

NURSING CADET PROGRAMME MINISTRY OF HEALTH

**Prepared by: Mary L. Johnson (Ms.)
Director of Nursing
Revised: May 2001**



POLICY STATEMENT

The Ministry of Health embodies a health care system, the focus of which is the achievement of "Health for all by the year 2000 and beyond".

The National Health Policy stipulates the development of health services and emphasizes promotion, prevention and restorative strategies for health care delivery.

Nursing and Nurses are integral to health services development, and the nurse/patient ratio must be such that optimum quality care is not compromised. To achieve this requires a constant balance between the attrition and recruitment of Nurses.

The Ministry recognizes that from an economical standpoint, Nurses should be recruited primarily through the local Nurse Training Programme.

It further recognizes however, that potential candidates for nursing have not, in recent years, been as forthcoming as required.

Therefore, the Ministry of Health embraces the concept of a Nursing Cadet Programme, in an attempt to increase the cadre of potential nursing candidates.

MINISTRY OF HEALTH

NURSING CADET PROGRAMME

Nursing is a profession, which is vital to the health care system of the country, and is regarded as an essential service. A recent study has revealed that there is a shortage of nurses in the system (Carter, 1995). This is a direct result of the steady decline in the number of applicants who possess the required number of GCE 'O' Level/BGCSE subjects.

Persons who failed to obtain the necessary subjects are required to complete the College Prep Programme, which is considered to be equivalent to GCE/BGCSE subject.

It has been our observation however, that persons entering the nursing programme via this route, did not succeed as readily as those who entered with the required number of subjects. We also observed that some students, after obtaining the required number of 'O' Level/BGCSE subjects, opted to change to another programme, as nursing was often not perceived as a prestigious career.

Given the present situation, it is imperative that innovative and bold attempts be made to attract suitable interested, capable high school students into the nursing profession.

The purpose of the programme is, not only to ensure academic success, but also to expose participants to the skills, techniques and enthusiasm of efficient and effective nurse practitioners and practices, in the clinical setting.

Participants would be drawn from tenth, eleventh and twelfth grade students of both the Ministry of Education and Private schools.

CRITERIA FOR SELECTION

The programme will be open to tenth, eleventh and twelfth grade students who:

1. Are Bahamian citizens.
2. Are physically and mentally fit.
3. Have attained five (5) BJC subjects (or equivalent), including Math and English, at 'C' grade or above.
4. Possess the desirable qualities and strengths, which relate directly to interacting positively with people. (These qualities should be verified by a team of persons, including members/representatives of the Guidance and Counseling Department of the school).
5. Are recommended by their Head Teacher or Coordinator, as having the educational potential to obtain the necessary GCE 'O' Level/BGCSE passes.
6. Have met the stated criteria, have been recommended by their school, and have been interviewed and favorably considered by the selection committee, established by the Director of Nursing. (The Chairperson of the Nursing and Health Sciences Division, The College of The Bahamas should be a member of the selection committee).
7. Are of good character.

SELECTION PROCEDURE

1. Students who may be potential recruits to the Cadet Programme would be drawn from the tenth, eleventh and twelfth grade, based upon their academic attainment, i.e. 5 B.J.C's including English and Math at 'C' grade or above.
 2. Application forms will be circulated to all senior schools in New Providence initially, and later extended to include some schools on the Family Islands.
 3. A school liaison officer will be appointed, to ensure that there is a referral point for any enquires or for further information.
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4. Completed application forms should be submitted to the office of the Director of Nursing, no later than May 31 of each year.
 5. Students recommended by their schools may be contacted via their school for an interview.
 6. Applicants would be given a firm decision regarding their selection, by early June of each year.
 7. The parents/guardians of students would be actively involved as soon as their child has been selected officially, so that they could be informed of the demands of the programme, and what they could do to assist their child to succeed.

ORGANIZATION AND STRUCTURE

1. The programme will commence in July and will continue until mid August.
2. In each participating high school, a teacher should be appointed to coordinate the process of identifying potential students, and to encourage those accepted to continue the programme. Coordinators should feel free to communicate with the Ministry's programme Coordinator, Mrs. Julie Lightbourne-Cooper, (Telephone numbers – 356-9629 or 323-3606).

