

Strategies Enhancing Autonomy in Nursing

Prevyzi Evangelia*

Director of the Public Vocational Training Institute "Tzaneio", Tzaneio General Hospital of Piraeus, Greece

***Corresponding Author:** Prevyzi Evangelia, Director of the Public Vocational Training Institute "Tzaneio", Tzaneio General Hospital of Piraeus, Greece.

Received: February 26, 2022; **Published:** March 31, 2022

Introduction

Nursing autonomy is the ability of the nurse to perform his duties in an autonomous manner, in accordance with the law, ethics and ethics of the nursing science. Autonomy is a strong motivator, resulting in the provision of high quality nursing care. Strategies to strengthen autonomy, it is necessary to be an important concern of leadership, as this way nurses experience professional and personal satisfaction.

Aim of the Study

The aim of the study was to explore strategies for enhancing nursing autonomy.

Methodology

The methodology followed included a search for review and research studies and drawn from electronic databases (Pubmed, Medline, Cochrane, Iatrotek), on strategies to enhance nursing autonomy, during the period 2010 - 2021.

Results

General about autonomy

Autonomy in nursing is achieved when the nurse has the freedom and responsibility to make decisions based on scientific data, according to Menezes, *et al* [1].

Also, Skar R, studying the importance of autonomy in nursing through the experience of nurses, points out that the acquisition of autonomy is essential for the promotion of nursing. It focuses on the need to develop specialized roles in nursing, due to the rapid development of science [2].

A research conducted at European level on ICU nurses, for their level of autonomy, by Papathanassoglou, *et al.* proved that: a) autonomy is the key to successful results in the quality of patient care, b) the low level of autonomy is related to the increased frequency and increase of nurses' discomfort and c) to the low level of cooperation between nurses and doctors [3].

Clarification of the role of the nurse

The researchers Silva, *et al.* move on to the need to implement specific strategies to promote autonomy. They observe that the clarification of the role of the nurse and the expected results from his work, depending on his education, is an essential step for his autonomy and ensuring a healthy and safe environment [4,5].

Nursing process

In a study conducted by Mendes, *et al.* on the current dynamics of nursing, through presentations of nurses, they found that the integration of knowledge of the nursing process in clinical practice was a cornerstone of autonomy [5-7].

The qualified nurses mentioned that the nursing process is one of the most essential pillars of support for their professional identity and autonomy, since through its application in daily practice they feel safe [5-8].

Recognition and reward

Recognizing and rewarding autonomous nursing practice, as reported by Tang, *et al.* is an important strategy for strengthening autonomy. No nursing diagnosis is the systematization of clinical nursing evaluation performed by nurses on an ongoing basis and is the basis for making and implementing clinical nursing decisions, as they report. Its implementation implies enhancement of the autonomy and responsibility of the nurses, since it contributes to their recognition and reward [8,9].

Providing administrative support

The provision of administrative support for the exercise of autonomy is essential. The leader of the nursing service at any level of hierarchy, no matter where he is, is required to facilitate and support nurses, according to Babatsikou, *et al.* and Gogos, by ensuring perfect mechanical equipment, by minimizing bureaucracy, by using dialogue and respect for subordinates. With training programs aimed at developing skills based on international guidelines and protocols [10,11].

Creating a learning environment

Enhancing autonomy through the creation of a learning environment, by providing training opportunities, are strategies related to increasing the degree of autonomy of nurses, according to Prevyzi, *et al.* and Gerogianni, *et al.* Even with in-service training programs, depending on: the basic training of the members of the nursing team, by methods appropriate to their generation (electronic form of training, written through notes, or in the form of seminars or special courses). Lifelong training for evidence-based nursing should be provided by training offices, or with programs of focused interest practical facilitation and moral encouragement at all levels of the nursing hierarchy. Launching measures for continuing nursing education through: postgraduate programs, interdisciplinary seminars and conferences, participation in research projects [12,13].

