

OCCUPATIONAL PROFICIENCY  
OF THE DOCTOR

# CHAPTER - III

## **OCCUPATIONAL PROFICIENCY** **OF THE DOCTOR**

- 3.1 Occupational proficiency a concept .
- 3.2 Occupational proficiency of the Doctor.
- 3.3 Hospital Management skill.
- 3.4 Nature Problems in the Hospital.
- 3.5 Organization of the Hospital.
- 3.6 Admission of the Patient.
- 3.7 Discharged of the Patient.
- 3.8 Staff.
- 3.9 The staff of hospital work in team as follow.

### **3.1 OCCUPATIONAL PROFICIENCY OR CONCEPT,-**

Occupational proficiency a concept – This chapter deals with occupational proficiency of the doctors and their staff. The medical profession is very important occupation because it is concerned with human lives. For the successful practice, the doctor must have occupational proficiency. The term "Occupational Proficiency" needs to be explained here.

Occupation is such a profession where high degree of specialized knowledge is applied to carry out the activity of that profession. The concerned person is considered as an expert in his field of the activities. The word proficiency is to be understood as the efficiency and expertise obtained by way of education, training and experience. Proficiency implies the skill of high order. Doctor is a Medical Practitioner, the occupational proficiency of the doctor is nothing but the skill and the expertise which he has to show at the time of discharging of the duties. A doctor is supposed to acquire the occupational proficiency by way of adequate formal medical education, suitable training through internship and having the actually experienced through the medical practice.

### **3.2 OCCUPATIONAL PROFICIENCY OF THE DOCTOR :**

It is very important to evaluate occupational proficiency of personnel working in the hospital. Their skills are very important for the cure of the disease and patient and to create satisfaction on the part of the patient.

In any study of the occupational proficiency of medical practice the most important is the occupational proficiency of the doctor because doctor is the prime service agent of the hospital. so doctor has to have –

- a) Clinical knowledge about patients illness.
- b) Enough capability to diagnose the case.
- c) Enough operation skill.
- d) Administrative power.

The occupational proficiency depend upon doctor's own experience and own way of practicing. Usually doctor investigates any patients as soon as she comes for consultation. In this hospital doctor calls the patient for routine check. In this routine check – up blood pressure, weight of mother, Haemoglobin physical growth per month, laboratory test of urine, and in mid trimester and in last trimester ultra sonography examination is done to diagnose the condition of the mother and baby diagnosis is done to see the condition of the patient, but ultra sonography examination is made for correct diagnosis.

The doctor does not do wrong diagnosis because lab investigation and sonography can made correct diagnosis. Failure rate of sonography is very low percent.

Before the patient is taken for operation, nurses examine B. P., Blood Group, Sugar. To keep post operative complications less, maximum precautions are taken. And along with antibiotic coverage and rest and adequate medical care is taken.

### **3.3 HOSPITAL MANAGEMENT SKILL :**

The purpose of a hospital is to provide appropriate medical technology and deliver adequate health care services to meet the needs of the community. It is also new generally realized that a hospital should ensure effective and efficient delivery of such services.

Management means getting things properly performed by various personnel and coordinating their activities. Every nurse must know how to use management principles and skills. The principles of management must be applied to the needs and requirements of the situation in which it is operating. Every nurse must know the techniques of management and she will developed the skill. Management is another word for administration.

Administration involves many processes and they are planning, organizing, leading and controlling etc.

Administration skill requirements are not limited to the persons in top level administration but all so to all the persons who take part in planning and directing the work and efforts of other persons. They should possess these skills and must use the administrative techniques. In this regard the doctor should have adequate knowledge about administration and should know how to handle staff nurses, technicians, compounders, other doctors, and workers of the hospital. and how to manage their activities and to guard them. This is so because all administrative activities are related with the patient. The administration hospital is connected with –

- a) O.P.D. records.
- b) Investigation Records.
- c) I.P.D. Records.

In Matrumandir Hospital, consulting time is in the morning and is adjusted in such a way that one doctor is always available to attend the patient in 24 hours schedule. In this way due care is taken of patients in all over of the day.

The compounder sits outside the consulting room/ he makes case papers of the patients. One by one, he sends the patient to consulting room for check up. As a result, the patient is not required to wait for along time. In this hospital there are adequate number of nurses. They administer medicines to the patients regularly as per the advice and prescription of the doctor.

#### **3.4 NATURE PROBLEM IN THE HOSPITAL :**

The organization like hospital come across various problems and day to day difficulties for the administrators. The problems are integral part of any organization. The problem may arise between patients and staff (personnel) among the staff or between patients and patients. The problems may arise due to introduction of new equipment or new

department in the hospital. The problems should be considered as investigation processes they should be analyzed and solved satisfactorily by all these who are responsible to run the unit smoothly.