CONDITIONS OF SERVICE

1. It is envisaged that Cadets will work five (5) days per week 9:30 a.m. to 1:00 p.m. Cadets will be allocated throughout various areas/wards in one of the institutions of the Ministry of Health (Princess Margaret Hospital or Sandilands Rehabilitation Centre, in the first instance).
2. The first two consecutive days of the programme, Cadets will attend special sessions at the School of Nursing, for orientation and instruction. Thereafter, training experiences will continue in the hospital setting/clinical area.
3. In the clinical area Cadets will perform the duties of assistive personnel (hair grooming, assisting with feeding, bathing, reading, and recreational activities to list a few). They will also be allowed to accompany the Nurse when doing selected procedures.

4. They would be remunerated at the rate of \$ 50.00 per week, (approximately \$5.00 per hour).
5. Cadets who successfully complete the programme and obtain the necessary GCE 'O' Level/BGCSE subjects, will be taken directly into the Associate Degree programme at The College of The Bahamas.
6. A distinctive uniform will be worn -White long jacket with a name pin labeled CADET along with their name.
7. Each cadet will be expected to keep a logbook or journal in which to record experiences and additional information related to the programme.

8. An attendance register will be maintained in their respective units.
9. All candidates are required to complete a total of 31 ½ hours of the programme. All leave of absence must be discussed with the programme coordinator.
10. Any difficulties experienced by candidates should immediately be reported to the nurse in charge and the Ministry of Health's Programme Coordinator.

EVALUATION

1. The observation and assessment of candidates will be ongoing, and guidance provided as necessary in resolving undesirable situations.
2. At the end of the programme, students will be required to evaluate the programme.

N.B.

The success of attracting suitable candidates will be directly related to the extent to which the concept is marketed in the schools and wider community.

**MINISTRY OF HEALTH
APPLICATION FORM
NURSING CADET PROGRAMME OF THE BAHAMAS
(NCP)**

1. NAME: _____

2. SCHOOL: _____

3. GRADE: _____

4. DATE OF BIRTH: _____

5. * NATIONAL INSURANCE NUMBER: _____

6. PLACE OF BIRTH: _____

7. NATIONALITY: _____

8. HOME ADDRESS:

STREET: _____

P.O. BOX: _____ TELEPHONE NO: _____

9. NAME OF PARENT OR GUARDIAN: _____

10. ACADEMIC QUALIFICATIONS:

BJC SUBJECTS

GRADE

BGCSE SUBJECTS

GRADE

LIST BGCSE SUBJECTS TO BE TAKEN

PITMAN/RSA/OTHER _____

11. EXTRA CURRICULA ACTIVITIES
(Clubs and organizations including school-based activities)

12. GIVE NO LESS THAN THREE REASONS WHY YOU CONSIDER NURSES TO BE SPECIAL

13. IF ACCEPTED INTO THE NURSING PROGRAMME AT THE COLLEGE OF THE BAHAMAS, WOULD YOU BE WILLING TO SIGN A BOND TO SERVE IN THE MINISTRY OF HEALTH?

YES: _____ NO: _____

NAME: _____ DATE: _____

SIGNATURE OF PARENT/GUARDIAN: _____

DATE: _____

OFFICIAL USE ONLY

Recommended

Not Recommended

Programme Coordinator/Guidance Counselor: _____

Principal Signature: _____

Additional Comments: _____

* Must be completed to assist with payment of the student.

All completed application form must be accompanied with copies of the candidate's high school transcript, birth and academic certificates.

MINISTRY OF HEALTH
JOB DESCRIPTION FOR NURSING CADETS

TITLE: **NURSING CADET**

AREA OF WORK: Geriatric and selected units of Princess Margaret Hospital and Geriatrics Hospital

RESPONSIBLE TO: Nurse-in-charge of the Ward or Supervisor

HOURS OF DUTY: 9:30 a.m.- 1 p.m. Monday - Friday

SALARY: \$ 150.00 (upon completion)

PURPOSE: To assist in giving care to patients under the guidance of a Registered Nurse/Clinical Facilitator

The Cadet will be expected to perform the following duties in the area to which they are assigned.

AMBULANT PATIENTS

1. Assist ambulant patients to bathe and dress.
2. Prepare dining room for mealtime and assist with the serving of meals.
3. Take/escort patients for walks, X Ray dept. etc.
4. General ward cleanliness.
5. Making of beds.
6. Assist and encourage selected patients to comb hair, brush teeth etc.

*** GENERAL DUTIES**

Care of hospital equipment. Answering telephones etc. and any other duties that may be required from time to time which the Cadet has been authorized to perform.

