INDONESIA NURSES SKILL NEEDS

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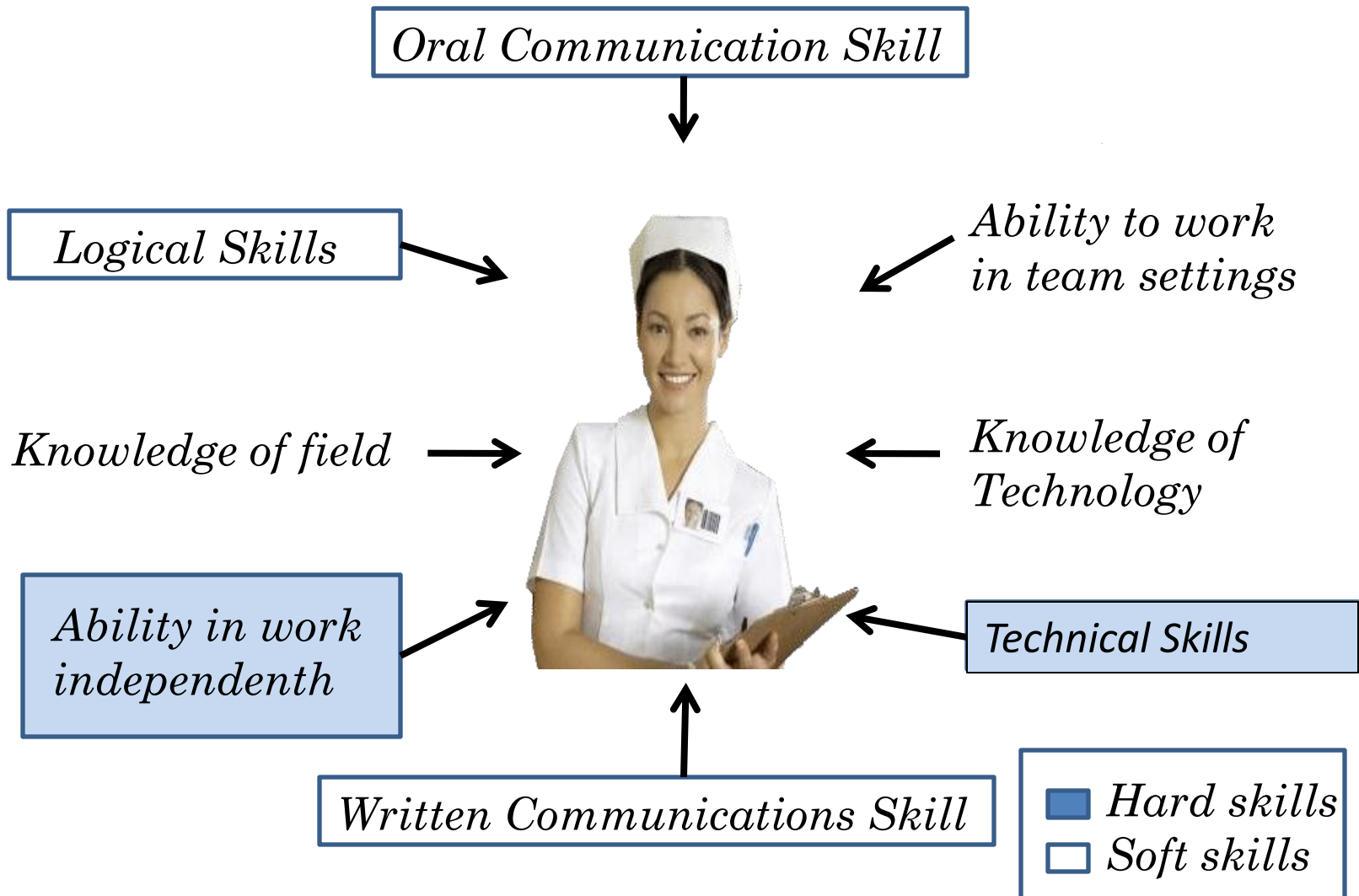
Australian International Education Symposium
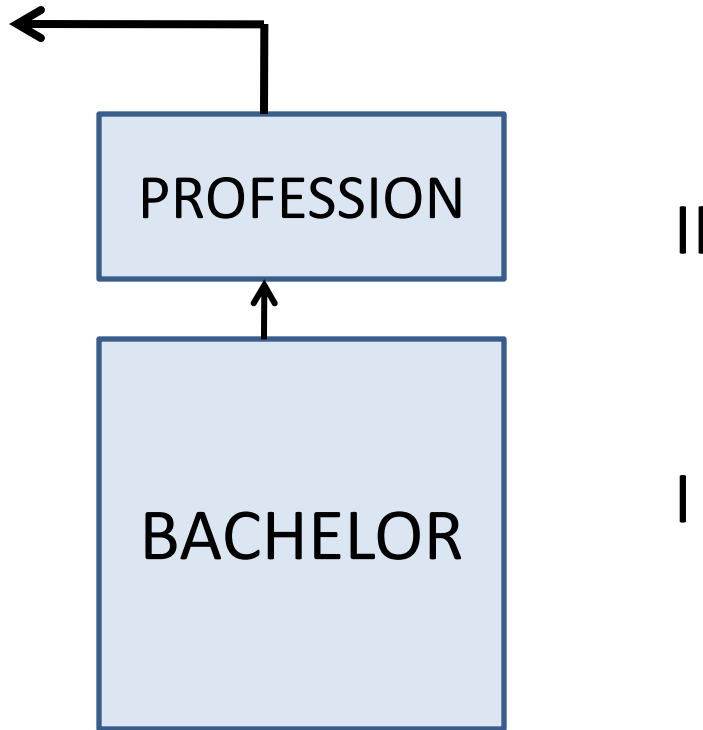
Jakarta, June 13, 2011

