

Essay Title:

Discuss the development of the nursing as a profession and identify the contemporary Government policies that have influenced the development of the Nursing Associate role



LO1 Discuss the development of the nursing as a profession:

Among the professional medical practitioners the profession of nursing has long emerged as respectable and trustworthy profession that has renowned role in health sciences as they are the most closest to considered professionals to patients (Buchan, 2019). The word Nurse has been derived from the Latin word nuttier, which meaning "to suckle", which originally referred to a wet nurse that has a role in history as they were the ones who would take care and look after people who are ill during the era of 16th century. Therefore, the start of this term and the initiative have aided in the argument of history of origin to Nursing and also the establishment of NHS (National Health Service) in the UK, the health care laws that are present right now, and the development of nursing associates (Health care system, 2018).

During the middle ages the prominence of nursing grew in Europe as Catholic Church also supported the medical treatment as earlier it was not very much accepted by the people. Many advances and discoveries were also prevalent at that time as the new era of contemporary nursing started back then. Because of the impact of contemporary Europe the laws were also reformed in the 10th and 11th centuries, the discipline of Nursing and their associates also grew as several people turned towards the profession of nursing education for their living as a service to humanity and religion. Hospitals were turned into monasteries and other caring units and the sisters who were devoted towards their service for religion turned to serve these monasteries for their cause for humanity (Hunter, 2020).

During the war of Crimean in 1850, the History of Nursing recorded the name of Florence Nightingale who was famous nurse who was kind towards soldiers who got injured during the war, they also helped the authorities to maintain a commitment for nursing and care units as part of health care system. The nurses were recognized as a part of wider healthcare system during these Front-line of conflicts. The

conflicts aroused as the need for adequate cleanliness standards was raised due to infections being spread in form of deadly infections resulted from the wounds. Nightingale was the one who pushed the nursing staff and hospital management for better cleanliness standards while caring for the injured troops who were attacked in the war, resulting in a significant reduction in disease-related fatalities that were caused due to viruses and bacteria's spread due to uncleanliness. Hence the contribution of Nightingale is seen to be revolutionary as it prevented many infections and infection related diseases in 19th and 20th century (Glasper, A., 2018).

In 1860, the founding of the very first Nursing College in London leads to more progress in nursing profession. Due to which number of advanced and more standardized nursing colleges sprung up in Europe, also ensuring that they have adequate knowledge and skills before entering the profession in the field (Buchan, 2019). The nurse registration issue aroused during the Second World War in 1914-1918, as the need of the nurses also became impetus of the treatment of wounded soldiers, the nurses word was commonly used for all type of nurses who were working with doctors and assisted medicinal use. But the word of registered nurses was used for those nurses who were registered with General nursing council. Therefore in 1983 the UKCC (United Kingdom Central council) was set up for registering nurses, mid-wives and health vesting which was based on the principle of taking nursing to official level. The modifications that took place in wake of development and advancement of nursing discipline occurred which led to ceased of its functions and were then taken over by NMC. The NMC is responsible for taking care of nursing registration and ensuring that all the treatments are held under supervision of licensed and registered nurses (nmc.org.uk).

The Nurses are required to register themselves with the NMC (Nursing and midwifery council) before claiming them to be a nurse. Therefore, all the institutions are needed to be registered by NMC and the nurses are considered to be registered nurses only if they have acquired their registration from