Professional Development

Health Professions Council
Parliament Street
Nassau, Bahamas
Tel: (242) 326-7740

Sandilands Rehabilitation Centre
Nassau, Bahamas
Tel: (242) 324-6881/ Fax: (242) 324-3922

Rand Memorial Hospital
Freeport, Grand Bahama
Tel: (242) 352-6735/Fax: (242) 352-6791

Nursing Council of The Bahamas
Royal Victoria Gardens
Tel: (242) 325-2094

The Nurses Association of The Bahamas
Longly House
(242) 356-0206

The College Of The Bahamas
Nursing and Health Services Division
Grosvenor Close
Tel:(242) 325-5551

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Public Hospitals Authority
Dockendale House
West Bay Street
Tel: (242) 323-7750
Fax: (242)323-7744

Health Careers Marketing Desk
Ministry of Health
(242) 322-7425/ Fax: (242) 322-7788

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COMMONWEALTH OF THE BAHAMAS



Exciting and Rewarding
Careers
In The
World
Of
NURSING



**A Professional Career
YOU
won't Regret!**

The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education, the prevention of diseases/injury and the promotion of personal well-being.

Categories Of Nursing

- ◆ Registered Nurse (RN)
- ◆ Enrolled Nurse (Trained Clinical Nurse/TCN)

Specialty Areas in Nursing

- | | |
|------------------------------------|--|
| ◆ Psychiatry | ◆ Emergency/Trauma |
| ◆ Midwifery | ◆ Oncology |
| ◆ Pediatric | ◆ Ear, Nose & Throat |
| ◆ Medical/Surgical | ◆ Orthopaedic |
| ◆ Theatre/Recovery Room | Expanded Roles of Nursing |
| ◆ Burns | ◆ Nurse Practitioner/
Clinical Nurse Specialist |
| ◆ Community Health | ◆ Nurse Anesthetist |
| ◆ Neonatal | ◆ Nurse Researcher |
| ◆ Gerontology | ◆ Nurse Administrator |
| ◆ Critical Care /Intensive
Care | ◆ Nurse Educator |
| ◆ Ophthalmic | ◆ Clinical Teachers |
| ◆ Dialysis | |

The Registered Nurse

The Registered Nurse is an integral member of the health-care team, who ensures that the patient receives the appropriate care for the best possible outcomes.



Functions of the Registered Nurse

- ◆ Assesses, plans and delivers nursing care
- ◆ Monitors and assesses the patient's progress and report same to physician
- ◆ Makes appropriate recommendations re. on-going patient care, and, in an emergency, decide and follow-through on the most appropriate/effective course of action.
- ◆ Maintains accurate documentation of the patient's care
- ◆ Assists/provides health education to the patient
- ◆ Promotes holistic well-being to the patient
- ◆ Liaises with patient, physician, other health professionals, family and friends.

Work Settings For Registered Nurses

- ◆ Hospitals
- ◆ Clinics
- ◆ Physicians' offices
- ◆ Nursing schools
- ◆ Colleges, Universities
- ◆ General Education Schools
- ◆ Nursing Homes
- ◆ Private Homes and Businesses
- ◆ Hotel Industry
- ◆ Government Agencies
- ◆ International Health Agencies
- ◆ Health Spas & Facilities
- ◆ Industrial Plants

Minimum Nursing Qualifications

- ◆ Diploma or Nursing Degree
- ◆ Completion of an approved clinical internship
- ◆ Licensed with an approved Body

Personal Attributes

- ◆ Assertive
- ◆ Love working with people
- ◆ Caring, compassionate, kind, patient
- ◆ Good physical health, dexterity, agility
- ◆ Excellent communications skills
- ◆ Persuasive
- ◆ Good personal and professional decorum
- ◆ tactful

Entry Requirements For Nursing Programmes

◆ Registered Nurse

Five (5) B.G.C.S.Es including: Math, English and Science; "C" Grade or above

◆ Enrolled Nurse

Minimum of seven (7) B.J.C's including: English, Math and Science; "C" Grade or above.



STUDENT VOLUNTEERS ARE
WELCOMED AT THE PUBLIC
SECTOR HEALTH FACILITIES

As we continue to provide Quality Healthcare to our patients and the community at large, we trust that as your students would have completed their volunteer services with us, they may be inspired to select careers within the Healthcare Profession and join our team of healthcare givers in the future.

May God continue to bless our future Nation
Builders.

