

Figure 1: Comparison between Pre and Post test score of Reported Quality of Care

**Job satisfaction** - Mean scores pre-test is 49.17 and post-test is 52.93 respectively, at 95% CI and Df = 29, the Paired t test value is 7.6783, which is statistically highly significant. It indicates the proposed staffing pattern was helpful in enhancing job satisfaction among nurses.

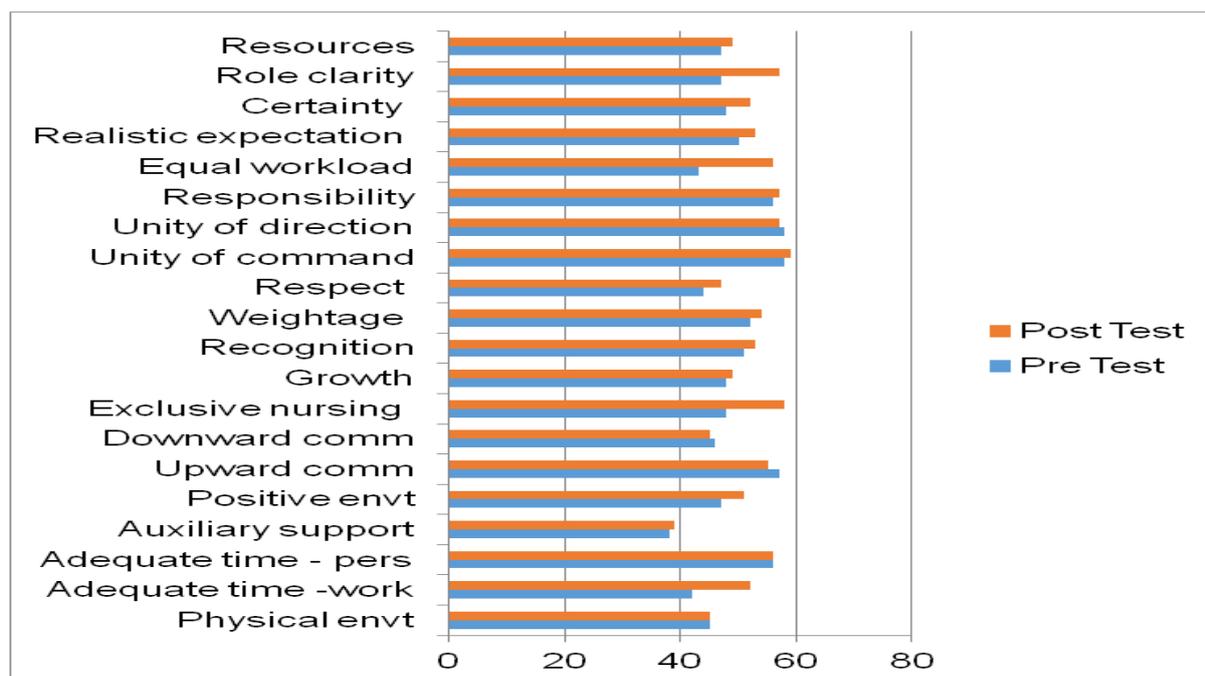


Figure 2: Comparison between Pre and Post test score of Job satisfaction



**Patients’ satisfaction** - Mean scores in pre-test & post-test are 47.70 & 49.04 respectively. At 95% CI & with df 58, value of unpaired t test = 1.6503, which is not significant. This reflects that the patient satisfaction level is unchanged.

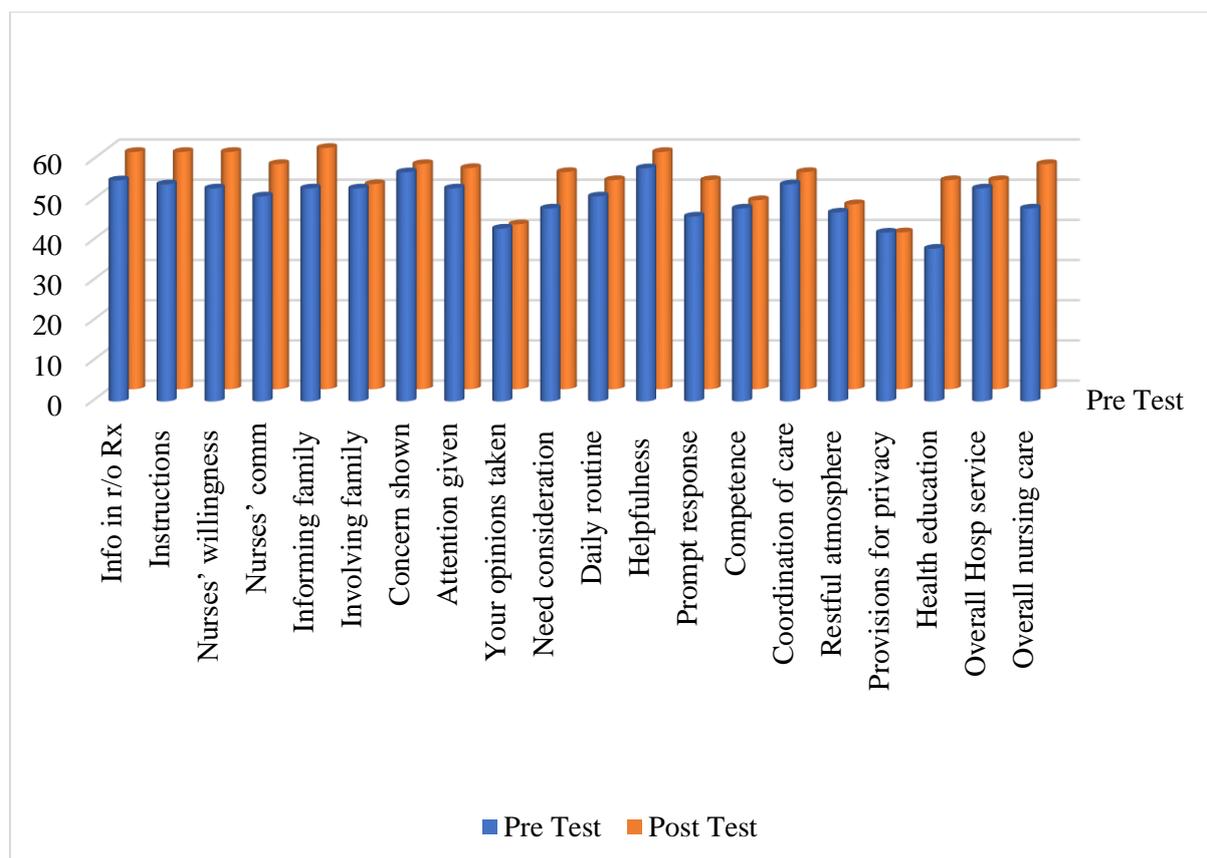


Figure 3: Comparison between Pre and Post test score of Patients’ satisfaction

**Opinion on Specialized Nurses inclusion** – 27 out of 30(90%) nurses opined inclusion of Clinical Liaison and Resource Management Nurse were effective, closely followed by 26(86.66%) thought Bereavement Counselling Nurse was effective. Only 12(30%) nurses thought the inclusion of Pain Management Nurse was effective.

### Conclusion

Restructuring and clarifying role of nurses in clinical area have potential to improve quality of care, enhance nurses’ job satisfaction and patients’ satisfaction with nursing care provided. All it needs are augmentation of manpower, meticulous planning, realistic flexibility and a willingness for calculated risk taking. Our patients & Our nurses deserve no less.



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