

APPENDICES

1. Interview Schedule
2. Demands of Maharashtra Government Nurses Federation

CHHTRAPATI SHAHU CENTRAL INSTITUTE OF
BUSINESS EDUCATION AND RESEARCH, KOLHAPUR

Department of Social Work

" Interview Schedule for Research Project "

" A STUDY OF THE PROBLEMS OF THE TRAINED NURSES IN KOLHAPUR CITY "

SECTION I.

Personal Data

1. Name :
2. Hospital :
3. Age :
4. Marital status : (i) Married (ii) Unmarried
(iii) Divorcee (iv) Widow
(v) Deserted.
5. Education :
- (a) Formal (i) Primary (ii) Secondary (iii)
Some College Education.
- (b) Professional : (i) Special training after
S.S.C. or H.S.C.
(i i) Special training after
Graduation.

6. Religion : (i) Hindu (i i) Christian
 (iii) Jain (i v) Muslim
 (v) Budhist (vi) Scheduled Tribe
7. Year of experience : (i) 1 to 3 years
 (i i) 3 to 6 years
 (iii) 6 to 9 years
 (i v) 9 to 12 years
 (v) Above 12 years.
8. How much is your salary
 per month ? : Rs.
9. What type of family is
 yours ? (i) Joint Family
 : (i i) Nuclear Family.
10. Why have you chosen this
 profession ? : (a) Because you have interest
 (You can mark upto three in this field.
 reasons and if you do not (b) Because of economic need.
 find any of the following (c) Because your parents wanted
 reasons relevant here, you to take up this job.
 please give your own (d) Just to spend time
 explanation for choosing (e) You wanted to support your
 the job) family financially.
 (f) Your mother, sisters and

relatives are also in
this field.

(g) You think this job will
help you in selecting
your life partner.

(h) Any other reason, please
state.

SECTION II.

About the job.

1. From Home to Job

- (a) What is your mode of Transport ? (i) Bicycle ; (i i) Bus ; (i i i) Train ; (i v) Any other
- (b) What is the distance between your home and working place ? (i) Within 1 Kilometer ; (i i) Within 5 Kilometers ; (i i i) Above 5 Kilometers.
- (c) What is the time required to reach the working place ? (i) 1/2 Hour ; (i i) 1 Hour ; (i i i) Above 1 hour.

2. About the shift

- (a) How many days per month you have to work in the night shift ? :
- (b) If you are given a choice to select your (i) Morning shift only ;

shifts, in which shift (i i) Evening Shift only.

would you like to work? (iii) Night Shift only.

(c) (i) Is there any
in
inconvenience for you

to travel to and fro

for the night shift ? : Yes / No.

(i i) If yes, what are Problem of transportation.

the reasons ? : Unsafe to travel in the night.

Fear of Gundas.

(d) Check from the follo- (i) Night Shift work is more
wing reasons which demanding and taxing.

make inconvenience (i i) Problems of transportation
for you to work in in the night.

night shift. : (iii) Unsafe to travel in night.

(i v) Wards and Hospitals are
unsafe during the night.

(v) Family Problems.

3. Facilities

(a) Do you get weekly off ? Yes / No.

(b) What type of leave : (i) Casual (i i) Earned
facilities are avail- : (iii) Sick (i v) Maternity
able to you ? : (v) Any other.

(c) Do you receive allow-
ances for overtime

Work ? : Yes / No.

- (d) Do you get medical facilities ? : Yes / No.
- (e) Are you living in the quarters provided by the Hospital ? : Yes / No.
- (f) Do you get sufficient allowance for your Uniform ? : Yes / No.
- (g) (a) Is there any Nurses Union in your Hospital? Yes / No.
(b) If yes, are you a member of this Union ? : Yes / No.

4. Salary

- (a) Are you satisfied with your Salary ? : Yes / No.
- (b) If no, how much salary would you regard as adequate ? :
- (c) Do you save out of your money and income ? : Yes / No.

5. Job Problems

- (a) Are you satisfied with the general surroundings in which you have to work ? : Yes / No.

- Do you find your job
monotonous or
repetitive ? : Yes / No.
- (c) Are you happy with the
administration of the
nursing staff ? : Yes / No.
- (d) Are you happy with the
kind of supervision
of the nursing staff ? : Yes / No.
- (e) Do you find rules and
regulations imposed
on you are reason-
able ? : Yes / No.

6. Nurse - Patient Relationship

- (a) Do you feel that
continuously working
with the patients make
you feel indifferent
towards their problems ? Yes / No.
- (b) What sort of relation-
ship have you with the
Patients ? : Formal / Informal.
- (c) Do you try to solve
social and emotional
problems of Patients ? : Yes / No.

- (d) Do you think the primary role of nursing lies in the care process, consisting of caring, helping comforting and guiding the patients ? : Yes / No.
- (e) What kind of impression do the patients form about you ? : Good
(i i) Bad
(iii) Cannot say.
- (f) Are you increasingly involved in diagnosis and treatment ? : Yes / No.

7. Nurse - Doctor Relationship

- (a) What is the nature of Doctor's relationship with you ? : (i) Authoritative
(i i) Co-operative
(iii) Indispensable role of a nurse in modern medicine
(i v) Bad motives.
- (b) Do you get enough appreciation and encouragement from the Doctor ? : Yes / No.