MAILING ADDRESS:

Health Careers Marketing Desk
Ministry of Health
P.O.Box N-3730

Administrative Officer
Student Volunteer Programme
Princess Margaret Hospital
P. O. Box N-3730
Nassau, Bahamas

Sandilands Rehabilitation Centre
P. O. Box FH 14383
Nassau, Bahamas

Rand Memorial Hospital
P. O. Box F40071
Freeport, Grand Bahama

Department of Public Health
Royal Victoria Gardens
P. O. Box N 3729

Department of Environmental Health Service
Nassau Court
P. O. Box SS 14098



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For Additional Information Contact:

Health Careers Marketing Desk
Public Hospitals Authority
Dockendale House
West Bay Street
Tel: (242) 323-7750
Fax: (242)323-7744

Health Careers Marketing Desk
Ministry of Health
(242) 322-7425/ Fax: (242) 322-7788

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COMMONWEALTH OF THE BAHAMAS



STUDENTS
VOLUNTEER
PROGRAMME



*Paving the Way to a
Brighter Future!*

STUDENT VOLUNTEER PROGRAM

The Student Volunteer Program is designed to allow students from the various high schools to enter the world of healthcare within an institution to

- ◆ obtain first-hand knowledge and experience of the various health and health related careers
- ◆ to experience the work environment
- ◆ To realize the personal, significant rewards and benefits to be gained through choosing a profession in Healthcare.

The Program also allows the student to fulfill certain basic requirements such as those for graduation, community services, or pre-on-the-job training.

Students are welcomed from all Schools throughout the Bahamas. Each School is allowed to send a maximum of seven (7) students into an institution at a given time.

ADMISSION'S PROCESS

- ◆ A letter requesting permission for students to do volunteer work in one of the health facilities should be sent from the schools Principal/ Guidance Counselor to Ministry of Health or Public Hospitals Authority's Health Careers Marketing Desks. Letter should include the following:
 - Current date and school stamp

- A listing of the names of students who wish to participate in the volunteer programme.
- The reason for participation in this Student Volunteer Service, i.e., Graduation Requirements, Community Services, or on the Job training
- Name of the health facilities in order of preference
- The total number of hours and time frame; and
- Whether attachment experience will be during or after school hours.
- A written response will be forwarded to the Guidance Counselor with the following information:
 - Student (s) accepted
 - Assigned facility
 - Participation schedule
 - List of relevant protocols, policies, rules and regulations which each student is required to adhere to
 - Any other relevant information.

PARTICIPATION IN THE STUDENT VOLUNTEER PROGRAM

1. Students must be on time, and in full uniform, along with a photo identification that is visible.
2. Students must complete the facility's Student Volunteer Services Registration Form upon arrival
3. Students will be interviewed and will be placed appropriately
4. The Policies/Rules of the facility will be carefully explained to students
5. Students having after-school experience are allowed to work a maximum of two hours after school during the weekday from 4:00 p.m. to 6:00 p.m.
6. Students who request weekend experience can work on Saturdays depending on the area or department that they are placed in. They must wear school uniform along with a photo I.D. on this day.

COMPLETION OF THE VOLUNTEER EXPERIENCE

- When students have completed Volunteer requirements, the Department Supervisor or person designated will document performance on each student's evaluation form. This form will be returned to the Health Careers Marketing Officer, by the department personnel in order to be officially stamped by the Officer and forwarded to the respective school.
- An exit interview will be carried out after the students have completed their Volunteer Service. Information from this interview will be used for improving the services.





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Midwifery Nursing

Caring for mothers, Expectant mothers And their babies is a Satisfying, Fulfilling, and Rewarding Experience.

Think about becoming

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MIDWIFE
TODAY.**



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***THE EXCITING
CAREER
IN***

***MIDWIFERY
NURSING***



□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □
□ *Bringing a new life* □
□ *into this world.* □
□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □

The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education, prevention of disease/injury and the promotion of personal well-being.

Midwifery Nursing

Midwifery Nursing or Maternity Nursing is a subspecialty in the Nursing profession. Midwifery Nursing provides healthcare and education to the mother and baby before the birth of the baby (pre natally), during the birth of the baby (intra natally) and after the birth of the baby (post natally).

The midwifery nurse assists with the delivery of the baby and works as a team member to ensure the best for mother and baby.

Midwifery Nurse

The Midwifery Nurse, also referred to as a Midwife is a registered health professional skilled in the art and science of maternal and child health, and care, including the delivery of babies. The Midwifery Nurse provides care, education and support to mothers and babies during the pregnancy period, during the baby's delivery and after the birth of the infant.



