

Processes for Nursing Occupation as a Tool for Mobility of Nursing Workers

M. Kilikova (Maria Kilikova)

Original Article

St. Elizabeth University of Health and Social Sciences Bratislava, SK

E-mail address:

m.kilikova@gmail.com

Reprint address:

Maria Kilikova
St. Elizabeth University of Health and Social Sciences Bratislava
DP Bl. Sary Salkahazi
Kosu Schoppera 22
04801 Roznava
SK

Source: Clinical Social Work and Health Intervention
Pages: 45 – 51

Volume: 9

Issue: 1

Cited references: 16

Reviewers:

Dagmar Kalatova
St. John Neumann Institute Pribram, CZ
Johnson Nzau Mavole
Catholic university of Eastern Africa, Nairobi, KE

Key words:

Regulation. Registration. Nurse. Health. Legislation.

Publisher:

International Society of Applied Preventive Medicine i-gap

CSWHI 2018; 9(1): 45 – 51; DOI 10.22359/cswhi_9_1_07 © 2018 Clinical Social Work and Health Intervention

Abstract:

Introduction. The International Council of Nurses has had an important role in enforcing of the regulation of the occupation of the Nurse. The Council established 11 basic principles of regulation based on their importance. The aim is to present the implementation of the International Council of Nurses in Slovakia and their intentions and to

characterize the forms and methods of regulations of this occupation. This work also aims to analyze the legislative base of the process and refer to the importance of self-regulatory mechanisms. Our intention is to familiarize the reader with creation; development; maintenance of mandatory registration of Nurses in Slovakia.

Results. Concessions, registration, certification and accreditation of people or programs are the mechanisms of regulation. Regulation of the Nurses' occupation in Slovakia takes place in the form of self-regulation or statutory regulation. The basic tool of self-regulation is the Ethical Codex, which defines the responsibility of Nurses towards people – patients and also towards practice, profession, co-workers and society. A Nurse takes on the moral commitment that she/he will observe the values and fulfil the moral responsibilities expressed in the Codex. Codex as a self-regulatory mechanism expresses the aims and values of the nursing occupation. In practice, this means that the Nurse binds herself/himself to support health, prevent diseases, recover and maintain health and ease the suffering. Statutory regulation is set by legal norms and has a form of state registration, it is governed by the government and as realized by the Slovak Chamber of Nurses and Midwives. The tool for statutory regulation is obligatory registration. Based on Law no. 578/2004 of the Codex of Healthcare Providers, Healthcare Workers and State Organizations in Healthcare - § 62 section 1 – Registration is the entry of a Nurse to Register and issuing a confirmation of Registration. It is important in national and international context. In a national context, it defines who and under what conditions are eligible to work as a Nurse. In international context, it conditions the ability to find employment on the international labor market. Registration is mandatory in Slovakia since 2004.

Introduction

Regulation - Latin origin - means a controlled intervention that guides the unrestrained course or maintains the values of the regulated quantity. The International Council of Nurses (ICN) participates on the course of regulating healthcare professions. Margrett M. Styles was assigned by ICN to undertake a study in the years 1983-1984 in order to provide evidence of the need to regulate the profession. Styles collected, organized and evaluated nursing data in each country. She has developed directives to approve the ICN's official position and to support Member States in assessing and

developing their regulatory system. ICN proposed the first principles, principles of professional regulation. The recommendations were approved in 1985 by the Council of National Representatives of ICN (Hanzlikova, 2011).

The core. ICN formulated regulatory objectives as follows:

- define the profession and its members;
- define the scope;
- set educational standards;
- set ethical standards and standards of professional competence;

- create a system of responsibilities;
- create verification (screening) procedures.

How is a profession defined and who is a professional? In the years 1987-1992, ICN realized an international project in more than 80 countries. The aim of the project was to ensure that ICN's objectives for regulatory regulation were put into practice. The result of ICN's activities was that in 1992 the World Health Organization (WHO) identified five regulated health professions (Physician, Dentist, Pharmacist, Nurse and Midwife). *By adopting a WHO resolution, nursing has become one of the regulated professions. It was determined that a Nurse is a Nurse practicing nursing and is registered in the Register of Nurses.* A Nurse is a person - a professional who carries out the set of activities related to the provision of nursing care on the condition that he/she has acquired professional competence for practicing the profession (Act 311/2002 Coll.).

