. Nursing is a calling to care, which offers an oasis of poignant stories and pool of challenges. Despite urbanization and globalization in India, the healthcare system in the country continues to face formidable challenges. Nurses play an integral role in the healthcare industry, providing care to the patients and carrying out leadership roles in hospitals, health systems, and other organizations. It is of paramount importance that all people everywhere should have access to a skilled, motivated and supportive nursing care within a robust healthcare system. The importance of nurses in healthcare should be underlined for attempting to create a better task force for better quality of care for all. There are certain challenges which nurse in the present healthcare system face. These challenges arise due to issues at the organizational, state and national levels. It is of utmost importance to first recognize and understand each and every possible challenge faced by the nurses in order to deal with them efficiently-not just recognize and understand them but also find solutions to mitigate them.

#### Conclusion

The Govt and the councils (Indian Nursing Council and State Nursing Councils) have to take strict action to solve mentioned problems facing by nurses in India. The clear wages and facilities to be implemented effectively in private sector hospitals specially. A committee has to be formed and monitored properly and continuously across the country till nurses will get all the required facilities. Every month report must need to reach ministry of health regarding of implementation of facilities to nurses. Also a transparent recruitment rules have to be managed and maintained in state and central level nurse's recruitment, for example in state Govt nurses recruitment PHC, CHC, District hospital etc and in central Govt AIIMS, PGIMER, JIPMER, RRB, ESI etc.

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