Functions of The Midwife

- ◆ Assesses, plans and delivers nursing care to the patient
- ◆ Gives injections and administer fluids
- ◆ Monitors and assess the patient's progress and report same to physician
- ◆ Makes appropriate recommendations re. on-going patient care, and, in an emergency, decide and follow-through on the most appropriate/effective course of action.
- ◆ Maintains accurate documentation of the patient's care
- ◆ Assists/provides health education to the patient
- ◆ Promotes holistic well-being to the patient
- ◆ Liaises with patient, physician, other health professionals, family, friends and the community.
- ◆ Ensures that mother and baby are well.

Work Places for Midwifery Nurses

- Community Clinics
- Private Birthing Centres and Physicians Offices
- Private homes
- Hospitals/Maternity Wards:

Antenatal Ward

This Unit houses expectant mothers over 20 weeks gestation who are experiencing complications with their pregnancy.

Labor and Delivery

Patients are admitted directly to hospital through this unit, which houses women that are experiencing labor pains. Close monitoring of all patients is done by competent and qualified Nurse Midwives where babies are delivered.

Postnatal Ward

This Unit houses mothers who have just delivered. First time mothers who have not experienced any complications are usually kept in hospital for a minimum of 24 hours while patients who have had previous births are kept for a minimum of 12 hours.

Nursery

The Newborn Nursery houses all normal new babies.

Minimum Qualifications

- Registered Nurse
- Midwifery Certificate

Personal Attributes

- ◆ Assertive
- ◆ Love working with people
- ◆ Caring, compassionate, kind, patient
- ◆ Astute, good physical health, dexterity, agility
- ◆ Excellent communications skill
- ◆ Persuasive
- ◆ Good personal and professional decorum
- ◆ tactful

Professional Development

Nursing Council of the Bahamas
Royal Victoria Gardens
Tel: (242) 325-2094

The Nurses Association of the Bahamas
Longely House
(242) 322-2461

The College Of The Bahamas
Nursing and Health Services Division
Grosvenor Close
Tel:(242) 325-5551



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**The Challenging
World
Of
NEONATAL NURSING**



*Making a Difference
In Family Life.*

The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education the prevention of disease/injury and the promotion of personal well-being.

Neonatal Nursing

Neonatal Nurse is a specialized area of pediatric nursing where registered and trained clinical nurses are trained and skilled to provide nursing care for sick and critically ill neonates in an attempt to save the newborns and provide for maximum physical and overall development and best health outcomes.

A neonate is a baby from newborn to 28 days of life.

Neonatal Nurse

The Neonatal Nurse is a trained and skilled professional in the care of sick newborn babies, and provides specialized care and nurturing to both the baby and family as a means of enhancing the health

Functions of The Neonatal Nurse

- ◆ Assesses, plans, and delivers nursing care
- ◆ Monitors and assesses the patient's progress and report same to physician
- ◆ Makes appropriate recommendations re. ongoing patient care, and, in an emergency, decide and follow-through on the most appropriate/effective course of action.
- ◆ Maintains accurate documentation of the patient's care
- ◆ Assists/provides health education to the patient
- ◆ Promote holistic well-being to the patient
- ◆ Liaises with patient, physician, other health professionals, family and friends.
- ◆ Competently cares for sick and critically ill infants.

The Neonatal Nurse Practitioner (NNP)

The Neonatal Nurse Practitioner (NNP) is an advanced-practice nurse highly skilled and knowledgeable in the care of neonates, appropriate/relevant education programs, consultation and research at various levels.

Work Settings

- Hospitals/Intensive Care Units
- Large clinics

Qualifications

Neonatal Nurse

- Registered Nurse
- Certification in Neonatal Nursing

Neonatal Nurse Practitioner

- Registered Nurse with Bachelors Degree
- Masters Degree with Clinical expertise in the medical management of sick and critically ill newborns and their families from an accredited university
- 2 years experience in neonatal nursing.



Personal Attributes

- ◆ Assertive
- ◆ Love working with babies
- ◆ Caring, compassionate, kind, patient
- ◆ Astute, good physical health, dexterity
- ◆ Excellent communications skills
- ◆ Persuasive
- ◆ Good personal and professional decorum
- ◆ tactful

Professional Development

Princess Margaret Hospital
Nassau, Bahamas
Tel: (242) 322-2861 Fax: (242) 326-8804

Sandilands Rehabilitation Centre
Nassau, Bahamas
Tel: (242) 324-6881/ Fax: (242) 324-3922

Rand Memorial Hospital
Freeport, Grand Bahama
Tel: (242) 352-6735/Fax: (242) 352-6791

Nursing Council of the Bahamas
Royal Victoria Gardens
Tel: (242) 325-2094

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BECOME
A

***CRITICAL CARE /
INTENSIVE CARE
NURSE***



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COMMONWEALTH OF THE BAHAMAS



***CRITICAL CARE /
INTENSIVE CARE
NURSING***



The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education, the prevention of diseases/injury and the promotion of personal well-being.