NURSE IS PROFESSION

- Declared in 1983 through National workshop
- In the same level with other Health Profession
  (Medical doctor, Dentist, Pharmacist)
- As professional education in tertiary education as first, second and third level degree
- Responsible for professional or science based practice mainly care for holistic human need (bio-psycho-socio-spiritual)
- Skill in intellectual, technical and interpersonal skill

GRADUATE COMPETENCE

Oral Communication Skill

Logical Skills

Ability to work in team settings

Knowledge of field

Knowledge of Technology

Ability in work independenth

Technical Skills

Written Communications Skill

Hard skills
Soft skills

PROFESSIONAL EDUCATION (HEd. Act, 2003)

PROFESSION

PROFESSION

II

BACHELOR

I

Curriculum should based on education principle
The International Bureau of Education UNESCO
(The International Commission on Education for the 21 st Century)

EDUCATION PRINCIPLE
Learning to know
Learning to do
Learning to be
Learning to live together

Life long learning

APPLICATION OF ED. PRINCIPLE IN CURRICULUM

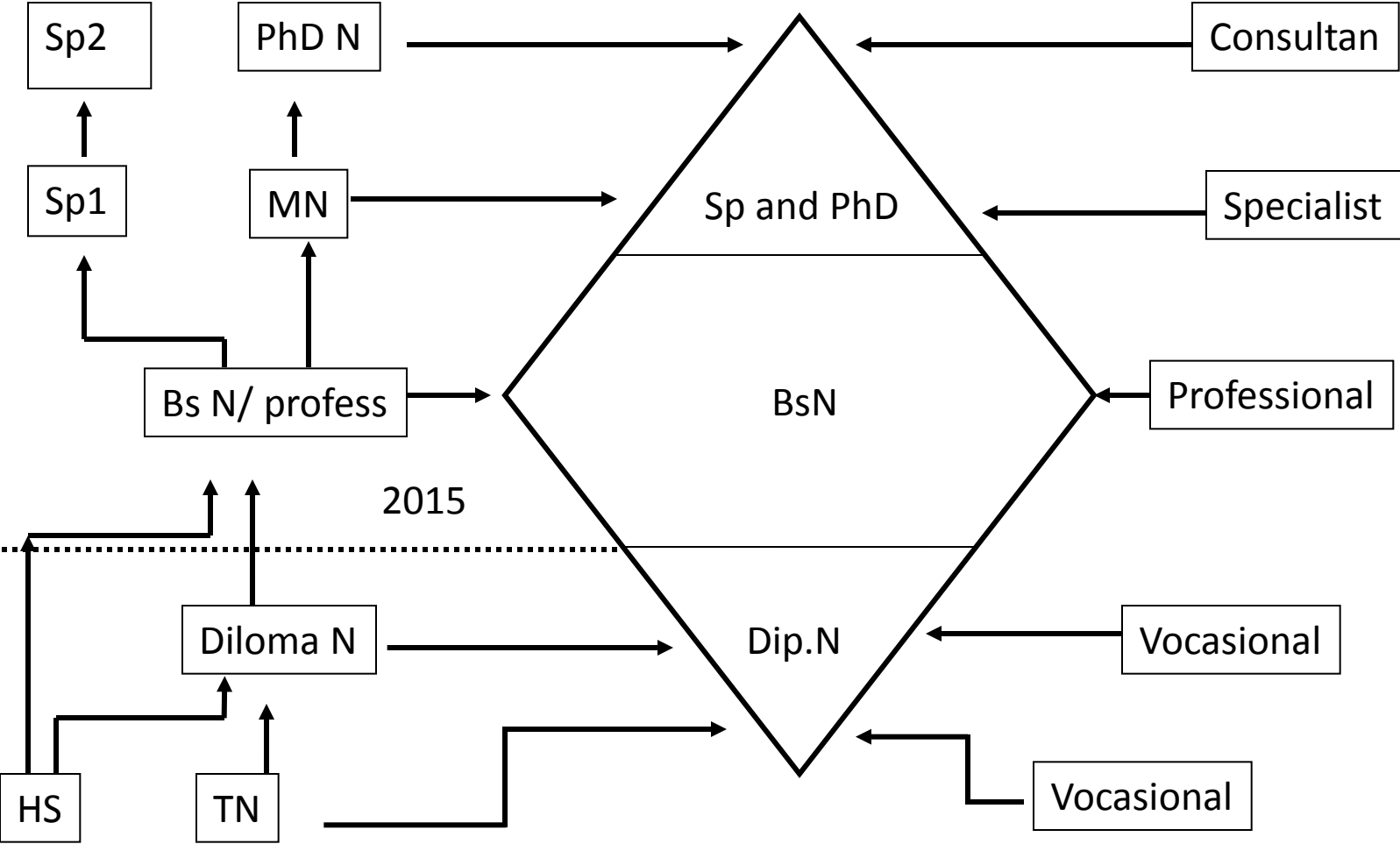| INDUSTRIAL NEEDS	IBE UNESCO	CURRICULLUM
Competence in knowledge and skill • **analysis & synthesis** • **IT/computer** • **managed ambiguity**	*Learning to know*	**KNOWLEDGE , SCIENCE**
• **communication** • **2nd language** • **psychomotor skill**	*Learning to do*	**WORKING SKILL**
Attitude: • **leadership** • **team worki** • **cross culturally**	*Learning to be*	**WORKING ATTITUDE**
Knowledge of work characteristics •**Skill full and work ethically** • **globalization orientation** • **flexible for alternative work**	*Learning to live together*	**SOFT SKILL**
		PERSONALITY DEVT.