NMC (nmc.org.uk). The code is the set value and standard that cannot be reformed and may change and amend with time. The nurses, Nurse associates and midwives as well as matrons are all required to abide by the code of NMC as by registering themselves with the NMC (nmc.org.uk). The nurses and mid-wives are required to proof themselves as registered before treating anyone, or giving care to any patient and if they fail to conform to the code they are eligible for the punishment and expel stated by NMC. The code that is upheld by NMC is considered to play supplementary role in professionalism of nursing and healthcare conduction as it enforces the feedback and satisfaction from customers/patients as well as it promises that the nurse who is registered must abide by all the code acts of NMC (nmc.org.uk). The code also include certain ethics and rules that are needed to be followed by the nurses as they prioritize patients and their well-being, It offers a criteria of code and conduct that deals with quality service and work that ensure cooperation (nmc. org.uk). The NHS was established in 1948 because of the commitment and hard work of individuals who had put their trust and sweat concepts regarding operations services, healthcare, preferred ethics, and society at larger level and community (Hunter, 2020). The objectives that are set high by NHS includes the quality of healthcare and equality in services to all of their patients and customers. The quality is managed and checked under supervision of certain health organizations that aim to improve the quality and safety of their staff and patients. The establishment of NHS is therefore not what others have expected it's rather more improved and static version of itself that is improved through dimensions (Malik, 2018). There are several commercial health services that work collaboratively as an organization to keep check on the quality of the services and distribution of assets being provided to the hospitals, these organizations provide regulation in evaluation and also work with other teams in order to practice professionalism (Buchan, 2019).The National Health Service was established as a result of groundbreaking events in Britain that needed a proper health system that could offer everyone with

required health facilities and services. In 1948, due to untiring efforts and struggle of a group of people who worked for this cause was insufficient and there was need for it to progress which resulted in foundation of NHS (Hunter, 2018). NHS make use of 6C's in their strategy for better healthcare, Nurses are committed to public health, care and social care (nmc.org.uk).

LO2 Identify the contemporary Government policies that have influenced the development of the nursing associate role:

There were strong arguments on how to improve the healthcare system and the study was turned down, as many of its recommendations were not supported by then liberals of that time who were in authoritative position (Pattison and Wainwright, 2015). Therefore, an increasing number of people, most notably were Dr. Benjamin Moore who was a Liverpool physician, started to speak out and act on the revolutionary schemes. Dr. Benjamin ideas were presented in "The Dawn of the Health Age," and he is often credited them with coining of phrase "National Health Service." Finally, his ideas in 1912 took shape the "State Medical Service Association" which was not according to the plan. The concept took momentum when Aneurin Bevan became minister of health and took control over the system in 1945. Bevan started a campaign to create the NHS a strong health system as it now in its current form the project was most often said to be based on three ideas that were expressed by Bevan during the project's debut on July 5, 1948 (Buchan, 2019). These fundamental ideas were based on people's right to the services that could benefit everyone through health for everyone policy rather they afford it or not. In 1948, NHS was anticipated to be one of its first (Mallik, 2018).

NHS is still amid major crisis even today due to its promising history. The affordability of healthcare was not wide and many people were questioning the NHS for its promising goal of providing free health facilities and services to everyone. In 2008, The Care Quality Commission merged the

Healthcare Commission, the Commission for Medication Error Reporting and prevention, and the Mental Health Act Commission to become the Care Quality Commission, which was formerly in charge of healthcare insurance regulation in England are part of these highly regarded organizations that form reforms in order to control the healthcare quality these institutions (Buchan, 2019). The National Service Frameworks were created and planned out by the department of health in 1998 with the goal of improving certain Care units such as diabetes, cancer, cardio-vascular and mental health unit (Lord and Gurbutt, 2018).

The quality outcome frameworks that have been formed in UK are under supervision of Kingdom General practitioner treatment scale, thus they are used for better results of the quality and have been used since then to improve the situation of healthcare units with effect to the improvement (McLaughlin et al., 2020). Therefore this system improvement and ratings are based on how effectively practices don by these institutions are structured which includes; patients' feelings about their operations, the feedback of the services being offered to them and also other services. The Nursing and Midwifery council (NMC) refers to the code of professionalism that suggests the nurses and the midwives need to stick with the license procedure before working and operating in any institution inside UK. The code is divided in four sections that are selected in four topics including; People first, successful practice, ensuring safety, and professional ethics and integrity (Malik, 2018). In 2006, the act of National Health Service was combined with all other organizational laws into a single act, which is considered to be one of the most important acts of legislation. Therefore, the schedule 7 of 2006 act was modified by the social care in 2012 and health act by stating and configuring the requirement of NHS as trustworthy institutions (McLaughlin et al., 2020).

