

# Challenges that nurses face as leaders in Cyprus

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LOCATION DIAGRAM

# DISCOVER OUR WORLD

## A Visitor's Map of Cyprus

Scale 1:400000



REFERENCE	
<b>Topographical features</b>	<b>Tourist Interest features</b>
<ul style="list-style-type: none"> <li>▲ Airport</li> <li>— Motorway with junction numbers</li> <li>— Main road</li> <li>— Secondary road</li> <li>— Loose surface road, all weather</li> <li>— Dunes</li> <li>— Fishing shelter</li> <li>— Spot height (in Metres)</li> <li>— Sovereign Base Area boundary</li> <li>— District boundary</li> <li>— Limits of areas inaccessible because of the Turkish occupation</li> </ul>	<ul style="list-style-type: none"> <li>▲ Camp site</li> <li>— Picnic Area</li> <li>— CTO Organised Beach</li> <li>— CTO restaurant</li> <li>— Church, Monastery</li> <li>— Castle, Fort</li> <li>— Museum</li> <li>— Antiquity site</li> <li>— Sandy beach</li> <li>— Tourist Information Bureau</li> </ul>
ABBREVIATION	
CTO: Cyprus Tourism Organisation	

# **Cancer care has mixed funding by Government, Commercial Enterprise and NGO's**

- Cancer centre BOCOC-independent legal entity. Built by the Bank of Cyprus but operated by govt. (Mixed commercial enterprise and govt. financing)
- Government hospitals-inpatient in Nicosia and Limassol
- Hospice , Home care by NGO's

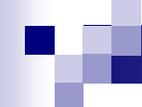
# Areas requiring attention in the Government organisations

- Motivation
- Education
- Improve role and status of the nurse
- The Hierarchical system
- Cooperation within a multidisciplinary team
- Accountability / Nursing Research
- Nursing shortages
- Co-ordination of services



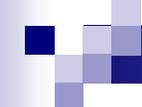
**The culture of nursing in Cyprus will require changing, in order to produce young enthusiastic leaders.**

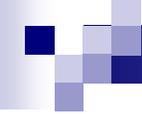
**Recognition of nurses as an important part of the medical team is required before they can affect change and be part of the team contributing to advancement of care.**

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- There is no accredited evaluation and recognition of excellence. Nurses incrementally go up the ladder and are rewarded in years of service both in position of authority and salary.
  - This suppresses enthusiastic junior nurses to develop grow and receive recognition.
  - No motivation to learn, become proactive and take on new responsibilities or develop new ideas.
  - Few role models, few encouraging the heart!

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- Nurses are not encouraged to go abroad and study postgraduate specialties (there are only 19 places for all nursing and medical staff to have leave of absence and not lose their increments).
  - There are few trained specialist nurses in the country.
  - Nurses do not need to specialise in area they are currently working in.

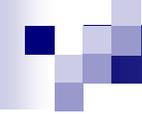
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- Diploma courses offered in Cyprus -Community nursing /Admin/ Maternity and ICU
  - Nurses attend these courses in order to improve increments instead of improving care.

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- Sept 2007 commenced the first Bsc nursing course in Cyprus. Nurses previously had to upgrade to Bsc.
  - Sept 2007 Open university commenced offering Msc in health administration



With education nurses are becoming aware of the importance of evidence based care, audit and evaluation.

In this way nursing **will slowly** become more proactive and offer not only new ideas and opportunities for change but be able to **justify this change** with either an evidence base from research overseas or perhaps even research that has been attended in Cyprus.



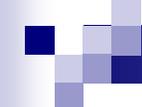
Nursing in Cyprus requires to improve its own status, but also respect from Doctors is required where there is a strong hierarchy within the hospital system.

This hierarchy is both within the nursing establishment as well as the medical team.

# Oncology Centre

- Oncology nursing in Cyprus has come a long way in the past 10y but still has a long way to go!
- Due to the fact that it is an independent body, promotion, education and development of services by nurses is encouraged and rewarded.
- Note- not even in Oncology centre are the nurses sitting in rounds or team discussions about patients treatment options.

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- Oncology centre works with 2 research nurses (trained on the job), 7 trained oncology nurses (short courses) only 1 nurse has diploma in oncology nursing.
  - Policies, protocols for work practice, audit and evaluation all attended.
  - All new nurses have orientation period, training and assessment.
  - All areas passed ISO standardisation 2007



## **Oncology /Palliative Care has come a long way since 1995 when home care commenced**

- 1995 –MST 30mg and 10mg IR Ampoules
- 1997-International Conference in Cyprus
- Paper presented on requirements
- One month before IR Morphine arrived in country
- Fentanyl Patch, Oxycodone
- Future Plans- Methadone

# Safe handling of Cytotoxics and waste

- 1995-no laminar flow or Isolator for the reconstitution of cytotoxic drugs .
- 2000 all hospitals offering chemo have safe handling of cytotoxic drugs.
- Chemotherapy in home disposed of through hospitals but *bins* bought by NGOs
- Medical waste disposed of by hospital and home- safely
- Infection control a priority

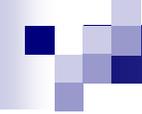
# Transport and control of controlled drugs in the community

- 2000—No controlled drugs in community and hospital pharmacies close 2pm Fridays (nurses had to plan for emergencies)
- 2005—Policy set out for nurses to order drugs, have them sent to the offices and distributed by nurses to patient for safe keeping in the home.
- Record of drugs while in home and as used.
- Unused drugs sent back to oncology centre and receipt sent back for nurses record.

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- We continually try to improve the continuity of care with hospital and home
  - The next topic that has been introduced for discussion is discharge planning.

In home care we have tried

- One step at a time
- Achievable goals
- Collaboration with all the nurses involved
- Continually reviewing and revisiting to update



All senior nurses agree in all the different areas of care.

**Any recognition, respect or trust has grown slowly over years and has been earned.**

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- Cyprus has gone from the dark ages of care in 1995 into a service for cancer patients we can be proud of
  - Prevention and early detection programmes by NGOs and govt.
  - No waiting list for surgery on cancer patients
  - State of the art cancer centre
  - Referrals sent overseas when required (paid by govt), 2<sup>nd</sup> opinions, biopsy, surgery or treatment
  - Home care/Hospice

All cancer services are free  
for all Cypriot citizens