GRADUATE ⬅➡ STAKEHOLDERS
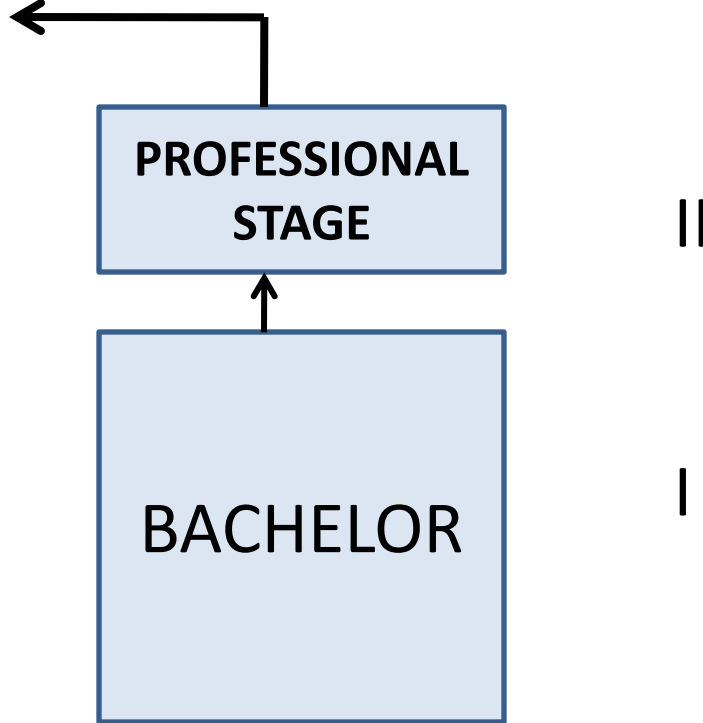
Graduate should answer professional and stakeholders need

