

Allentown Hospital Association, Annual Report of the Nursing Department, 1964

Lehigh Valley Health Network

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ALLENTOWN HOSPITAL ASSOCIATION
ANNUAL REPORT OF THE NURSING DEPARTMENT

July 1, 1963 - June 30, 1964

Mr. President, members, and friends of the Allentown Hospital Association, it is again my privilege to report to you on the activities and accomplishments of the Nursing Department during the past fiscal year.

Securing, training, and retaining an adequate number of personnel continues to be our biggest problem. Marriage, pregnancy, and moving from the area seem to account for most resignations from the professional and practical nursing groups; however, two of the seven persons with Master's degrees from our administration and teaching staff (the Assistant Director of In-Service Education and Coordinator of Medical and Surgical Nursing Instruction) left to take positions which offered more money. Each reputedly started at a minimum salary some 33% higher than their maximum salary at this Hospital. We have been unable to fill either of these positions.

We also have two Head Nurse vacancies unfilled. Nurses with adequate experience for these positions do not seem willing to assume the responsibilities involved for only \$30.00 a month more than they would receive as a general staff nurse. I am pleased to report, however, that as of June 1, 1964 we had only one less full-time registered nurse on our staff than we had one year ago (196--197); and we had 85, or 12 more, part-time R.N.'s than we had one year ago. We also have five more full-time practical nurses than we had one year ago (49--44).

Forty of our nursing personnel (11 faculty and 29 nursing service) were enrolled in colleges or universities for part-time study during the past year.

Mrs. Anne Okal Winkler, Assistant Director of the School of Nursing, received her Doctor of Education degree from Lehigh University in the fall of 1963. Dr. Winkler is not only the first graduate of the School of Nursing to receive her Doctor of

Education degree, but she is also the first woman to receive such a degree from Lehigh University.

Many of our administrative and teaching staff have had the opportunity to attend workshops and institutes on nursing service and nursing education during the past year. Several such meetings were financed through short term trainingships from the United States Public Health Service and others were paid for out of the Hospital budget. These meetings have been most stimulating and have helped to keep everyone abreast of developments in nursing.

Our present enrollment in the School of Nursing is 155, and we have accepted a class of 105 for August 1964. From the standpoint of academic and personal qualifications, this seems to be an exceptionally good class.

In July of 1963, but since the last annual meeting, the School of Nursing received approval for a six-year period from the National League for Nursing. This is the maximum time for which approval can be given by this agency.

Some of the specific changes and accomplishments in the Nursing Department during the past year are:

1. Written patient reports from each unit are now sent to the Nursing Office at the end of each eight-hour shift. These reports are instrumental in helping the Director of Nursing and Associate Director of Nursing evaluate both nursing care and personnel performance, and saves much time of the supervisors who formerly did all reporting orally.
2. All patients with decubitus ulcers are now being checked weekly by the Associate Director of Nursing Service. Special routines have been developed in an effort to prevent and/or promote healing of these ulcers.
3. Several nursing procedures were revised and simplified.
4. Room 200 is now being used for the overnight observation of patients for whom hospital admission is considered questionable. Such practice not only frees beds for other patients but eliminates considerable work for the nursing staff, and prevents patients on wards being unnecessarily disturbed during the night hours.

5. Nursing aides and volunteers assisting with nursing care are now being taught to do nursing procedures by the Fundamentals of Nursing (Nursing Arts) Coordinator and Instructors. This change provides for uniformity of teaching of all personnel giving nursing care and for a more thorough orientation of both aides and volunteers.
6. Several changes have been made in environment, types of equipment, and supplies which have served to expedite and improve patient care and enhance personnels' morale. These include disposable needles; bedside rails which raise and lower easily; overbed tables for patients; drawsheets; re-modeled medicine closets, utility rooms, and nurses' stations; wheelchairs; and stock and emergency drugs on all floors.
7. Four changes have been made in the curriculum which it is felt not only provides for more effective learning experiences, but also permits students to make greater contribution to patient care. These are increased hours of clinical instruction during the first nine months of the program; two weeks' experience in the psychiatric unit; a two weeks' experience in the Physical Medicine Department; and one week of afternoon experience in the Out-Patient and Emergency Department during which time they have experience dealing with emergency conditions and situations.

RECOMMENDATIONS FOR THE FUTURE

Recommendations of the Director of Nursing for the coming year are as follows:


1. That continued attention be given to selection of functional equipment and supplies and to the improvement of environmental aspects of nursing units.
2. That consideration be given to greater salary differentials for personnel at the level of Assistant Head Nurse and above over that paid to general staff nurses.
3. That nursing administration utilize the services of consultants from industry and/or the N.L.N. for evaluating some of the methods and practices being used in the Nursing Department.

WORDS OF APPRECIATION

In closing, I should like to say that it has been a challenge and pleasure to serve as your Director of Nursing this past year. I should also like to express my appreciation to the Board of Trustees, the Hospital Administrator, and Assistant

Hospital Administrator for their support and confidence; to the several volunteer groups for their valuable contribution to nursing service, to the Medical Director and Medical Staff for their advice in many matters and for their invaluable assistance in teaching both students and nursing service personnel; to the Associate and Assistant Director of the School of Nursing and faculty for their cooperation and help in providing a good educational program; and to the Associate and Assistant Director of Nursing Service, Supervisors, Head Nurses, and all Nursing Service personnel for their cooperation and effort toward giving the best possible nursing care.

Respectfully submitted,



Laura E. Baughn
Director of Nursing