

DEPLOYMENT:

- ◎ Staff deployment is a systematic and organized way of **introducing the staff** members into an **activity process** or into a particular working area in an organization.
- ◎ In nursing services, the nurses are given orientation of the policies, procedures, standards, protocols and practices of an institution.
- ◎ The fresh nursing staff are supervised by the senior nursing personnel till they are ready to confidently carry out their duties and responsibilities.

◎ **OBJECTIVES OF DEPLOYMENT IN NURSING:**

- 1) To **become familiar** with policies, standards and protocols of an institution.
- 2) To **instil confidence** to carry out the duties and responsibilities.
- 3) To maintain **smooth** and **systematic functioning** of the working unit.
- 4) To provide **quality nursing care** to the patient.
- 5) To maintain the **professional standards** in the workplace.
- 6) To **manage** emergency situation.
- 7) To keep the nurses equipped with **optimum knowledge** and **skills**.
- 8) To make use of **available resources** to provide the best care to the patients.
- 9) To deliver the patient care **equally** and **uniformly**.

◎ **RETAINING:**

- ⊙ The quality of care depends on the **quality staff members** present in the unit.
- ⊙ Retention is necessary for smooth functioning of an organization.
- ⊙ The main role of organization is to keep the current good working staff for **longer duration** by providing various facilities such as increments, promotions or sponsoring them for higher education.
- ⊙ **IMPORTANCE OF STAFF RETENION:**
- ⊙ It key skills, ideas, knowledge and experience **remain within** the organization itself.
 - ⊙ The cost of replacing the present employees includes advertising cost, recruitment agency fees and the time spent on conducting actual interview process.
 - ⊙ The time spent and expenses on the induction of new employees and the revenue lost during the recruitment is higher as compared to the retention of present staff.
 - ⊙ Retention brings the benefit to the organization, whereas attrition involves significant direct and indirect financial costs.
- ⊙ **PROMOTION:**
- ⊙ Promotion is defined as a **vertical movement** in the status and in the **position** of an employee that has good pay, higher accountability, more challenges and better working environment.

OR

A promotion is defines as a **change in the position** and **designation** that gives more salary and desired status in the work environment.

⊙ **PURPOSES OF PROMOTION:**

1. It is stepping-up of an employee to a position in which he can render **effective service** to the company.
2. It is an instrument that helps to **appreciate and award the employee's services in the** organization.
3. It improves workers' and the institution's **efficiency and effectiveness**.
4. It becomes the reason for other employees **to believe** that their turn will come next and so they may remain with the company and reduce the labour turnover.
5. It builds **morale and belongingness** on the part of the employee.
6. It promotes **job satisfaction** on the part of the employee.
7. It increases **interest** in training and in **self-development** as a necessary preparation for promotion.

◎ **SUPERANNUATION:**

- ◎ Superannuation is a retirement **fund or pension** given to the employee at the time of retirement.
- ◎ Every organization has a plan of superannuation for their employees.
- ◎ It is also a **basic right** of the employees to be paid for by the employer or the organization for their sincere hard work or services rendered to the institution.

⊙ Superannuation is a legal issue as per which the employer pays additional amount in proportion to the employee's salary.

⊙ **BENEFITS OF SUPERANNUATION:**

1. It helps the employee to **plan for their future life**.
2. It **motivates** the current working employees to work efficiently.
3. It is the **additional amount** paid by the employer for the sincere services rendered by the employees.
4. It **reflects the** institutional or organizational **image**.
5. It helps to increase the **productivity** and **quality** directly or indirectly.