

Presentation by: Olaniyan Muideen Abiola, a Registered Nurse on 21st pf January, 2020.

It is an honour to be called upon to handle this topic and I want to sincerely appreciate the organizers.

This evening we will be discussing renumeration for Nurses; knowing your self worth\*.

When I was first contacted to handle this topic, what struck my mind was if I even know my own worth.

Any need defining who a Nurse is?

Definitely NO, I am in the midst of professional colleagues.

But one point that should strike our mind is the value we place on ourselves as Nurses and this will bring us to the topic of discussion.

Who are you as a Nurse?

What is your value?

What value can you bring to the table?

What are you worth: Medicine vis a vis Nursing is improving on daily basis, the basics we were taught in college is no more enough to provide quality Nursing care to our teeming patients.

Now, let's look at some key definition to guide us in the course of our discussion here tonight.

#### RENUMERATION

Remuneration is the pay or other Financial compensation provided in exchange for an employee's services performed. A number of complementary benefits in addition to pay are increasingly popular remuneration mechanisms.

Remuneration provides basic attraction to a employee to perform job efficiently and effectively, it leads to employee motivation.

#### SELF-WORTH

To have a high level of self-worth means having a \*favorable opinion or estimate of yourself\*. It means having unshakable faith in yourself and in your ability to follow through and get things done.

Having a high degree of self-worth means feeling worthy of good things.

It is usually interchanged with Self Esteem. While Self-esteem is what we think and feel and believe about ourselves, Self-worth is recognizing "I am greater than all of those things".\*

It will be important to point out that the only way to achieve high level self worth is \*investment in self.

Rather than preach today that you start billing potential employers hundreds of thousands or even millions, I would rather encourage us to invest in ourselves.

\*Invest in yourself and see your value skyrocketing\*

Before high level self worth comes self investment and personal development.\*

What do you bring to the table as a Nurse?\*

This is a question every Nurse should ask themselves every now and then.

The day your answer to this question becomes the routine, be sure your worth as a Nurse has depreciated.

Just recently @Ns Olatunji Kuyoro posted a list of procedures for Nurses, ask yourself how many of them can you do without any supervision, employers won't pay for your certification alone but also your skills.

The most striking question coming to mind now is what range should the remuneration of a Nurse be?

Providing answer to above is very difficult owing to the deplorable state of our healthcare

sector, environmental factors and a lot of non benefiting policies targeted towards the Nurse.

How much should the remuneration of a Nurse be?\*

Hmmmmm

There are a lot of factors that comes into play when deciding how much you earn as a Nurse;

1. What your qualifications are (to include short courses and certification)
2. What extra skills do you posses (Computer skills, managerial skills etc)
3. What welfare package are in place for you (terms and conditions)
4. Ranking and Location of the organization

Etc

One sentence that has done more harm than good to the Nursing profession and by extension Nurses is \*start from somewhere so you can gain experience\*

Noble colleagues, as much as we all have end needs to meet, the desperation we show during interviews has made most of us vulnerable for employers to look down on and offered peanuts as salary.

Self Investment birth Self Confidence which in turn birth High level Self worth.

The overall effect manifest as high negotiating power and good remuneration.

No matter how hard the jungle is, a lion will never go hungry. This is not pride but who the Lion is.

Thanks for having me, I remain your humble colleague; Nrs Afrika.