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LETTER TO THE EDITORS

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Dear Editors,

When I was working on students' task evaluation while enjoying a cup of "Kurukahveci" (Turkish coffee), an interesting article presented by [Gunawan \(2019\)](#) appeared on my Facebook page, blatantly exposing a phenomenon that becomes a least frequent topic within nursing profession, namely *a low level of payment*.

This article, indeed, courageously investigates the experience of several nurses with an interesting quote, "*I have spent lot during my learning time, yet, my salary is not even enough to payback my debt during my study*". This however has been commonly expressed among nurses ([Gunawan, 2019](#)).

As a nursing educator who is working in a private institution and has been involved directly in a marketing program, the description above often makes us, private sector workers, tighten our belt. As the biggest part of our income comes from the students, the above phenomenon makes parents may think twice to send their children to nursing school. "*How could you survive if your annual payment doesn't meet your needs?*", I believe that thought rise up in the minds of most parents.

In response to the issue above, however, I would like to cite a statement from the Principle of Nursing Documentation, published by [American Nursing Association \(2010\)](#), "*Documentation of nurses' work is critical as well for effective communication with each other disciplines*". I am underlining the *effective communication* since it explicitly tells us that creating

decent records of our services is important to evolve a mutual interaction between nurses and other health professionals. The statement also illustrates that nursing documentation plays an important role in the community, particularly about *who nurses are and what nurses do*. By informing the community with an *easy-to-understand* method of nursing process, we actively communicate our core knowledge ([American Nursing Association, 2010](#)).

Through nursing documentation process, and by strongly hold the principle of *comme il faut* (as it should be), the visibility of nursing activities will be definitely increased, and directly impact to nurse payment. Nursing works visibility through nursing documentation is however an important factor for payors (public or private health providers), government, accreditation bodies, researchers, and other individuals or groups. It also renders a basic for demonstrating and understanding nursing's contribution both to patient care outcomes and to the viability and effectiveness of those who provide and support quality-based patient care ([American Nursing Association, 2010](#)).

So, what should we do to increase the visibility of the nurse's work? We essentially need to start ensuring that the standardized documentation is taught appropriately in nursing schools. Should we create our own Standard Nursing Language (SNL) in Indonesia? or should we generalize nursing language in nursing documentation in the anticipation of globalization effect? These are the other question marks to consider, and it has been influenced by many factors.

After we guarantee that every nurse has professionally produced a high-quality nursing documentation, another homework is to conduct multi-directional socialization. First is about how other health professionals working with nurse can also witness the visibility of the nurses' works. As a teamwork, some jobs should be done independently, and some need collaboration. Nonetheless, the main focus is patients. Second is related to the community as the main users. They must also understand that nurses are a profession with specific competencies that require a specific education with higher costs. Third is about how we convene together with the big users, the health facilities, and the government. There should be a legal agreement in regards to what nursing processes or activities need to be paid.

I completely understand that these issues are big challenges among nurses in Indonesia, and we need to do great efforts to increase the visibility of nursing activities, and one of which is to start optimizing nursing documentation. It is noteworthy that although nurses are less likely to be appreciated among the payors, however, nurses still become the most important profession in both clinical and community setting. Similar with a

Turkish coffee I am used to drinking. It may seem dark, but we still need it anyway.

DECLARATION OF CONFLICTING INTEREST

None to declare.

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I personally thank Mr. Joko Gunawan for opening up the discussion.

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