

Abstract

The health care to the population in Sri Lanka in any province is provided by both curative and preventive care institutions. These curative care institutions are managed by either the Line Ministry or Provincial Ministries. There are 25795 nurses deployed in curative care institutions throughout the Island. In the Central Province, there are 3509 nurses deployed in curative care institutions. These nurses are distributed in the province in various proportions. Some of them are willing to go on transfer while others are willing to stay continuously in the same station. By studying the reasons and their contributions on transfers, it could help to take decisions to facilitate the existing mechanism of transfers.

The General Objective of the study is to describe the views of nursing officers regarding transfers in government hospitals in the Central Province. The factors considered were personal factors and factors related to workplaces.

The study was a descriptive cross sectional study conducted in the Central Province. This province consists of three administrative districts; Kandy, Nuwara Eliya and Matale. The Provincial Director and three Regional Directors of Health Services are responsible for the management of health institutions in the province. The Line Ministry of health is responsible for management of the Teaching Hospital in Kandy, Peradeniya and the Sirimavo Bandaranaike Memorial Children's Hospital, the District Base Hospital Gampola and the District General Hospital in Nuwara Eliya while Provincial Ministry is responsible for managing the rest of the hospitals in the Province. There are 2585 nursing officers working in Line Ministry organizations. As there is no Line Ministry organizations in Matale district, there were no nursing officers working there.

Two types of data collecting instruments were used. They are self administered questionnaire on views of nurses' on their transfers and focus group discussions with hospital administrators. The self administered questionnaire consisting of 24 questions, focused mainly on the views of the nurses regarding transfers. (Answers were collected and data entered). Data entry and analysis of data was carried out manually and also with the aid of computer. The software package used for the study was MS-Excel, MS-Access and SPSS / PC+.

Two study populations are involved in the study. They are nursing officers (grade II A and B) working in curative care institutions, and administrators who manage nursing affairs in the Central Province. The sample size was 403 nursing officers. The number of nurses to be studied from each hospital was based on PPS method.

Three hundred and eighty four nursing officers responded to the questionnaire. Out of twelve factors studied, six were statistically significant. They were financial status of nurses, higher educational opportunities, resource utilization, levels of institutions, personal benefits and effectiveness of management of the institution. During the focus group discussion the hospital managers came out with important facts, which could affect transfer of nurses. They are ensuring of nurses in position, availability of a proper transfer policy, establishment of a regular monitoring system by the Ministry of Health.

Based on the results, it is recommended that attention needs to be given to the following areas namely improving financial status of nursing officers, provision of more educational opportunities and ensuring availability of resources for further education of nursing officers.