What is the scope of the Nurse in Slovakia? The scope of the Registered Nurse is in implementation of practical activities **a)** in the provision of nursing care, **b)** in nursing education, **c)** in the management and provision of primary, secondary and subsequent nursing care by the nursing process. A Nurse works to the extent that she/he knows how to identify deficits in the patient's needs; design and realize procedures to meet those needs; maintain nursing documentation; evaluate nursing care results. It follows that a Nurse acts in a nursing practice that is standardized; means cooperation with other members of the multidisciplinary team involved in the planning, provision and evaluation of nursing care.

Training standards are set in the training for the profession. This third principle of ICN in Slovakia is implemented in such way that the legislation establishes the criteria of professional competence in the

Nurse's profession. In accordance with the Government Regulation of the Slovak Republic no. 296/2010 Coll., the *professional qualification for the performance of professional work activities*, a Nurse acquires by obtaining the higher education degree in the study of a qualified General Nurse (lasting at least three years), higher education of the first degree in the bachelor study program in the field of study of Nursing (lasting at least 4,600 hours of which *theoretical* teaching represents at least 1/3 of the lessons and *practical* at least 1/2 lessons) or higher education of the 2nd Degree in the Master's Degree Program in Nursing. The professional qualification for the performance of certified work activities is obtained through certification training in certified work activities. The education standard defines that theoretical teaching of students is the part of the lessons to acquire the knowledge and professional skills necessary for organizing, planning, providing and evaluating comprehensive nursing care. It is carried out at colleges, universities and is run by pedagogical staff who are professionally qualified to perform professional work in the Nurse's profession. *Theoretical lessons* must be balanced with practical lessons. *Practical lessons* are a part of student education on the basis of which they acquire the skills to plan, provide and evaluate nursing care in direct contact with a healthy or ill person or community. They learn practical skills to lead and organize nursing care, including the education of the person, family or community. Teaching is done in hospitals and other healthcare institutions, under supervision of professional staff who are professionally qualified to practice professional nursing activities. Students are involved in providing health-care. These conditions are created to learn how to assume responsibility for nursing care.

The objective of establishing ethical standards was implemented by ICN by adopting

a Nurse Ethical Code. The International Code of Ethics for Nursing was adopted by ICN in 1953 and revised in 1969, 1973, 1989, 2006 (Novotny, Novotna, Rybarova, 2017). The Code emphasizes professional behavior that is consistent with ethical principles. This means that if one becomes the Nurse, she/ he takes a moral commitment to respect the values and fulfil the moral obligations expressed in the Code. Plevova and colleagues (2011) believe that Nurses manage their own profession by respecting the Principles of the Code of Ethics. Slovak Nursing and Nurses have their own Code of Ethics, which is published as Annex to Act No. 311/2002 Coll. about the Nurse's profession, about the position of the Midwife, about the Nursing Commission and the Nursing Assistants.

The Code of Ethics defines four basic responsibilities of the Nurse:

- promoting health;
- preventing illness;
- recovering and maintaining health;
- relieving suffering.

At the same time, it establishes four characters - principles that correct the standards of behavior.

The "Nurses and People Principle" states that the professional responsibility of a Nurse is to provide the required care. Providing nursing care, Nurses promote environmental protection; respect human rights; values; customs; religious convictions of a person, family, and community.

The "Nurses and Practice Principle" states that Nurses have a personal responsibility of nursing practice and maintain professional competence through lifelong education. A Nurse in nursing care is responsible for the safety of care, care for dignity and respect for patients' rights.

The "Nurse and Profession Principle" states that a Nurse takes on professional responsibility to implement professional roles

in clinical practice; management; research in the education process.

The "Nurses and Co-workers Principle" assumes building and maintaining positive interpersonal relationships in clinical practice. The Code of Ethics expresses the objectives and values of the person - a Nurse who performs the profession.