- *societal needs*
- *industrial needs*
- *professional needs*
- *scientific vision*
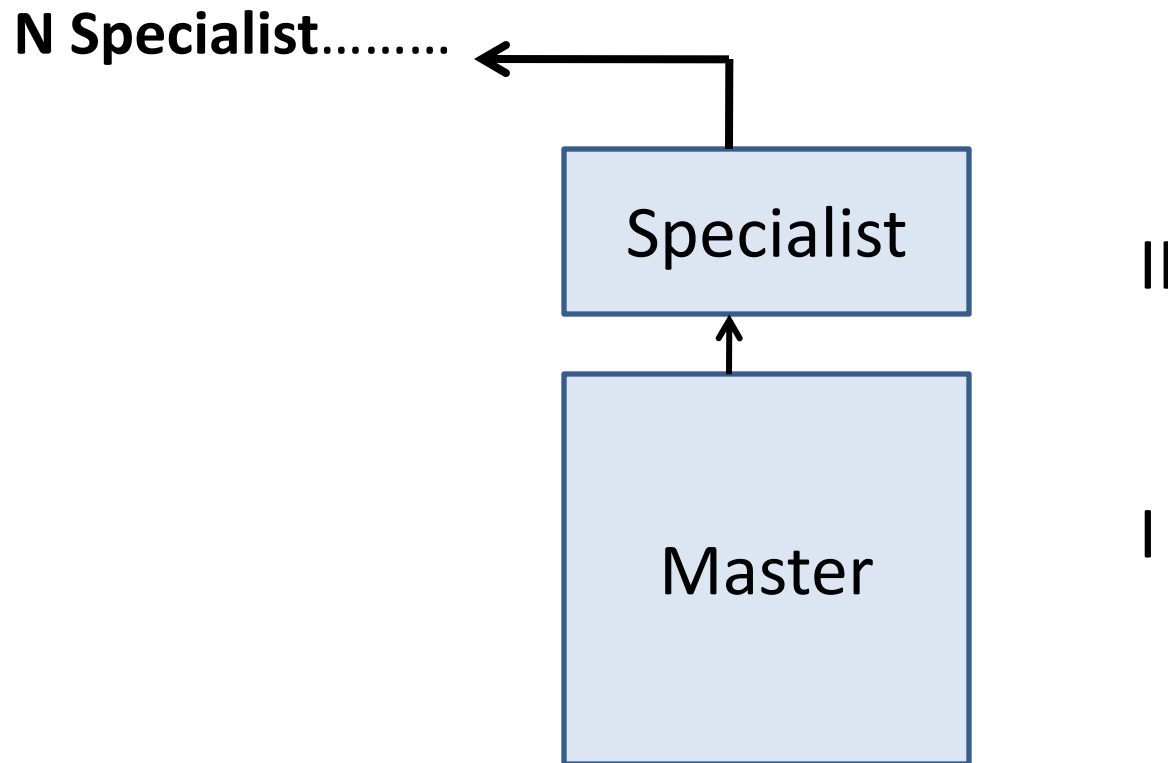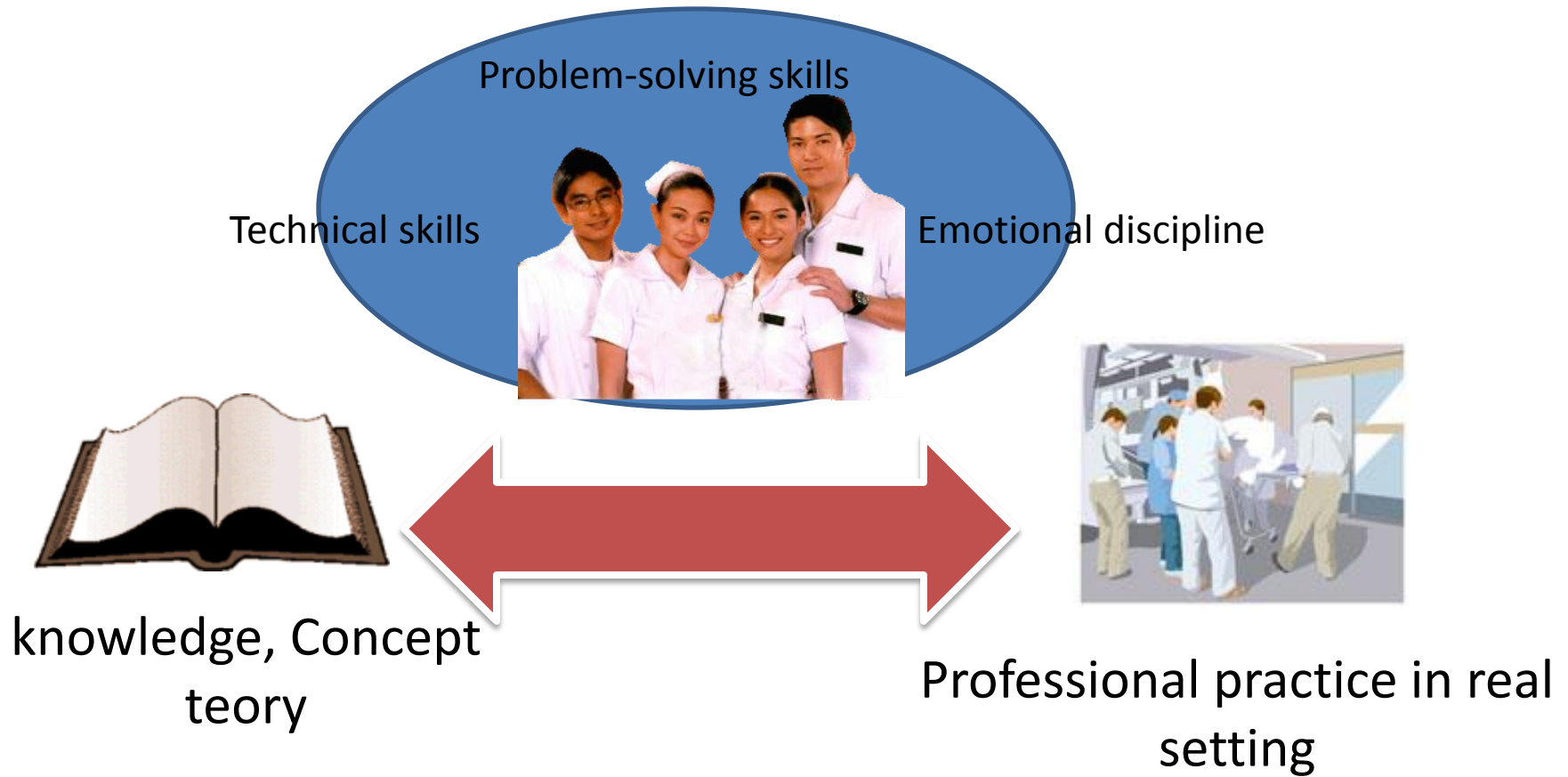
INDONESIA NURSING EDUCATION AND WORKFORCE

