

A vision for nursing teachers in Pakistan

¹Shaheen Nazakat

MSN,MPH

University of Lahore ,Lahore

Email Id:shaheennazakat1@gmail.com

Introduction

Despite being a profession with the highest healthcare workforce globally, nursing has not received proper recognition. Developed and developing countries are still facing tremendous challenges in the healthcare sector. Nursing is a critical profession that deals directly with people's lives; hence, there is a need to develop policies and procedures to strengthen and develop tremendous recognition and acknowledgment of this profession. The nursing profession is badly affected in developing countries, where the governments do not take serious actions to combat the challenges facing the entire healthcare workforce. Like any other profession, nursing should be entitled to the highest degree of autonomy that marches the highest level of training and education to benefit society (Bhutta et al., 2011). This paper aims to elaborate on the role of nursing teachers working as academic community in providing support for all students socially and academically to succeed for their future.

Vision Statement

It is the vision of every developing country to attain and maintain sustainable development. It is my vision to achieve that in Pakistan. I have a vision of providing good, sustainable healthcare services to the citizens of Pakistan. I have a vision of an

improved infrastructural capacity and human resources in Pakistan's health care department. I have a vision of nurses being well represented in the government. All these can only be achieved if we take to deal with the challenges facing the vision of nurses' teachers and students in Pakistan.

Challenges facing the Nursing Teachers in Pakistan

Like any other developing country, Pakistan's healthcare system is faced with various challenges. For more than decades, the Pakistan nursing teaching workforce has experienced tremendous challenges from the internal and external levels. However, there are uncountable consequences suffered when the health sector of any nation is at risk. Patients' vulnerable lives that seek and need immediate attention will be in turmoil if the nurse's professional workforce is undermined. More lives will be lost, and many other lives will be at a higher risk because of underestimating the nursing profession. At both, the country level, the internal and external parameters are rocked with tremendous healthcare challenges.

At the country level, there are tremendous unmet needs for healthcare services. According to the (Pakistan Bureau of Statistics, 2019), the country is the sixth most populated country globally. With the least number of health professionals and the largest population that need their immediate attention put at risk the highest number of patients who will lack immediate medical attention. With a poor healthcare system, Pakistan is still recognized as one of the countries ravaged with polio, high prevalence of diabetes, and Tuberculosis that is excessively among the poor (Mukhtar and Bett, 2016).

Lack of government support to address nursing teachers' issues in the country has made the nursing profession in a more devastating and challenging situation. The work

environment and the entire working condition for nursing teachers in Pakistan are not conducive. Additionally, the government is not stepping in to improve the quality standards required to improve the nursing profession. Additionally, under the health ministry, the government has not implemented policies that improve nursing teachers' working conditions. The nursing professionals are underpaid; hence their work morale is low, negatively affecting the nurses' output while educating the students.

Even though Pakistan's healthcare system is faced with uncountable challenges at the country level, other factors within and outside the nursing profession contribute to these challenges. First, the Pakistan healthcare system lacks integrity and work ethics. The nurses are not given adequate opportunities to exercise their professional expertise accordingly. Nurses' work is undervalued, and they are not given adequate workspace to build and develop their healthcare profession and experience. With tremendous knowledge and training, they acquire the nursing institutions their services are underestimated and are only allowed to take orders and provide basic hygiene services. Outside the profession's internal factors, Pakistan's government does not have policies and procedures to solve erotic problems in the health sector amicably. Therefore, if the government fails to take responsibility, the entire health sector will collapse, and citizens' more vulnerable lives will be at risk.

Developing and Sharing The Vision For Healthcare Nurse Teaching

As a top manager and a specialized nursing leader, I build a vision to bridge the gap of challenges within and outside the nursing profession. However, in my vision, I foresee more challenges in the internal part of the healthcare profession than the outer part of the sector. To fully communicate my vision, I pledge to outline some of the critical factors that will restore sanity in the healthcare workforce. To begin with, nursing,

as a delicate profession that deals with the lives of people, need to be invested with the highest quality education. With quality education, more competent nurses are produced who are registered with Pakistan Nursing Council. This nursing body will analyze nurses' qualifications, clearing them to pursue medical courses, and issuing them licenses to work professionally. There are many quality institutions in Pakistan; the government should invest more in providing quality medical education. More qualified students from various learning institutions should be given opportunities and support to enroll and pursue the medical course. With a population of more than 207.8 million people, according to the (Pakistan Bureau of Statistics, 2019), the government should invest more public resources in building more learning institutions to provide quality medical education to more medical students. Challenges that arise from national policy development levels can be reduced by having a nursing spokesperson who will be the national level nursing representative (Farhat et al., 2014). The government must put proper legislation to improve healthcare, reduce the burden of diseases, and improve healthcare by ensuring more accessibility to the larger population.