Standards of professional competence are defined as follows: a Nurse who has acquired professional competence in the performance of professional work activities is authorized to carry out the professional work associated with the provision of nursing care. A Nurse who has acquired professional competence to perform specialized work activities is authorized to perform it independently within the scope of an accredited specialization study program. A similar standard of professional liability also applies to the performance of certified work activities.

The system of professional responsibility is determined by competencies. The currently applicable regulation classifies a Nurse's competences into three groups: 1) The highest number of competencies represents competence - the work done by the Nurse alone; 2) consists of activities which she/he carries out on its own but on the basis of a Doctor's orders; 3) includes the lowest number of performances that the Nurse performs in cooperation with the Doctor eventually under the authority of the Doctor.

The verification of a Nurse's professional competencies performed by the Slovak Chamber of Nurses and Midwives (SCHNaM). The initial review is carried out when a nursing graduate of the study program decides for practice. Nurse appointment can be performed after Registration in the Register maintained by SCHNaM. The Chamber will issue a Registration Certificate and assign a Registration # within 10 days of delivery of the application and other documents. Entry into the Register is

evidence of the first professional competence check. The person will communicate the data necessary for Registration no later than three months from the start of a Nurse's Medical Profession to the competent employer. Further verification of professional competences is accomplished by fulfilling the statutory duty to continuing education. A Nurse is required to constantly educate and complement her knowledge through various methods and forms.

The Chamber examines the state of nursing competence in five-year assessment cycles. For activities of continuing education, Nurses are allocated credits. In a five-year cycle, a Nurse is required to receive 100 credits (in measurable and undetectable component). The activities of continuing education are included: for example, active participation in one impact education activity at the local, district, regional level in the role of being a main author or co-author; in a panel discussion; a poster presentation. In addition, attendance of a Nurse on Internship at an accredited workplace; lecturing; in a mentoring process in the educational process. Credits can be obtained for publishing at home or abroad.

It follows from the above, that regulation can be performed *as self-regulation or statutory regulation*. *Self-regulation* takes place as a process of managing a Nurse's own behavior in the spirit of the Code of Ethics. *Statutory regulation* is established by legal norms. The Government of the Slovak Republic has issued (as stated in the text) legal norms for Regulation of Education, implementation of nursing practice and adjustment of working conditions.

The stronger instrument of statutory regulation *is the higher-featured registration*. ICN already characterized registration in 1969 as follows: "*For registration, we consider the process of documenting and maintaining records of individuals who have complied with nursing practice requirements*"

(Hanzlikova, 2011). This method maintains *regulatory control of practice* that protect the public and guarantee professional care. It is important in the National and International context. It fulfills the role of a list of Qualified Nurses in the national context. In the International context, it plays a role in the field of globalization, the issue of applying to the International Labor Market. According to the opinion of Kutnohorska (2010) registration is the motivation of Nurses to education, which allows them to move more freely on the labor market within the European Union. The Register is the information source about of the number, composition, education of Nurses in active nursing profession. A registered Nurse may ask the Chamber to issue the License. The License is the abbreviated appellation for the rights and obligations accruing from the License Agreement.

According to the *Law on Healthcare Providers*, following licenses: *a license to practice self-employed practice of medicine; to practice a medical profession; to perform the duties of a professional representative in the Nurse's profession*. For licensing, a Nurse has to meet the following requirements of the law:

- full competency to perform legal acts;
- health competence;
- professional competence;
- integrity;
- credibility;
- registration.

The conditions for issuing the license must be fulfilled throughout the validity period of the license (Botikova et al., 2009).

Regulatory Control of Titles is also Part of the Regulation Issue

Regulatory control of titles allows the person to use a professional title. The aim is to inform patients about nursing qualifications.

The title Nurse is only allowed to be used by Nursing Professionals. The use of professional titles is regulated by Regulation of the Government of the Slovak Republic no. 12/2008 Coll. Statute of uses of professional titles and their abbreviations, which are linked to the professional competence for the exercise of the Medical Profession provides that: - the professional title "Nurse" is used by a person who is professionally competent to perform nursing professional activities. If a Nurse has received higher professional education at a secondary Medical School, she/he has the right to use the abbreviation the dipl. n. (dipl.s.), which is used after the name and surname of the user, followed by a comma.