Sp2	PhD N	→ Sp and PhD ←	Consultan
Sp1	MN	→	Specialist
	Bs N/ profess	BsN ←	Professional
		2015	
	Diloma N	Dip.N ←	Vocasional
HS	TN	→	Vocasional

Diagram: A diamond divided into three horizontal sections labeled "Sp and PhD" (top), "BsN" (middle), and "Dip.N" (bottom).

Left side boxes pointing into the diamond: PhD N → (Sp and PhD), MN → , Bs N/ profess → (BsN), Diloma N → (Dip.N), and arrows from lower boxes → (Dip.N).

Right side boxes pointing into the diamond: Consultan ←, Specialist ←, Professional ←, Vocasional ←, Vocasional ←.

Progression boxes on the far left: Sp2 ← Sp1 ← Bs N/ profess; MN ← Bs N/ profess; Bs N/ profess ← HS/TN via Diloma N.

A dotted horizontal line labeled "2015" crosses the diagram.

BACHELOR IN NURSING

Professional Nurse
(BsN)

PROFESSIONAL STAGE

II

BACHELOR

I

EDUCATION SYSTEM NURSE SPECIALIST

N Specialist........

Specialist

II

Master

I

PROFESSIONAL LEARNING

Problem-solving skills

Technical skills

Emotional discipline

knowledge, Concept teory

Professional practice in real setting

DOMAIN and SKILLS

COGNITIVE
Decision-making
Judgment
Problem-solving

NURSING

PSYCHOMOTOR
Technical or
Procedural skills

AFFECTIVE
Empathy
Communication
Interpersonal skill

TEACHING LEARNING FACILITIES

- Classroom and the AVA

- Library: books, journals, e-book, e-journals, CD and video containing technical skill and nurse performance

