

Management of Nursing Services and Education

UNIT-8

Collective bargaining and stress management

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School of Nursing

Course Code : BSCN 4003

Course Name: Management of Nursing Services a

Collective Bargaining

The logo of Galgotias University is a circular emblem with a stylized 'G' shape in the center, composed of overlapping curved lines in shades of yellow, orange, and blue. The text 'GALGOTIAS UNIVERSITY' is displayed below the logo in a large, light grey, serif font.

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Introduction:-

- Collective bargaining is the most controversial and divisive issue in nursing. Some believe that collective bargaining reduces the professionalism of nursing, others view it as a mechanism to prevent employees from exploiting nurses.
- The concept of collective bargaining was introduced very late in India, as trade unions were formed in the 20th century. The concept of collective bargaining attained significance only after 1962.

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- The term “collective” in collective bargaining is used because both the employer and employees come together and put a collective effort to establish mutually agreeable terms and conditions for employment.
- The phrase ‘collective bargaining’ is said to be coined by Sydney and Beatrice Webb and Great Britain I said to be the “home of collective bargaining”.
- Bargaining is the process of cajoling, debating, discussing and even threatening so as to arrive at an amicable agreement for those being represented.

Meaning of Collective Bargaining

- Collective bargaining is the process between employers and employees to reach an agreement regarding the rights and duties of people at work.
- Collective bargaining involves a set of procedures by which employee representatives and employer representatives negotiate to obtain a signed agreement that describes conditions of employment, especially wages, hours and benefits.

- Collective bargaining aims to reach a collective agreement which usually sets out issues such as employee's pays, working hours, training, health & safety and rights to participate in workplace or company affairs. Collective bargaining consists of negotiations between an employer and group of employees that determine the conditions of employment, resulting into collective bargaining agreement.

- Often employees are represented in the bargaining by union or other labour organization. Collective bargaining is governed by federal and state statutory law, administrative agency regulation and judicial decisions.

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Definition of Collective Bargaining

- Collective bargaining has been defined as the techniques that has been adopted by unions and management for compromising their conflicting interests.
- According to the Encyclopedia of Social Sciences, it is a process of discussion and negotiation between two parties, one of both of whom is a group of persons acting in concert. The resulting bargain is an understanding as to the terms and conditions under which procedures by which employers and a group of employees agree upon the conditions of worker are regulated by agreements between their bargaining agents and employers

- Collective bargaining takes place when a number of work people enter into a negotiation as a bargaining unit an employer or group of employer with the object of reaching an agreement on conditions of the employment of the work people. **(J.H. Rishardwon)**

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- Collective bargaining in nursing is the procedure opted by nurses to reach a collective agreement regarding employment terms and rights and the duties. Collective bargaining aims to resolve issues pertaining to wages, working conditions, health and safety and working hours of nurses. Collective bargaining strategies may be the only effective means for the nurses to gain control over their practice and to attain professional as well as personal and economic goals. (**Breda, 1997**)

Objectives of collective bargaining

- To provide an opportunity to the workers, to voice their problems on issues related to employment.
- To arrive at an agreement on wages and other conditions of employment.
- To facilitate reaching a solution that is acceptable to all the parties involve.
- To resolve all conflicts/disputes in a mutually agreeable manner.
- To prevent any conflict/disputes in the future through mutually signed contracts.

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- To develop a conducive atmosphere to foster good organization relations.
- To enhance the productivity of the organization by preventing strikes lock-out effect.
- To resolve the differences between nurse employees and management through negotiation.
- To protect the interests of nurse employees through collective action.

Collective bargaining and Nursing

There are four major issues in nursing in regard with collective bargaining:

- Whether it is professional?
- Which organization/associations represent nurses at the bargaining table?
- Whether to join union?
- What is the role of nurse administrator to the right to bargain collectively?

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- There are many reasons, that the nurses start bargaining collectively like the working conditions and safety, wages, salary, autonomy, staffing, benefits, promotions etc. Job dissatisfaction is also reported as a precursor to increased union activities.
- Thus traditionally, wages and working conditions have been the primary focus of collective bargaining. But in recent times, the process of bargaining has been extended to almost all aspects of employee - employer relations, covering a large area.

Characteristics of Collective Bargaining

- **Collective**
- **Strength**
- **Voluntary**
- **Formal**
- **Flexible**
- **Improvement**

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- Representation
- Dynamic
- Continuous
- Bipartite process

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