

# **A Study on the Status Quo of Modern Community Nurses and the Improvement of Their Professional Qualities from the Perspective of "Healthy China"**

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## **Abstract**

The introduction of the "healthy China 2030" plan is bound to bring about a surge in the demand for community nurses, and the workplace, working style and functions of community nurses have changed to some extent, which also put forward higher requirements on the professional quality of community nurses. This paper summarizes the characteristics of community nurses' work under the new situation, finds out the shortcomings of community nurses' work at present, and puts forward some Suggestions on the professional qualities of new community nurses that need to be improved.

## **Keywords**

**Community care; Community nurses; Professional quality; Healthy China.**

## **1. Introduction**

Community nurses aim to promote and maintain the health of people in the community. The role of the nurse in the community is obvious, that is, in different places in the community, for different groups of people, to carry out a variety of forms and functions, both independent and with other professional cooperation of nursing work. According to the "healthy China 2030" plan, we will strengthen the building of continuing medical institutions for rehabilitation, senile diseases, long-term care, chronic disease management, and hospice care. By 2030, the 15-minute basic medical and health service circle will be basically formed, and the number of registered nurses per thousand permanent residents will reach 4.7 [1]. This request is bound to bring about a surge in demand for community nurses. With the continuous improvement of community residents' requirements for nearby medical care, as well as the proposal of the new old-age care model of "combining medical care with nursing care", the workplace, working style and working function of community nurses have changed to some extent, which also put forward higher requirements on the professional quality of community nurses.

## **2. Characteristics of the new community nurse**

### **2.1 Workplace diversity**

According to the "healthy China 2030" plan, efforts will be made to build a medical and health service system for the elderly and extend medical and health services to communities and families. We will improve the cooperation mechanism between medical and health institutions and old-age care institutions, and support them in providing medical services. Doctors are encouraged to use their spare time or retired doctors to practice in primary medical and health institutions or set up studios [1]. This series of planning makes the workplace of new community nurses have diversified characteristics. Community nurses used to work most often in community health centers, but now and for a long time to come, community nurses can expand their workplace to elderly care communities, residents' families, elderly care institutions and private studios. It will be the norm for a community nurse to work in different places at different times. Diversity in the workplace means community nurses have the opportunity to communicate with many different people, which puts higher requirements on interpersonal communication skills of community nurses.

## **2.2 Work in a variety of ways**

With the development of "Internet + medical care", telemedicine is in full swing. As a part of telemedicine, telemedicine is gradually popularized in community nursing. Remote nursing refers to the transmission of data, text, video audio, image and other forms through electronic communication technology in nursing practice to provide remote service objects with medical monitoring, nursing guidance, training, family health care and other services [2]. Compared with traditional "face to face" nursing, remote nursing on the one hand improves the work efficiency of community nurses and reduces labor intensity. On the other hand, it saves part of the time and expense of the old, young, sick and disabled patients, and extends the time for the patients to stay at home and improve the comfort level. In addition, remote nursing has no time and geographical restrictions, and patients can always seek help or receive services from community nurses, which greatly enhances the sense of security of patients. However, the diversity of working methods also brings many restrictions, such as the hardware facilities in the workplace, patients' trust in remote nursing, patients' education and economic level, as well as community nurses' communication and professional level, which greatly restrict the diversification of working methods.

## **2.3 Diversity of job functions**

Specific health care work in the community, such as patient evaluation, injection, dressing change, intravenous injection, intubation, recording and so on is still an important part of the community nurse's work. And hospital nurses, on publicity and education to patients and their families, to accept patients and family members of the advisory, key crowd health guidance, protecting the rights of patients to enjoy the medical and health care and nursing management of community residents, the job function also is crucial, also occupies the community nurses a lot of time and energy. In addition, planned immunization and vaccination, infectious disease prevention and control are also within the responsibility of community nurses. Therefore, this puts forward higher quality requirements for community nurses.

## **3. The deficiency of community nurses**

### **3.1 Lack of professional knowledge and practical ability**

Community nursing personnel training system in our country at present has not yet been built, the community nurses' cultural level is uneven, a large number of community nurses have only technical secondary school, junior college and higher vocational education, during the period of school learning community nursing courses, or without community nursing training in the community nursing work, lack of professional knowledge, practical ability, part of the community nurses cannot achieve common nursing practice operations, or can't independent nursing process. Therefore, community residents have a poor sense of trust in community nurses and are unwilling to engage in medical activities in community health service institutions.

