



Deputy Matron, Makeni

Can you give me any examples of how using the library has impacted on your work?

As the nurse manager, immediately from school I don't have that basic training on how to manage people. You understand. But now, being that I have been reading a lot of books on my own, and we being having a library within the hospital and I found that there are a lot of book in the library which has to do with management, how to lead, how to motivate others, and of course how to mentor. And so I think it is so interesting, and it is keeping me busy, it is capacitating me for me to lead the people that I am serving.

Can you give any specific example of something you have read which you have practised?

My day to day work is more of preceptorship. There is a book in this library that I got so much titled Managing Management Potentials. That book when you look at it, honestly you see a true picture of the hospital, and how as a nurse manager you should go about doing your roles. And then I think managing people is not always about forcing, forcing, forcing the work. When you read that book, it is going to tell you that some time the people that you are leading have issues, so even though you are forcing for things to happen, if things are not happening I think the best thing to do is to call them on board, talk to them one to one, and from there you will know what is exactly is wrong with them, and from there you will know how to go about doing your work as a nurse manager. Then also, preceptorship, because in there you are nurse manager you have to have the knowledge, have the skills, you have to have what it takes for you to mentor people because you are there to tell, mostly the new staff that are new to the hospital. Because they are new staff we are expecting a lot from them at times they are from school, they don't have that experience in the hospital, so I think that comes in our role to mentor them, so that they build their confidence in terms of their work.

Have you seen any differences in the nurses when you have implemented these things?

Yes, very big changes because now that they know they have people around them to mentor them, they are confident in what they are doing. And if there is anything that they don't know they know that they don't have to be shy, they have preceptors, they have people around them that they have to ask, so that they give them the necessary knowledge and skills that they as nurses should know. How to go about using certain equipment in the hospital.

Do those changes impact on patient care?

Because now, even without the medical officer sending a nurse to give patient oxygen, they know that with this condition obviously this patient needs oxygen, so they will give, because through our mentoring they know that when someone is distressed, when someone is having an SPO2 of less than 90 they know that this person needs oxygen, so they don't have to wait for the officer to write it, they can go ahead and do what they are supposed to do.