Florence Nightingale (1820 – 1910)

Nursing is a profession based on knowledge, obtained after thorough training. The relationship between a doctor and nurse is not a subordinate one but an equal one.
Domain battle between doctor – nurse (±1850)

Doctors needed the nurses, but were not used to deliberating on an equal footing. Doctors linked nurses to the domain of medicine, instead of the profession of nursing. In the domain of medicine, nurses were forced into a position of a servitude and dependency.
Nursing en managers
Making visible the unseen elements of nursing

In this article...
- Views about nurses and nursing
- The key elements of organising work
- How organising work impacts on healthcare

Keywords: Image/Nursing/Professional identity/Workload
- This article has been double-blind peer reviewed

Much of the work nurses do is unseen. Recognition of this work would help shape education and practice, and ensure society has an accurate view of the profession.

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The traditional image of nurses as caregivers needs revision but this is difficult as nurses work cannot be seen.

5 key points
1. The celebrated image of nurses as caregivers needs revision.
2. Nurses carry out organisational work, which is vital to good-quality healthcare.
3. Little is known about the organisational work nurses carry out.
4. Nurses need to be revised to achieve the best possible quality of life, whatever their disease or disability, until death.” (Royal College of Nursing, 2003).

Recent concerns about modern nursing, most notably in the aftermath of the Francis report on care failings at Mid Staffordshire Foundation Trust, suggest
Hiv and nursing
HIV care in the Netherlands
HIV nursing care in the Netherlands

- HIV nurses (RN, BN)
- Nurse Practitioners (RN, BN, MANP), since 2018 independent practitioner (by law)
HIV nursing care in the Netherlands

2018 Research on task distribution between Nurse – NP – Physician in HIV treatment centers

- Nurse - NP: overlap in daily work / invisible work
- Physician - NP: diagnose / prescribing medication / physical examination
HIV nursing care in Arnhem
HIV nursing care in Arnhem
Lesson learned

We have to work on:

• Nursing Leadership
• Visibility
Thank you

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