

Changing Roles: Lieneke's Story



The Netherlands

HOPE-Exchange-Programme 2009

Lieneke was unhappy

Lieneke had been a ward nurse for 10 years.

She returned from maternity leave to find...

- more work
- less time
- more stress
- busy doctors
- unhappy patients
- no career progression



Concerned, Lieneke talked to her manager

Reinier responded...

We have a

- shortage of doctors
- restricted budget

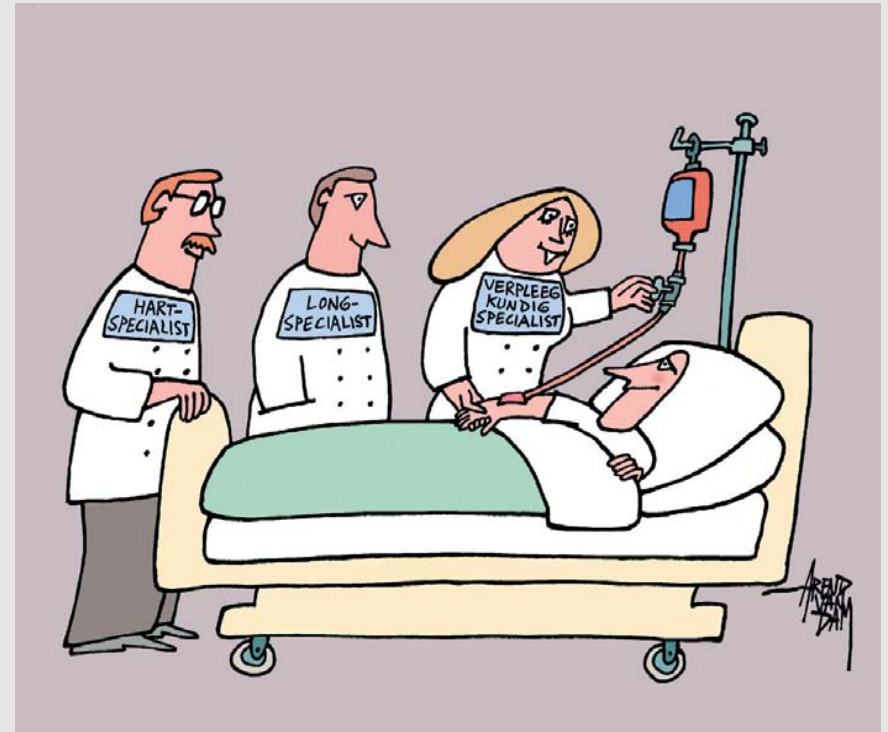
We need to

- improve our image
- work differently
- develop new and attractive careers



Lieneke wondered what she should do???

Lieneke knew about **Specialised Nurses** and the newly created **Nurse Practitioner** role.



Which role should she choose?

Specialised Nurse

- special courses
- under the guidance of a doctor
- performs work in a specific field of nursing
- initiates care programs

Nurse Practitioner

- Master-degree
- supervised by doctors
- work previously performed by doctors
- diagnoses health problems
- prescribes within protocol

Lieneke considers the Nurse Practitioner Role



- better patient care
- of more interest
- career progression
- covers the shortage of doctors
- allows doctors to do specialised work
- cost



- quality of care?
- more people involved

And the decision was...

Lieneke decided to become a Nurse Practitioner.

- Master-degree
- Career progression



Lieneke now spends her time...

- working as an Oncology Nurse Practitioner
- in charge of the follow-up pathway



Lieneke now...

- is able to spend more time with patients
- feels patients are happier
- has a more holistic view
- enjoys the variety in her role
- is not stressed
- has career progression



Reinier now...

...is able to increase...

- quality
- productivity
- profit

...has...

- satisfied staff



How does the story end???

