

Nurse staff as a directive in hospitals

Opinion

This year 2020 is the time to break paradigms and start with a new cycle. I do not fail to mention that the first days of January in the field of health are of particular importance in the Mexican country, as the National Day of nurse.

Nursing is a profession that has suffered from the public stereotype for a long time. Same that has been seen as a predominantly feminine profession, contingent on the indications of the medical body. Despite the changes at the global level, the level of involvement and participation in administrative decisions require that you turn your gaze and accept that the role of nursing can occupy managerial positions in the Health Institutions.

It is undeniable that radical changes are happening at the global level; in the field of nursing is no exception.

I would sow doubt by reflecting on the following. The nursing staff, unlike the curriculum of the medical professional, is made up of knowledge in administration and management, notwithstanding the above the question would lie, why does the nursing staff; do not hold managerial positions, with the same frequency as medical staff?

To run a medical unit regardless of the level of complexity requires certain essential conditions. I agree that clinical judgment is essential, but it is even more so to have management, administrative and organizational skills. These skills are more developed in the nursing professional than in the medical profession.

In the study conducted by Oliveira, he demonstrates how the profile and skills developed after pursuing a postgraduate degree in administration, are comparable to those developed by doctors.¹

Every medical unit for proper administration requires proper strategic thinking,² which, at the health context level, requires three things in particular:

- Political management – Defined in this context as the ability to manage the particular ideologies and interests of groups or people, in order to achieve the goals sought.
- Technical Knowledge – Understands the various forms of knowledge, both in areas of health, as well as administration and human resources. Under analytical perspective.
- Financial knowledge – To set up models of economic sustainability for the organization.

Despite the above, the most commonly hired Manager for these positions are Administrators and Physicians with administrative training, in more than 97% of cases. However, there are already health units wholly managed by well-performing nurses.^{3,4} Conclusion those

Volume 7 Issue 1 - 2020

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Received: December 09, 2019 | **Published:** January 21, 2020

angels in white, as identified by many of the patients I have had the pleasure of caring for, continue to be the largest group in hospitals. Same that they have gradually scaled administrative levels to the master's level or even doctorates and postdoctoral. However, they have not been opened up to the elite of Medical Unit Managers with equal opportunity, as doctors or administrators. Let us hope that this situation in the coming months will be solved and the opportunities will be comparable, taking as a basic criterion, the management competencies and work team as the base of the progress.⁵

Funding

None.

Acknowledgments

None.

Conflicts of interests

The authors have no conflicts of interest to declare.

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