Edna Ashey Lecture: Care and Compassion
Our Story in Trinidad and Tobago

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No conflict of interest to declare
Objectives

• To describe the current nursing structure in Trinidad and Tobago and compare to USA
• To advocate for ophthalmic nursing specialization in Trinidad and Tobago
• To highlight the call by the Chief Nursing Officer for nurse specialization in Trinidad and Tobago
• To summarize the roles of The University of the West Indies, ASORN and Orbis in developing ophthalmic nursing in Trinidad and Tobago
• To outline a strategic plan to introduce ophthalmic nursing in Trinidad and Tobago
Aging population
Qualifications

**REGISTERED NURSE**
- Five (5) Ordinary Level subjects in G.C.E or C.X.C. (inclusive of English A, Mathematics and a Science)
- Bachelor of Science in Nursing.
- Registration with the Nursing Council of Trinidad and Tobago.
- Three to five years clinical experience is required before moving onto a Specialty.

**ENROLLED NURSING ASSISTANT**
- Three (3) Ordinary Level subjects in G.C.E or C.X.C. (inclusive of English A)
- Successful completion of the Nursing Assistant Training Programme conducted by the Ministry of Health.
- Registration with the Nursing Council of Trinidad and Tobago.
- At least a School Leaving Certificate.

**PATIENT CARE ASSISTANT**
- At least a School Leaving Certificate.
- Successful completion of the Patient Care Assistant Programme.
- Registration with the Nursing Council of Trinidad and Tobago.
Glaucoma literacy – UWI research project 2017
Impact of an educational intervention

Health professionals Pre and Post Scores
Maximum score 30

Difference in Pre and Post Scores

Nursing structure

Chief Nursing Officer

- The Chief Nursing Officer (CNO) functions out of the Ministry of Health.
- The CNO is the policy maker responsible for improving the standard and quality of nursing at all levels.
NATIONAL ADMINISTRATOR NURSING SERVICES

- Provides strategic leadership and guidelines for Nursing and Midwifery Education and Practice in T&T
- Facilitates the implementation and achievement of National Health objectives and goals.
- Recommends strategies for the improvement of patient care services.
- Develops strategies for maintaining clinical and patient care standards.
- Works closely with the Ministry of Health Senior Executive Management Team.
- Advises on strategies to improve the standard of care at health care facilities.
- Establishes new policies and guidelines for nursing operations and patient care.
- Identifies and develops national nursing and midwifery capacity and capability to deliver positive patient outcomes.

GENERAL MANAGER NURSING / REGIONAL NURSE MANAGER

- Ensures that the maintenance of professional standards of care is within the nursing council’s code of professional conduct and nursing regulations.
- Assesses the efficiency and effectiveness of the deployment and management of nursing personnel.
- Identifies and advises on training needs for nursing personnel arising from initiatives taken at both strategic and operational levels.
- Collaborates with other RHA Managers in the development of strategic plans and operational objectives.
- Ensures that all nursing personnel are registered and licensed to practice their profession.
- Develops and presents annual budgets for the overall nursing span of control.

NURSE MANAGER/ MATRON

- Develops and implements an operational plan for the delivery of quality nursing and midwifery services at the secondary care institution in keeping with the vision and mission of the SWRHA.
- Develops and submits nursing and midwifery training needs for continued education.
- Develops a Nursing Service manpower plan for the Institution.
- Collaborates with the Nursing Training Schools to facilitate the process for practical training of nursing students within the Hospital in accordance with RHA’s Policy on Clinical Placement of Students.
- Assists with the implementation of the selection and recruitment process for nursing, midwifery and other personnel.
- Ensures that Disaster Preparedness simulation exercises are conducted periodically for nursing and midwifery personnel.
- Reviews daily, the performance of Patient Care Coordinators (Clinical Nurse Managers) and Clinical Coordinators in the institution.
- Attends executive management meetings and other meetings as indicated by the Chief Executive Officer and or General Manager Nursing of SWRHA.
- Collaborates with the Staff Development Officer to ensure programmes for on-going updates for nursing and midwifery personnel to improve service quality.
### NURSING SUPERVISOR OR PATIENT CARE COORDINATOR