### **3.2 Poor interpersonal communication skills**

Some nursing staff are not good at communicating with others due to personality reasons; Some nursing staff have no professional identity, do not work, do not want to communicate with the community residents; A part of nursing staff because of the grass-roots title promotion mechanism is not sound, lost their enthusiasm for work.

### **3.3 Lack of professional identity and sense of responsibility**

In their work, some community nurses found that the community residents had insufficient trust in community medical care, misunderstood community nursing and did not respect community nurses, so it was difficult to find a sense of accomplishment in patients. After entering the community, some nursing staff did not receive community nursing training and were unfamiliar with the work they would be engaged in. After carrying out the work, they found that there was a big gap between the reality and the ideal, and their values and professional beliefs were impacted, so they did not have

professional identity and went slow. As time goes by, community nurses reduce their requirements on themselves and lack the sense of responsibility [3].

### **3.4 Insufficient scientific research capacity**

Research shows that highly educated nursing staff have stronger scientific research ability, a stronger desire to actively seek knowledge, and a stronger scientific research reserve (investigation and analysis on the current research ability of community backbone nurses). In addition, with the promotion of professional title, clinical comprehensive ability and scientific research ability have improved. However, at present, the education background of community nurses is generally low, mainly in technical secondary school, junior college and higher vocational school. Moreover, the promotion mechanism of professional title of grassroots nurses is not perfect, and many grassroots nurses have no promotion opportunities. Therefore, the lack of scientific research reserve and poor scientific research initiative lead to the general lack of scientific research ability of community nurses. In addition, the daily work of community service agencies is trivial and onerous, and the lack of scientific research conditions is also an important reason for restricting community nurses to engage in scientific research.

## **4. Improve the professional quality of community nurses**

At present, the training system of community nursing talents in many developed countries has been very perfect, forming a training system mainly in the form of higher education and continuing education after graduation. The average degree of community nurses has reached the level of bachelor and master [4]. China's community nursing started late, talent training system has not been established, the overall quality of community nurses is low, so in the new situation to improve the professional quality of community nurses has become an urgent problem to be solved.

### **4.1 Improve professional knowledge and practical ability**

Community nurses need to face the elderly, infants and women in the majority of patients, disease types are diverse. Common diseases of the elderly in the community include hypertension, coronary heart disease, diabetes, hyperlipidemia, chronic bronchitis and other chronic diseases, oral diseases and mental and neurological diseases. Common diseases in infants include fever, cold, diarrhea, pneumonia, trauma, allergic diseases, hand-foot-mouth disease and other infectious diseases. Women's common diseases include gynecological inflammation, menstrual disorders, gynecologic tumors, pregnancy diseases, and so on. And community nurses often have to deal with trauma, first-aid emergencies, and patients recovering from injuries. Community nurses should not only master the nursing of common diseases, but also make basic judgments on diseases that cannot be dealt with by the community and make timely referrals so as not to delay the illness. Community nurses should comprehensively and solidly master the diagnosis, treatment and nursing knowledge of common diseases in the community, the knowledge of prevention and treatment of infectious diseases, as well as the knowledge of immunization planning and vaccination, and have good practical operation ability.

### **4.2 Improve interpersonal communication skills**

Under the new situation, the workplace, working style and working functions of the new community nurses are becoming increasingly diverse, which makes the community nurses must have good interpersonal communication skills. When communicating with patients, he/she can quickly and effectively ask for and understand the patient's description, and explain his/her condition and treatment to the patient and his/her family members in plain language, so as to gain the trust of the patient and his/her family members. When communicating with doctors, he/she can exchange professional knowledge with doctors, cooperate with doctors to carry out diagnosis and treatment, and report the patient's situation to doctors timely and accurately. When carrying out propaganda and guidance, it can form a certain rallying point among the community residents and realize effective propaganda and guidance of disease prevention and control, vaccination and family planning. In the

development of remote nursing, the Internet technology can be used to achieve barrier-free communication between doctors and patients, doctors and nurses, and nurses and nurses.