The social care and health care Act of 2012 was never implemented but was reformed long ago as part of legislation, it consists of significant provisions that affect directly the provider organizations that

are responsible for dealing with licensing and deals with NHS trust and foundation trust. The act of 2008 therefore comes under CQC (Care quality commission) that was created by social and health care, therefore the local medical health care providers had to do the registration. The newer responsibilities were imposed in 2014 under the care act which was to put Care Quality commission to work by making them inspect and work on NHS provider organizations in order to fulfill key criteria (McLaughlin et al., 2020, pg. 50). The point of contention is the application of companies' act of 2006 on NHS, in which the chapter 3 of companies' act that states the role of directors and their responsibilities over common directories such as applies to all directors, regardless of their industry (Malik, 2018). The response to "Shape of caring" review's recommendations created a position of NA (Nursing Associate) in London. The position was based on two true objectives, one is to shorten the gap that exists between and the RNs, whereas providing alternate path that comes towards nursing (Lord & Garbutt, 2018). The main aim the objectives are particularly important for UK aged and labor population who are on verge of suffering in today's era around the state. Therefore, the addition of nursing associate nursing team will offer care and treatment to doctors in assisting producers and treatments (McLaughlin et al., 2020).

The gap of nursing in England is being fulfilled by utilizing greater amount of nurses. Therefore, some nursing associates will be able advance towards graduate-level nursing, in addition to having a role as a professional in healthcare units. The RN's will also deal with situations that are professionally tough and have some legal value to the in health sector (Lord and Gurbutt, 2018). From studies it has been evident that the healthcare workforce recently has seen a spark from conventional job boundaries. HCAs have acquired more sophisticated abilities from the feedback in patient care as nurses have taken on more medical responsibility. Therefore, the advancement and government policies towards NA training has provided local and professional opportunities for HCAs as it was never like this before

(Lord and Gurbutt, 2018). Hence, it has been considered a good new addition to the nursing team of a NA as they are often referred to provide treatments in variety of situations (Department of health, 2017). In England, therefore the position is being utilized and regulated by NA and HCA's in order to repute the polices of healthcare system and government planning towards better health system. Some nursing associates also have better chances at flourishing in nursing by their education to graduate-level nursing by acquiring specific skills (Pattison and Wainwright, 2015).

The concentration of Registered nurses is considered to be more complicated for having tougher clinical responsibilities because of intellectual training and courses that they have taken during their education years (McLaughlin et al., 2020). Ethics and reforms within healthcare organizations must be followed by all healthcare practitioners. Ethical values are reforms that are written and put forth by the professionals for better adaptation of nurses for dealing with ethical issues daily. As doctors offer patient care, ethical issues are also likely to arise which are dealt by nurses as they have close connection with the patients (McLaughlin et al., 2020). There can be times when these problems may go against the Code of Ethics or the nurse's ethical views (Icheku, 2017). Nurses are required to be conscious of their own moral character and integrity, as well as the Code of Ethics that regulates their profession. Nurses must have a solid grasp of basic ethical concepts same as others but in more responsible way. They need to stay committed to patient care, and denominating and minimizing the personality culture and traditional norms without staying ethnocentric themselves and have out of box thinking for every problem and issue being raised (Lord and Gurbutt, 2018). They may also act based on the knowledge of how individual's lives, surroundings, and where treatment is provided affect their wellbeing and Health; as they are responsible for keeping their patient highly motivated for the treatment, they may also seek out every chance to better health and avoid the disease; and collaborate with other different healthcare experts and organizations in order to perform their best (Buchan, 2019).

Concluding from all the points and studies mentioned earlier, Nursing is one of the most respectable and professional field with low cost of education that comes with a lot of benefits.

The findings of this research will add to the body of knowledge on the emergence of new nurse jobs in comparable healthcare systems across the world and will influence how nursing can be adopted as one of the best local professions that has professional degree in this field not in England but also around the globe with changing circumstance.



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