Critical Care Nursing

Critical Care Nursing is a specialty area in the Nursing profession and provides the overall care and management for patients with life threatening illnesses or injuries, within a controlled environment known as the Intensive Care Unit.

This Unit is equipped with highly specialized equipments for coping with medical emergencies, and to support and sustain life.

The Critical Care Nurse

The Critical Care Nurse is a highly trained professional qualified and skilled to provide special care to patients with life threatening illnesses or injuries in order to keep the patient alive, as comfortable as possible, and to return them to the best possible state of health within the shortest period of time.



Functions of the Critical Care Nurse

- ◆ Assesses, plans and delivers nursing care
- ◆ Monitors and assesses the patient's progress and report same to physician
- ◆ Makes appropriate recommendations re. on-going patient care, and, in an emergency, decide and follow-through on the most appropriate/effective course of action.
- ◆ Maintains accurate documentation of the patient's care
- ◆ Assists/provides health education to the patient
- ◆ Promotes holistic well-being to the patient
- ◆ Liaises with patient, physician, other health professionals, family and friends, in the best interest of the patient.

Work Places of Critical Care Nurses

- ◆ Hospitals: Intensive Care Units

Qualifications

- ◆ Registered Nurse
- ◆ Certificate in Critical Care Nursing

Personal Attributes

- ◆ Assertive
- ◆ Love working with people
- ◆ Caring, compassionate, kind, patient
- ◆ Astute, good physical health, dexterity, agility
- ◆ Excellent communications skills
- ◆ Persuasive
- ◆ Good personal and professional decorum
- ◆ Tactful
- ◆ Ability to assess, make decisions and quickly follow through
- ◆ A team player.

Professional Development

Princess Margaret Hospital
Nassau, Bahamas
Tel: (242) 322-286/Fax:(242) 326-8804

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The College Of The Bahamas
Nursing and Health Services Division
Grosvenor Close
Tel:(242) 325-5551

Continuing Nursing Education Department
The College of The Bahamas
Tel: (242) 325-5551

*" Striving for excellence in the
provision of comprehensive healthcare,
contributing to the total well-being of
the elderly."*



"Working Together For Best Quality Healthcare"



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COMMONWEALTH OF THE BAHAMAS



GERONTOLOGIC NURSING



*The Compassionate
care
of
The Elderly*

The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education, prevention of disease/injury and the promotion of personal well-being.

Gerontologic Nursing

Gerontologic Nursing is the subspecialty of the Nursing profession which provides compassionate, professional care, rehabilitative services and nurturing to the elderly in order to enhance the quality and longevity of their lives.

Objectives of Gerontologic Nursing

- To provide comprehensive holistic health care for the elderly
- To encourage maximum individual performance and independence
- To improve the functional capacity and encourage proficiency as far as possible in activities of daily living (ADL).
- To promote and encourage active participation in all aspect of therapy.

The Gerontologic Nurse

The Gerontologic Nurse is trained in the overall care of older persons and provides appropriate care and interventions to restore and prevent bodily functions impairment and to maintain the patient in the best possible state of health and activity.

Roles of the Gerontologic Nursing

- EDUCATOR - sharing knowledge and skills
- ADVOCATOR - Protecting the right of the client
- COMMUNICATOR - Effective listening
- HEALER - Utilizing nursing techniques to promote health
- INNOVATOR - Developing models of health care
- PROTECTOR - Ensuring the safety of the client
- COORDINATOR - Coordinating the activities of the client
- REHABILITATOR - Maintaining the client's full potential.

Work Settings

- Hospitals
- Clinics
- Nursing homes
- Private practices
- Government Agencies
- Health Spas & Facilities
- Colleges/Universities

Functions of the Gerontologic Nursing

- Take medical histories
- Treat and monitor acute and chronic illnesses
- Administer medications and other interventions
- Provide patient and family education
- Provide appropriate referrals to physicians and other healthcare professionals
- Maintain accurate medical records of the patients care, treatment and progress.