- Laboratory: basic science, basic medical science, nursing skill laboratory

- Computers, including   software on Nursing Management information system

- Field practice, hospitals, public health, clinics and community

LEARNING AND PRACTICE in REAL SETTING

- Bed side, provide direct patient care to learn and practice communication skill, technical skill and problem solving skill
- Nursing care skill (science based nursing care)
- Nursing service management skill in unit, organization and health care institution
- Case study, discuss patient case and related problems
- Seminars, to present cases and management
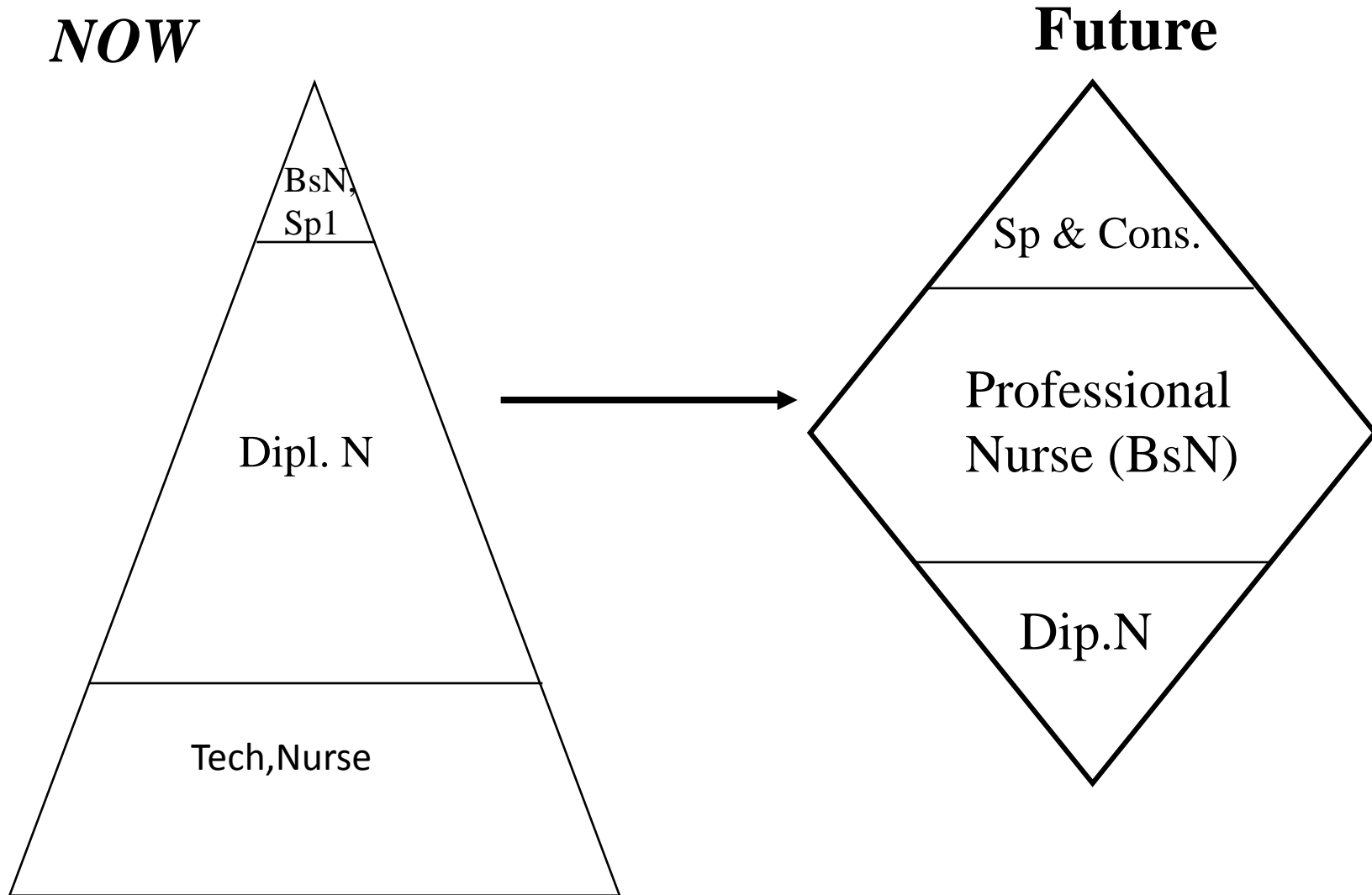- Nursing research

SUPPORT NEEDED

- PROFESSIONAL DEVELOPMENT
- OPPORTUNITY TO PRACTICE AS PROFESSION/ PROFESSIONAL
  - NURSING ACT
  - NURSING COUNCIL/ BOARD
  - CREDENTIALING
  - OTONOM BODY TO REGULATE NURSES

SUPPORT NEEDED

- Qualified staff as mentor or perceptor in field practice site

- Role model in professional nursing practice

- Field practice area mainly hospital for practicing professional nursing care

- Implementation of management information system in nursing

- Native speakers for communication in English specially for Nursing English course

NURSE WORKFORCE INDONESIA

NOW

Future

BsN, Sp1

Dipl. N

Tech,Nurse

Sp & Cons.

Professional Nurse (BsN)

Dip.N

Thank you