Motivation to participate in decision making

Motivation to participate in decision making is another strategy to strengthen autonomy, such as: Participation in organizing committees, participation in working groups, participation in research groups. Studies conducted by Parizad, *et al.*, Penconek, *et al.* and Tang, *et al.* showed that working conditions would be better if they had more autonomy in decision making [5,8,9].

Providing incentives

Autonomy is a strong motivator for nurses as it is related to job satisfaction and has been linked to better collaboration between interdisciplinary team members, with increased respect and recognition according to Parizad, *et al.*, Penconek, *et al.* and Tang, *et al.* When nurses are in an environment of enhanced autonomy there is a negative correlation with work stress and burnout. It is also no coincidence that encouragement to participate in decision-making and innovative ideas has been associated with lower mortality rates and higher levels of quality nursing care [5,8,9,12,13].

Weston and Patelarou, *et al.* also add that the role of management in the implementation of strategies to strengthen autonomy is crucial. The application of autonomy in clinical practice implies change, which can only thrive after careful planning, cultivation of a favorable climate and strong support from the people who lead and manage [14,15].

Conclusion

The implementation of strategies to enhance autonomy in nursing has been shown to ultimately increase the degree of autonomy. Their successful implementation is ensured when they are based on: evidence-based practice, education with up-to-date knowledge and incentives such as reducing burnout and achieving better interdisciplinary collaboration. Their implementation is imperative, as this ensures a healthy working environment and high quality health services.

Bibliography

1. Menezes SR, *et al.* "Nurses' autonomy and vulnerability in the Nursing Assistance Systematization practice". *Revista da Escola de Enfermagem da USP* 45.4 (2011): 953-958.
2. Skar R. "The meaning of autonomy in nursing practice". *Journal of Clinical Nursing* 19.15-16 (2010): 2226-2234.
3. Papathanasoglou ED, *et al.* "Professional autonomy, collaboration with physicians, and moral distress among European intensive care nurses". *American Journal of Critical Care* 21.2 (2012): e41-e52.
4. Silva EG, *et al.* "Nurses' knowledge about Nursing Care Systematization: from theory to practice". *Revista da Escola de Enfermagem da USP* 45.6 (2011): 1380-1386.
5. Parizad N, *et al.* "Job stress and its relationship with nurses' autonomy and nurse-physician collaboration in intensive care unit". *Journal of Nursing Management* 29.7 (2021): 2084-2091.
6. Gomes AM and Oliveira DC. "Professional autonomy in an atomic design: social representations of nurses". *Revista da Escola de Enfermagem da USP* 63.4 (2010): 608-615.
7. Mendes FR and Mantovani Mde F. "Current dynamics of nursing in Portugal: nurses' representations". *Revista da Escola de Enfermagem da USP* 63.2 (2010): 209-215.
8. Tang JH and Hudson P. "Evidence-Based Practice Guideline: Nurse Retention for Nurse Managers". *Journal of Gerontological Nursing* 45.11 (2019): 11-19.
9. Penconek T, *et al.* "Determinants of nurse manager job satisfaction: A systematic review". *International Journal of Nursing Studies* 118 (2021): 103906.
10. Babatsikou F and Gerogianni G. "Nursing department: Criteria for creating a successful model". *The Rostrum of Asclepius* 11.1 (2012): 17-20.
11. Gogos H. "Exercise of administration in the public and private hospital in Greece". *The Rostrum of Asclepius* 10.1 (2011): 10-21.
12. Prevyzi E and Kollia Th. "Leadership and motivation: Important concepts in Nursing". *The Rostrum of Asclepius* 11.1 (2012): 473.
13. Gerogianni KG and Gerogianni KS. "The role of the nurse in the organization and administration of an artificial kidney unit". *Dialysis Living* 31 (2011): 16-24.

14. Weston MJ. "Strategies for Enhancing Autonomy and Control Over Nursing Practice". *OJIN* 15.1 (2010): 2.
15. Patelarou SA., *et al.* "The role of management in the implementation of evidence-based practice and quality of care". *Archives of Greek Medicine* 31.2 (2014): 165-171.

Volume 11 Issue 4 April 2022

© All rights reserved by Prevyzi Evangelia.