Minimum Qualifications

- Licensed Registered Nurse
- Completion of Gerontologic Nursing Program

Personal Attributes

- Assertive
- Love working with older people
- Caring, compassionate, kind
- A good listener
- Excellent communication skills
- Good physical health, dexterity and agility
- Tactful
- Is a team player

Professional Development

Department of Public Health
Royal Victoria Gardens
Nassau, Bahamas
Tel: (242) 328-2260

Rand Memorial Hospital
Freeport, Grand Bahama
Tel: (242) 352-6735/Fax: (242) 352-6791

Nursing Council of the Bahamas
Royal Victoria Gardens
Tel: (242) 325-2094

The Nurses Association of the Bahamas
Longely House
(242) 322-2461

The College Of The Bahamas
Nursing and Health Services Division
Grosvenor Close
Tel:(242) 325-5551

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CHOOSE
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HEALTH CAREER—

**BECOME A
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For Additional Information Contact:

Health Careers Marketing Desk
Public Hospitals Authority
Dockendale House
West Bay Street
Tel: (242) 323-7750
Fax: (242)323-7744

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Ministry of Health
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COMMONWEALTH OF THE BAHAMAS



Community Nursing—

Taking Healthcare To The Patient in His/Her Environment



*A Career in Community
Nursing is:*

*Diverse—
Challenging and
Rewarding
BECOME A COMMUNITY NURSE*

The Nursing Profession

Nursing is an art and scientific profession which provides supervised care for the ill, injured and/or physically or mentally disadvantaged patient, and plays a pivotal role in patient education, prevention of disease/injury and the promotion of personal well-being.

Community Nursing

Community Nursing is a sub-specialty within the Nursing profession and is defined as :

- The specialized care of clients in their usual environment be it in the home, school, church, clinic or communities, and includes prevention of illness, promotion and maintenance of healthy lifestyles
- Community Nursing also provides Holistic care which includes Physical, Mental, Emotional and Spiritual health. Emphasis is placed on clients being involved with their healthcare through community participation.

The Community Nurse

The Community Nursing is a registered health professional skilled in the art and science of Health Promotion, diseases prevention and the maintenance of healthy lifestyles and behaviors. The Community Nurse provides care and education to the sick, injured, and the community at large in a manner whereby the individual and community collectively take responsibility for and control of their health, lifestyles and environment in order to develop the best possible optimal health.

The primary goal of the Community Nursing is that of a safe, health environment, peopled by individuals who enjoy optimal health and well-being.

Functions of the Community Nurse

- ◆ Assesses, plans and delivers nursing care to the patient
- ◆ Administers medications
- ◆ Monitors and assess the patient's progress and report same to physician
- ◆ Makes appropriate recommendations re. on-going patient care, and, in an emergency, decide and follow-through on the most appropriate/effective course of action.
- ◆ Maintains accurate documentation of the patient's care
- ◆ Assists/provides health education to the patient
- ◆ Promotes holistic well-being to the patient
- ◆ Liaises with patient, physician, other health professionals, family, friends and the community.

Work Settings

- Community clinics and halfway houses
- Homes
- Schools
- Churches
- Community Centres

Local Settings

There are approximately 115 Community Clinics throughout the Bahamas with 10 clinics in New Providence., which are the operation bases for Community Nurses.

Minimum Qualifications

- Registered Nurse
- Midwifery Certificate
- Community Nursing Certificate or Degree

Personal Attributes

- ◆ Love working with people
- ◆ Caring, compassionate, kind, patient
- ◆ Astute, good physical health, dexterity, agility
- ◆ Excellent communications skill
- ◆ Persuasive
- ◆ Good personal and professional decorum
- ◆ Tactful
- ◆ Assertive

Specialty Areas In Community Nursing

- **Maternal Health**
 - Antenatal Postnatal
 - Gynae
 - Family Planning
 - Breastfeeding
- **Home Visiting**
- **Child Health**
 - Well Baby
 - Sick Baby
 - Growth and Development
- **Ambulatory Care/Family Medicine**
 - General Clinic
 - Gerontology Clinic
 - Chronic Non-Communicable Diseases Clinic
- **Diagnostic Services**
 - X-ray
 - Vision Testing
 - Hearing
- **District Nursing Home Care Services**
- **Dental Care**
 - Paediatric (School Dental)
 - Adult
- **Expanded Programme on Immunization (EPI)**
- **Adolescent Health**
- **School Health Services**
- **Epidemiologic Surveillance**
- **Tuberculosis Control**
- **Sexually transmitted Infections Clinic**
- **Hospital Liaison**
- **Scan Team (Suspected Child Abuse and Neglect Unit)**
- **Prevention and Control of HIV/AIDS Research Unit**
- **Psychiatry**
- **Prison Health**
- **Family Island Services:**
 - Duplication of all services offered in New Providence.