Comparing healthcare services with other health professionals worldwide, I feel pathetic to our healthcare services. With the quality education level from medical institutions, nurses' work should not be limited to mere basic hygiene providers. Their professionalism is narrowed and undermined only to take instructions from their seniors. A nurse will take approximately 4-5 years of studies, including a one-year internship. They learn many healthcare professionals; hence they should be given more responsibility to discharge more medical duties. In other countries, nurses take part in health experts issues, pediatrics, nursing research, and many other medical responsibilities, unlike what nurses in Pakistan are subjected to. Meaning that if nurses are allowed to discharge their duties without interference, the ratio of one nurse attending

a thousand patients will be halved. These nursing services, therefore, give more patients prospects to seek medical services. The Pakistan government can build a strong healthcare system if nurses are given a chance to act like true professionals.

The Role of Healthcare Stakeholders

To achieve the required threshold in implementing this vision, healthcare stakeholders play a critical role in ensuring that this vision is successful. The key stakeholders will be the Pakistani population who require nursing services in different aspects. The healthcare providers also form the biggest part of the stakeholder's position, as they must uphold their professional standards (Gross et al., 2017). As a healthcare provider, the government is a crucial stakeholder in implementing policies and providing adequate health procedures. Nursing regulatory bodies, policymakers, budgeting, and financing authorities are also part of the stakeholders who tremendously contribute to a safe working healthcare environment.

The driving forces in implementing this vision, nurses and other stakeholders should be greatly involved. With the experience and medical knowledge acquired, nurses should prove themselves with the necessary skills and be willing to change and work professionally. They must be ready to work holistically with other stakeholders to retain and build sanity in the healthcare workforce. The limited number of health professionals, lack of funds to finance the healthcare system, high costs in the healthcare sector, and spontaneous eruption of existing and new diseases are all the driving forces that drive this vision. But perhaps to impact the healthcare profession and development stakeholders greatly and positively should always ensure that quality education in the learning institutions must be regulated to meet the international healthcare level.

Driving Forces and Resistance to Change

There are boundaries, several constraints, and limitations that cannot be separated from nursing teachers' operations while discharging their professional duties. While the government plays a critical role in providing healthcare services, it's resistant to address nursing teachers' issues. Therefore, the nursing profession will continue to face many hurdles until the government is willing to act and implement better policies that will change the nursing profession and improve the quality of learning in nursing institutions. Lack of various healthcare stakeholder's engagement is another huge resistance to change in the nursing profession. Disorganization among the stakeholders develops internal disagreements and debates between the health ministry and other government agencies.

Seven Habits of Highly Effective People and Its Impact on Vision

Consequently, to implement this vision and achieve Pakistan's shared dream of excellence in the healthcare sector, applying seven habits of highly effective people is paramount. To achieve the desired goals, people must align themselves to what Covey term as the "true north" principles based on ethics, universal and timeless (Covey, 1989). Effectiveness plays a critical role in balancing and obtaining the desired results. Therefore, to obtain the results and implement this vision in the Pakistan healthcare sector, these habits are significant for the individual and public to generate change. The first three habits include: to be proactive, begin with the end in mind, and first things first can drive the change when applied by individuals privately to achieve the vision. Proactive as a habit enables an individual to be responsible, respond positively to different situations, and constantly work to grow. While they begin with the end in mind, envision what one wants in the future and constantly work hard to achieve it. And by the habit of putting things first helps in achieving vision and objectives by talking about what is important and what is urgent, hence analyzing the priority.

On the other hand, the other three habits that advocate teamwork and work effectively implement the required vision. The first interdependence habit, "Think win-win," advocates the mutual benefit solution agreement to achieve a long term resolution. It enhances human collaboration and interaction in different aspects of life. The other habit, which is "Seek first to understand, then to be understood," is genuinely a virtue of understanding other people by creating a holistic caring environment and problem-solving. The habit of "Synergize" promotes teamwork by combining strength from different people to collectively achieve the desired goals. The habit of "Sharpen the saw and principles of balance" surround the continuous improvement aspects that result in growth. As a leader, this habit helps in sharpening my conscience with consistent and meaningful progress. This habit will align my vision with different experiences and principles that generate more helpful and meaningful ideas pertinent to nurse teaching at the community level.

Background for the Vision challenges facing Nursing Students in Pakistan.

The unlimited availability of resources in developing countries is one of the major challenges hindering their vision in every aspect (Mukhtar and Bett, 2016). Pakistan being among the developing countries is face with these same challenges. The nursing students are faced with a deficit of both human and infrastructural resources. This makes it hard for them to achieve their vision of being professional nurses and serve their nation to the best of their abilities.

Pakistan having a large population, which is ranked sixth in the world (Pakistan Bureau of Statistics, 2019), the government strain in offering social amenities to all thus creating many ungoverned spaces in the country. This kind of environment will make it hard for students to excel in their education, not only nursing students, but also other

students within the country. In recent days, the world is facing a pandemic, something that many have argued has exposed the flaut health system of the developed countries but I can confidently say that the pandemic has posed a greater challenge to the developing countries like Pakistan than the developed. In Pakistan, students are not in school because of the pandemic, nurses students who should have graduated and helped in hospitals have not done so. All these show some of the vision challenges facing nursing students in Pakistan.

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