- Assesses and plans patient care activities for the Ward/Unit
- Plans the utilization of available nursing personnel coverage for all units/departments
- Collaborates with Head and Assistant Head Nurses on matters relating to the provision of quality nursing care
- Takes an active role in coaching and mentoring staff
- Conducts meetings with Heads of Support Services and Medical Departments on issues relating to patient care.
- Supervises the work of Nursing Personnel in the Wards/Units/Departments
- Reports to the Nurse Manager on the functioning of Units/Departments
- Investigates and reports on incidents/complaints/accidents/adverse events which occur within the units/departments
- Ensures that Nursing Personnel are rostered to attend CPD sessions
- Ensures that Nursing Students receive their practical experience
- Conducts Performance Appraisals of Heads Nurses and reviews performance appraisals of all Nursing Personnel

### HEAD NURSE

- Responsible for the direction, organization and strategic planning of the nursing unit
- Head nurses are in charge of teams of nurses or divisions of health care facilities. For example, emergency room or ophthalmic unit.
- Head nurses are responsible for the performance of their teams, meaning they have to monitor the nurses who work under them and ensure they are fulfilling all their job requirements.
- The head nurse must coordinate nursing care by allocating resources where they are needed, whether in the form of nurses, medication or equipment.
- Head nurses need to make sure all the patients for whom they are responsible have needs met and receive appropriate attention.

### ASSISTANT HEAD NURSE

- Assigns duties to Nursing Personnel in the Unit, ensuring quality nursing care
- Supervises and evaluates staff’s performance
- Participates in the education of Nursing Students and other trainees and directs practical experience of nursing students/trainees
- Directs report writing, documentation and maintenance of patient’s clinical records including nursing and medical treatment and other services rendered by nursing personnel
- Engages in professional growth and development programmes for nursing personnel
- Assists in the maintenance of the Code of Professional Conduct for nursing personnel
Government regulates the profession of nursing to protect the public. The scope of practice is defined by state laws and by regulations administered by State Nursing Boards. Nurses may be licensed in more than one state, either by examination or endorsement of a license issued by another state. In addition, the states which have adopted the Nurse Licensure Compact allow nurses licensed in one of the states to practice in all of them through mutual recognition of licensure. Licenses must be periodically renewed. Some states require continuing education in order to renew licenses.

Trinidad and Tobago

• Nurse Practitioner
• General Nurse
• Midwifery
• Public Health Nurse
• Mental Nurse
• Renal Nurse
• Intensive Care Unit (ICU) Nurse
• Paediatric Nurse
• Oncology Nurse
• Infection Control Nurse
• District Health Visitor
• Trauma and Emergency Nurse
• Critical Care Nurse
• School Nurse
Benefits of task shifting and task sharing

- reduction of role ambiguity
- reduction in role stress
- enhancement of nurses' organizational commitment
- increase in nurses' job satisfaction
- encouragement to stay in their career
- avoids the vicious circle of high turnover, which is wasteful of the organization's valuable human resources

CNO supportive of nurse specialization

- Cardiothoracic
- Ophthalmic
- Oncology
- Others

Ophthalmic Nursing specialization
ASORN, ORBIS and THE UWI pilot project
Bridging the gap in Trinidad and Tobago
Choosing the right members of the team for additional training – ORBIS FEH May 2018

Tangible benefits

Phase 3 (July 2018)

• second workshop on a larger scale
• key decision makers in attendance
• promote the concept again and begin making concrete steps towards establishment of an ophthalmic nursing specialty
But on Tuesday 21st August.....

Summary
- All stakeholders in agreement
- Strategic plan developed involving Orbis, ASORN and The UWI
- Phases 1 and 2 completed
- Phase 3 to be implemented – realistically July 2019 at OSWI in Trinidad
- With the support of the OSWI (Ophthalmological Society of the West Indies) and its members, the intention will be to disseminate the results of this pilot program and identify other locations in the region where the ophthalmology arena is willing to make similar adjustments

“Give a man a fish and he will eat for a day. Teach a man to fish and he will eat for a lifetime.”