QUESTIONS & ANSWERS

Q. Why choose nursing as a career?

- A.** It provides an opportunity to:
- * promote the health of the nation.
 - * give service to individuals, families, and the community
 - * to travel throughout the Bahamas and abroad
 - * to become a counselor, educator and advocate for clients

Q. Are scholarships awarded to students?

A. A variety of scholarships are available to eligible students. Recipients of government scholarships are required to enter a "bond" and work in the Public Service for a specified period following graduation. Or, students may pay their own fees to The College of The Bahamas.

Q. What is the required academic standard?

A. Students in the nursing programme must maintain a minimum grade point average of 2.5 in their nursing courses and a 2.0 in their general education courses.

Q. What is the Clinical Internship?

A. The Clinical Internship is a compulsory component of the final year of the College's nursing program. Students rotate throughout the health system - in hospitals, clinics and in the community where they have the opportunity to practice all the skills and techniques of nursing and patient management they learned in their academic courses, while still under the watchful eye of an experienced clinical instructor.

**CHOOSE WISELY:
SELECT NURSING AS A CAREER.
JOIN THE HEALTH TEAM
AND HELP CHART THE DIRECTION OF
HEALTH CARE IN THE BAHAMAS.**



For an application form write to:
The Director of Admissions
The College of The Bahamas
P.O. Box N-4912
Nassau, New Providence
Bahamas

For further Information about the
Associate of Science in Nursing Degree
contact:

The Chairperson
School of Nursing & Allied Health
Professions
The College of the Bahamas
Grosvenor Close Campus
Nassau, New Providence

Tel. (242) 325-5551 or 5552
Fax (242) 328-0284

THE COLLEGE OF THE BAHAMAS

ASSOCIATE OF SCIENCE DEGREE IN NURSING



Photo: Virginia Ballance

NURSING

at

The College of The Bahamas

The nursing profession is one of the most dynamic and respected fields of health. Nurses today continue to provide care to the sick, but they also play a pivotal role in patient education and in the promotion of wellness in collaboration with other health care providers.

The College of The Bahamas was established in 1973 and is the premier post-secondary educational institution in The Bahamas. *The School of Nursing & Allied Health Professions (SNAHP)*, formerly known as the Nursing & Health Sciences Division, of The College of The Bahamas has been educating Bahamian nurses since 1984, first through an Associate of Arts (A.A.) degree programme which was later changed in 1991 to an Associate of Science in Nursing (A.Sc.N.) degree.

The mission of the School of Nursing is to provide future nurses with the knowledge, skills, attitudes and values needed for professional nursing practice and life-long education.

The Nursing Programme

The three-year programme consists of 93 credits: 54 credits in nursing courses and 29 general education credits. In the first year of the programme, students attend general education courses at the College's Oakes Field Campus.

During the second and third years of the programme students attend classes at the Grosvenor Close Campus where the focus is primarily on nursing courses and nursing practice. The final ten months of the programme consists of a supervised clinical internship.



On completion of the degree programme, students are eligible to sit the *Nursing Council of the Bahamas* examination. The Nursing Council is the Statutory Body which regulates the education of nurses and nursing practice in The Bahamas. On passing the Nursing Council examination, the student is entitled to be registered with the Nursing Council and be designated a Registered Nurse or R.N.

As a Registered Nurse, the opportunities for employment and professional development are excellent.

Nurses may work in a variety of settings:

- Clinics
- Hospitals
- Doctor's Offices
- Nursing Schools
- Colleges and Universities
- Schools
- Nursing Homes
- Private Homes
- Hotels and Industries

Facilities

The School of Nursing and Allied Health Professions of the College of The Bahamas is located at the Grosvenor Close Campus, off Shirley Street in downtown Nassau.

The Grosvenor Close Campus has two clinical laboratories, an up-to-date nursing library, computers and a student lounge. In addition, the School of Nursing uses the following facilities to further the clinical learning of its students:

- Princess Margaret Hospital
- Sandilands Rehabilitation Centre
- Rand Memorial Hospital
- Community Health Clinics
- Other health agencies