#### **4.3 Improve community nursing ethics**

Community nursing ethics refers to the community nurses in community nursing activities, the correct handling of the relationship between the individual and others, the community between the code of conduct and norms. In the community nursing work, should do the following: 1. Community nurses should have a higher level of moral accomplishment, regardless of the attitude of the other side, should treat each other politely. Treat every patient with respect and equality. Patients should enjoy equal access to basic medical care regardless of their location, social status or economic status. 3. Work hard and be sincere. Unlike the treatment and surgery in the hospital can be immediately effective, often a long time of hard work is difficult to take effect, in the work even met with cold words, do not cooperate. Therefore, community protection should not for fame and wealth, not for the purpose of the report, seriously and earnestly do a good job in every work, try to dedication. 4. Be self-disciplined and responsible. Community nurses should strictly enforce rules and regulations and take every little thing seriously. If the vaccine injection should be timely, do not miss; All treatment measures should strictly follow the operating procedures and aseptic principles to avoid infection or cross infection. When you go out to carry out tasks alone, you should have the spirit of caution. Under no supervision, you can still do every job according to the policies and norms. You should not cut corners or falsify data. Keep your promise and serve on time. Patients in family beds are decentralized. No matter it is windy and rainy, or conflict with personal affairs, community nurses should take the interests of patients as the most important, keep their promise, visit on time, on time for the patient treatment and care. If you cannot arrive on time due to special reasons, you should inform the patient by phone or arrange others to come. 6. Pay attention to confidentiality and be discreet in words and deeds. Community nurses often go deep into the patient's family, to understand the patient's family situation, economic situation, personal privacy should be kept secret, can not speak randomly, more can not participate in the internal contradictions of the patient's family. To the patient and family personnel put forward the question, the answer should be timely, accurate, concise, simple and easy to understand, can not pretend to understand, or because of careless words and cause unnecessary misunderstanding and entanglement, even to the patient to bring unnecessary harm. 7. Have clear goals and be consistent. Door-to-door service for patients, community nurses should carefully hand over the shift, encounter patients have something to go out, should be another time to timely repair and nursing; To the patient that does not have expression ability, after finishing nursing job, should leave a message to communicate to patient family member, fight for family member to cooperate with family member collaboration jointly, benefit patient recovers at an early date. 8. Focus on social benefits. Economic interest is an important factor affecting the development of community health services. Only by taking social benefit as the main factor and economic interest as the supplement, correctly grasping and reasonably handling the relationship of various economic interests, and striving for understanding and support from various aspects, can the community health services be developed and improved.

#### **4.4 Improve nursing research ability**

Nursing research is an important part of the ability of nursing workers, as community nurses, to continue to study, improve their nursing research reserves; Improve scientific research consciousness in daily work, apply scientific research thinking to find breakthroughs, combine scientific research with work, and promote the common progress of both; Strengthen academic exchanges between colleagues and grassroots health institutions and hospitals, and constantly learn from each other to find inspiration for scientific research.

## 5. Suggestions on improving the professional quality of community nurses

### 5.1 Improve the training mode of community nurses

According to China's national conditions and the current needs of continuing to develop urban community health, the cultivation of community nursing personnel in China can take a variety of ways: school training, setting up community nursing specialty, on-the-job training and transformation of hospital nursing personnel. Nursing professional compression proportion of secondary school, expand the proportion of undergraduate, junior college, training high-quality nursing personnel. Community nursing is widely offered in medical colleges and universities, and the curriculum setting refers to the relatively mature training mode of community nursing talents in developed countries to establish and standardize community practice bases. To ensure the smooth connection between community teaching and community practice, nursing students should arrange community nursing practice for at least two months before graduation. On-the-job and the transformation of the hospital nursing staff must accept community systematically the relevant theoretical knowledge and nursing skills training and practice, to comprehensively improve the level of community nursing workers of community nursing and actual work ability, and to develop comprehensive quality, to adapt to the social hygiene service post needs and the development of modern nursing needs, is an effective way of training.

### 5.2 Encourage community nurses to engage in scientific research

Community nursing managers should provide support, select appropriate talents for further scientific research, define the objectives of scientific research training according to the hierarchical ability training model, and learn targeted courses of scientific research ability, so as to improve the scientific research ability of community backbone nurses in stages and continuously. Nursing managers can also encourage community nurses to participate in scientific research through incentive policies, strengthen the links between different hospitals, and create a scientific research platform for community nursing staff to conduct regular and effective interactive evaluation [5].

### 5.3 Improve work satisfaction of community nurses

A sound performance appraisal mechanism, good salary treatment, fair evaluation and selection mechanism, and a standardized rank promotion system can effectively improve the job satisfaction of nurses [6]. The above measures can mobilize the enthusiasm and initiative of nurses, is conducive to enhance the sense of competition of nurses, improve the sense of responsibility and honor.

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