8. View point of Nurse

(a) (i) Are you satisfied

with the life you lead ? : Yes / No.

(i i) If not, what are
the reasons for your
dissatisfaction ?

(i) Overwork ;

(i i) Disruption of Family Life

: (iii) Loneliness ;

(i v) Low status of nurses
in the society

(v) Unhappy at the behaviour
of some Patients.

(v i) Doctors in charge victi-
mise nurses with bad
motives ;

(vii) Inadequate monetary gains.

(iii) Do you think the
reasons for your dis-
satisfaction have **any**
effect in your involve-
ment in the work ?

: Yes / No.

(b) Do you think your job is
a part of social work and
dedicated to the service
of humanity ?

: Yes / No.

(c) Do you think, nursing is
a good profession for
women ?

: Yes / No.

- (d) (i) Are you of the opinion that the nursing profession is a barrier for marriage ? : Yes / No.
- (i i) What are your views about Marriage ? : (a) Marriage is essential ;
 (b) Marriage is not essential
 (c) Marriage is essential but practically impossible ;
 (d) Any other.
- (e) (i) Do you think your profession detaches you from society ? : Yes / No.
- (i i) If yes, do you feel the pangs of loneliness ? : Yes / No.
- (iii) If so, what do you do to overcome the feeling of loneliness ? : 1) Developing hobbies ;
 2) Reading ; (3) Drugs ;
 4) Entertainment ; (5) Any other
- (f) Check one of the following which best tells how you feel about changing your job. : i) I will quit this job at once if I could get any thing else to do.
 : i i) I will take almost any other job in which I could earn as much I am earning now.

8. (f) cont.

- iii) I would like to change both my job and my occupation ;
- i v) I would like to change my present job for any other job in the same line of work ;
- v) I am not eager to change my job but I would do so if I could get a better job ;
- v i) I cannot think of any job for which I could exchange mine.
- vii) I would not exchange my job for any other.

2.

" DEMANDS of MAHARASHTRA GOVERNMENT NURSES FEDERATION "

For the first time in the History of Maharashtra Government Nurses Federation was organised and formed to discuss and solve the long outstanding grivences of the Nurses.

1) The Bhole Commission Report be made applicable to all the Nurses in Maharashtra, and be brought into effect immediately.

The pay scales as proposed to Bhole Commission by our Bombay Unit are on the basis of the Central Government pay scales of the Nursing Staff. The Pay Commission is requested to recommend the same to the Government and accordingly the Government should adopt the same. This General Body authorise our Bombay Unit to persue this matter with the Commission and the Government till the final implementation of these Pay Scales.

2) The mess deduction of Rs. 40-00 to Rs. 50-00 from the total pay of the nurse should stop immediately. This point has been raised before Bhole Commission.

3) Since the nursing services are classified as essential the duty hours should be only six hours duty with resting facilities specially for ' Night Duties ', which are of strain and stress and which requires prompt attendance to the patients.

cont. 178

4) In villages, it is very dangerous for a female nurse to go along at night for visits. They are not provided with security arrangements. Therefore, such nurses should be given female attendant to take her for visit. Similarly each Public Health Centre and Sub - centre should have at least 2 - 3 emergency beds. The patient should ambulated to the centre or sub - centre.

5) No nurse should be transferred to other places against her wish. Each district should train the nursing personnel for its own requirements and the trained staff of that district should be posted in their own district. No injustice should be done on family ground in the matter of transfers and promotions.

6) Faculty of Nursing Education and Services should be separate. There should be separate, independent Directorate for the Nursing Services and education.

Nursing Council should be run by nursing personnel only.

7) For the encouragement of the nursing profession, the best nurses should be awarded by the Government. There should be specific criteria to select the Best Nurses.

8) Nurses should be treated as a human being and as a lady, due respect specially in village be given to her.

9) Serious punishment for routine matter to the nurses should be stopped like ' cutting weekly off '.

Under no circumstances day off should be cut such as ' Casual Leave '.

10) Qualified nurse should be posted in the private hospital with fix minimum salary as the present picture is disappointing and devaluating the status of all nurses.

11) No additional charges to be given to Nursing personnel when post is vacant but the post should be filled in with clear vacancy.

12) Clerical work and stock maintaining should be done by non-technical person and nurses should be free for bed side nursing care.

13) Family quarters should be provided to the nursing staff at all hospitals.

14) Transport facilities or conveyance allowance should be given to the nursing staff.

15) The trainee nurse should be conferred degree qualification instead of giving certificate of student status.

For this nurses university should be established by starting regional Colleges of Nursing Education.

- 16) The ratio of nurses to patients should be revised.
- 17) The disciplinary action should be taken against intoxicated servants.
- 18) There should be provision for representation of Nursing Federation in the assembly to put forth the problems of the Nursing Profession.
- 19) The nurses should be given training in Judo and Karate for their self protection.
- 20) Uniform allowance should be revised.
- 21) There should be only one night shift per week.
- 22) The working hours of the nurses should be reduced to seven hours a day.

arp/-