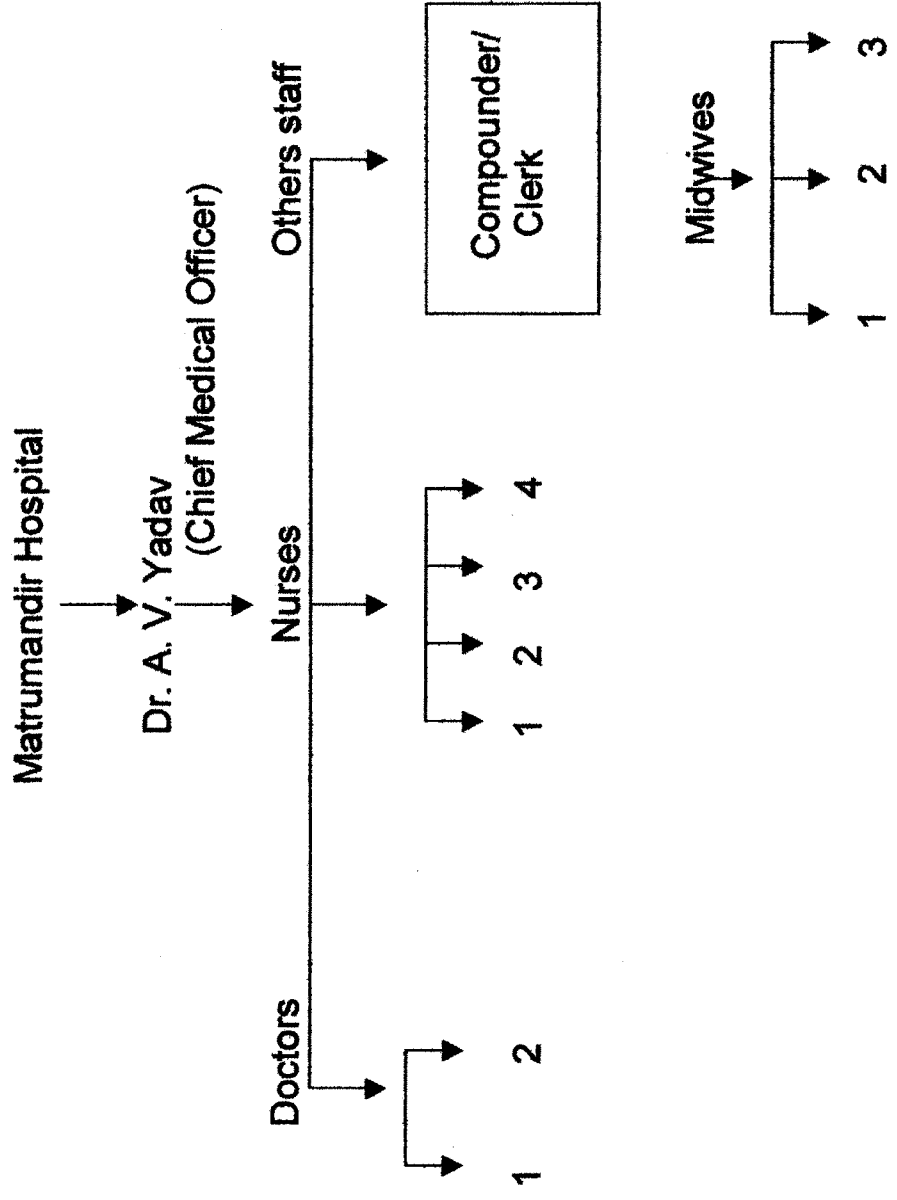
In hospital different problem may arise in different situation. All the factors responsible for creating the problem should be thoroughly perceived and understood. All those persons concerned with the problem should be contacted and the problem should be well discussed with them. It is required to be seen whether the past and present emotional or physical health status of any member has any connection with the problem. The problem also has to be dealt with in the light of the existing rules and regulations and policies of the hospital. At the time of solving the problem there are various alternative.

The advantage and disadvantages of each alternative should be considered and compared. The appropriate decision is usually arrived at. The effect of the decision on patients, staff and efficient running of whole hospital should be always given priority. The decision should result in better interpersonal relationship and improvement in management of the unit.