Conclusion

Finally, it can be stated that a **regulated profession** is also considered to be a profession for which the legislation defines:

- a particular professional title;
- the conditions for obtaining the qualification;
- the conditions for the exercise of the profession;
- activities reserved to this profession (Kilikova, 2017).

Processes for regulating healthcare professions are compatible with regulatory processes in other countries of the European Union. The content of this activity respects directives of the Council of Europe and the Union's legislative framework.

References

1. BOTIKOVA A *et al.* (2009) *Manual for mentors in nursing*. Trnava: University of Trnava Faculty of Health and Social Work, 176 pp. ISBN 978-80-8082-253-8.
2. HANZLIKOVÁ A *et al.* (2011) *Professional Nursing and Regulation*. Martin: ed. Osveta 155 pp. ISBN 978-80-8063-360-8.
3. HULKOVÁ V (2010) *Health Reform and its Implementation into Nursing in the Slovak Republic*. In *Medical Monitor*. ISSN 1338-2551 no. 1-2, p. 19-24.
4. HULKOVÁ V (2016) *Standardization in nursing*. 1. Pub. Praha, Bratislava: GRADA Publishing, a.s. 232 pp. ISBN 978-80-271-0063-7.
5. JANOUSEK D, STEJSKAL P, MACHOVÁ L (2018) *Objectivization of Support Base Using Pressure Sensor*. *Rehabilitation*, 2018, Vol. 55, No. 1, ISSN0375-0922, pp. 31-39.
6. KILIKOVÁ M (2017) *Metaparadigms of Nursing Theory II*. Pribram: St. John Neumann Institute Pribram 527 pp. ISBN 978-80-88206-04-0.
7. KUTNOHORSKÁ J (2010) *History of nursing*. Praha: Grada Publishing, a.s., 2010. 206 pp. ISBN 978-80-247-3224-4.
8. MASTILIAKOVÁ D (2004) *Introduction to Nursing I*. 1. ed. Charles University in Prague, publishing house Karolinum, 2004. 153 pp. ISBN 80-246-0429-9.
9. REGULATION OF THE GOVERNMENT OF THE SLOVAK REPUBLIC č. 296/(2010) *Code on the professional competence for the performance of the medical profession, on the way of further education of health workers, on the system of specialized professions and on the system of certified work activities, as amended*.
10. REGULATION OF THE GOVERNMENT OF THE SLOVAK REPUBLIC č. 12/(2008) *Code on the use of professional titles and their abbreviations in connection with professional competence for the exercise of the medical profession*.
11. NOVOTNÝ L, NOVOTNÁ R, RYBAROVÁ L (2017) *Ethics in nursing*. [online]. [cit 2017-07-22] available

- on <http://www.unipo.sk/public/media/12634/Novotn%C3%BD%20R.,%20Novotn%C3%A1%20Z.,%20Rybarova%20%C4%BD.,%20Etika%20v%20o%C5%A1etrovate%C4%BEstve.pdf>.
12. PLEVOVA I (2001) *Nursing* 1. 1. pub. Praha: Grada Publishing a.s., 288 s. ISBN 978-80-247-3557-3.
 13. STYLES M M, AFFARA F A *ICN on Regulation of Nursing Profession - Sister in the 21st Century*. Praha: Czech Association of Nurses.
 14. ACT no.311 / (2002) *Coll. about the nurse's profession, about the position of a midwife, about the Nursing Commission and the nursing assistants and about the amendment of the Act of the Slovak National Council no. 14/1992 Coll. about the Slovak Chamber of High Medical Staff and the Slovak Chamber of Dental Technicians*.
 15. ACT no. 576 / (2004) *Coll. on health-care, services related to the provision of health care and on the amendment and supplementation of some laws as amended*.
 16. ACT no. 578 / (2004) *Coll. about health care providers, health workers, health care organizations and amendments to some laws*. [Online]. 2017 [cited 2017-07-02] available at Internet <<http://www.sekmtp.sk/library/files/2004c245z578uz21.pdf>>.