### **3.5 ORGANIZATION OF THE HOSPITAL :**

Every Hospital, large or small, has a basic organization for performance of its functions. It is very old principle that any organization were small or big is in need of various levels of authority and they must flow from highest to the lowest level of authority. An effective and efficient organization is possible when authority is recognized and accepted by all. The person at the head is usually designated as hospital administrator and has a greater responsibility of correctly using his authority and privileges. The Director of the nursing services or usually nursing superintendent assume responsibility for the growth of her staff. It is through the efficient management of nursing service provision is made of personnel and facilities. The director of the nursing service, keep in touch with needs of the

ORGANIZATION CHART



nurses assigns them the work. She also instructs her assistants and other personnel in efficient methods of hospital administration.

In this hospital Dr. A.V. Yadav is the main doctor of the hospital, two other doctor assist him. The assistant help the doctor in delivery and operation.

Shri B. Vibhute is the compounder of the hospital seems in beginning of the working in the hospital, he makes the case papers of the patients and gives the information to both the management of the hospital and the nursing staff.

### **3.6 ADMISSION OF THE PATIENT :**

There are different procedure of the admitting the patient in the hospital. This is decided by the facilities, policies and inter structure of each hospital. A patient may wish to get admitted in private room or in general ward for his treatment according to his financial position. Age of the patient, diagnosis, condition at the time admission and emergency equipment available in the hospital are the additional determining factors to decide where or in which unit the patient is to be given treatment. The most commonly used deciding factor is his diagnosis. Patient may be admitted in the medical unit, surgical unit and Gynecology unit as per special service required in the patient. The other way of deciding the admission of the patient is her medical and nursing needs. General health and progress. This system is known as progressive patient care. There are six stages of such care, they are –

- 1) intensive care
- 2) intermediate care
- 3) long term care
- 4) self care
- 5) home care and
- 6) out patient care



special service required in the patient. The other way of deciding the admission of the patient is her medical and nursing needs. General health and progress. This system is known as progressive patient care. There are six stages of such care, they are –

- 1) intensive care
- 2) intermediate care
- 3) long term care
- 4) self care
- 5) home care and
- 6) out patient care

### **3.7 DISCHARGE OF THE PATIENT :**

The needs of the patients care skill remains though she is ready for discharge. She needs to know how she can prevent the condition or disease with which she was suffering and so the period of a few days before discharge should be utilized for health teaching. She and her relatives are to be given suitable instructions about further care and follow up.

Many a times patient may want to ask questions which arise in her mind. It is important to make sure that the patient and her relatives understands instructions about medication, period of taking rest, exercise and type of activity to be carried out, she would want to know what diet and how much calories she must consume, she would be instructed about the date, place and time to see the doctor again. If there is possibility of complication. She should know what symptoms to watch for and report them to her doctor.

It is good if nursing staff know few days in advance about the discharge of the patient so that the patient and relatives can be given instructions about making arrangements regarding the care of the patient at home.

### **3.8 STAFF :**

In this hospital, all the staff is skilled and qualified . the total staff consists of three doctor, four nurses, three midwife, and a compounder cum clerk. The staff is adequate to render the service to the patient. The number of patients service per doctor of per nurses worker out to be 127 on average. As such no staff is require to work more than Eight hours the day it is also observed that they work honestly and sincerity in the hospital. The hospital provides primary drugs which are essential to the patients.

### **3.9 THE STAFF OF HOSPITAL WORK IN TEAMS AS FOLLOWS :**

- 1) Patient Care Team – Doctor, nurse, pharmacist, workers, dietician, and others of the hospital.
- 2) Investigation Team – Laboratory and radiology technician, nurse, pathologist, microbiologist and radiologist.
- 3) Supportive Team – Maintenance, House Keeping.
- 4) Co-ordination of the work of each team and each member of the team is important to achieve the objectives.

Finally it can be concluded that Dr. Anand V. Yadav seems to have good clinical knowledge. He can create confidence in the minds of the patients. He has good capacity to diagnoses patients illness. It is evident from the fact of number of patients that come to the hospital every month as indicated in tables in chapter iv.

In an unstructured interview with Dr. Yadav, he admitted that there is likely hood of incorrect diagnosis. But the percentage has been as negligible as one to one and half percent. In recent years this has further reduced to nill because there are a number of electronics medical instruments to verify the clinical diagnosis. Both Dr. Yadav & his cousin R. K. Yadav have exhibited good operation skill. Dr. A. V. Yadav has streamlined the organization of the hospital

and has inculcated discipline in the staff. As such no nurse or any other staff has any problem. The hospital staff is happy in turn of salary and also mentally satisfied they are able to develop and maintain friendly and cordial relations with the patient. Housekeeping in the hospital is also appreciated by patients all this has effected favorably on patients. They come with assurance and leave with confidence.