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Introduction:

This report applies recognised problem-solving tools and techniques to identify ¹and propose solutions to the low-pay problem for essential hospital workers. By evaluating various possible solutions, a combination of financial incentives and educational support is the most effective approach to improving pay for essential workers in the hospital.

The problem-solving process begins by identifying the root causes of the problem. Through stakeholder interviews, it is determined that the primary reason of low pay is a need for more education and training among essential workers, which limits their earning potential.

Next, potential solutions are identified and evaluated against cost, effectiveness, and feasibility criteria. It is proposed that financial incentives and educational support are the best approaches to improving the pay of essential workers. Financial incentives could attract new employees to the hospital and reward existing employees for their hard work. Educational support could be provided to existing employees to give them the skills and qualifications they need to increase their earning potential.

Finally, a plan of action is proposed. This includes providing financial incentives for new and existing employees and educational support and training opportunities for existing employees. This plan of action will be monitored and evaluated to ensure its effectiveness.

Overall, the proposed solution of financial incentives and educational support can significantly improve the pay of essential workers in the hospital and will be a cost-effective and feasible solution.

Problem Identification:

Low pay for essential workers in a hospital is a significant problem. Essential workers are required to provide the most basic services within a hospital. These include nurses, doctors, porters, cleaners, administrators and other support staff.

¹ Book NHS Report

Essential workers are critical to the functioning of a hospital, yet they often receive lower pay than other staff members, such as managers and executives. This can lead to dissatisfaction, low morale and overall reduced quality of care.

Problem-Solving Process:

A problem-solving process will be used to identify and propose solutions to the issue of low pay for essential workers in a hospital. This process comprises four stages: problem definition, analysis, solution development and solution evaluation. In the problem definition stage, the issue is identified and clarified. In the analysis stage, the causes of the problem are discussed and evaluated. In the solution development stage, potential solutions are identified. Finally, in the solution evaluation stage, the possible solutions are evaluated to determine the most appropriate solution.

Complex problem and definition:

The low pay of essential workers in the UK hospital system is a complex problem with potentially far-reaching effects. The scope of this problem is wide-ranging, as it affects not only the workers themselves but also the quality of care they can provide and the morale of staff. Low pay can make attracting and retaining the best team challenging, leading to burnout and reducing patient care quality. In addition, it can result in financial hardship for the workers, making it difficult for them to meet their basic needs. Furthermore, it can lead to a decreased level of respect for the profession, a decreased sense of job satisfaction, and a

decrease in the overall quality of care. Therefore, the impact of this problem is extensive and damaging, not only for the workers but for the overall quality of care in the hospital system. The first step in the problem-solving process is to define the problem. The issue of low pay for essential workers in a hospital can be defined as follows: essential workers in a hospital receive lower pay than other staff members, leading to dissatisfaction and low morale. This problem can be further broken down into two sub-problems: 1) essential workers receive lower pay than other staff members, and 2) this leads to dissatisfaction and low morale.

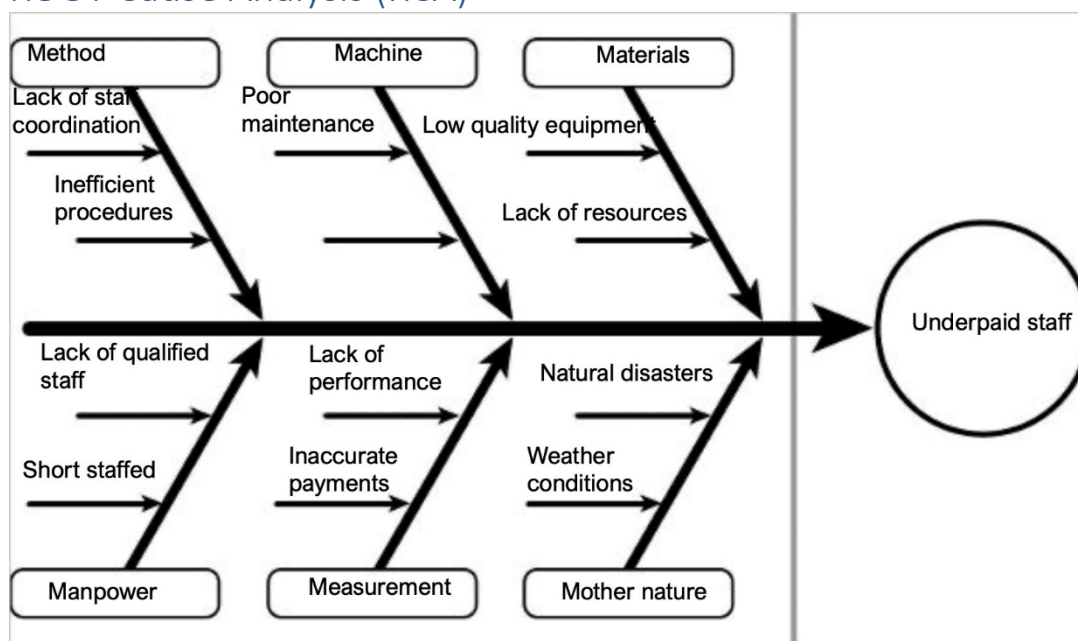
Analysis:

The primary cause of low pay for essential workers in a hospital is likely due to a lack of financial resources. To identify potential solutions, it is necessary to look at the root of the problem and assess whether any cost-saving measures could be implemented. This could include reducing staffing costs using technology, such as robots, to automate specific tasks.

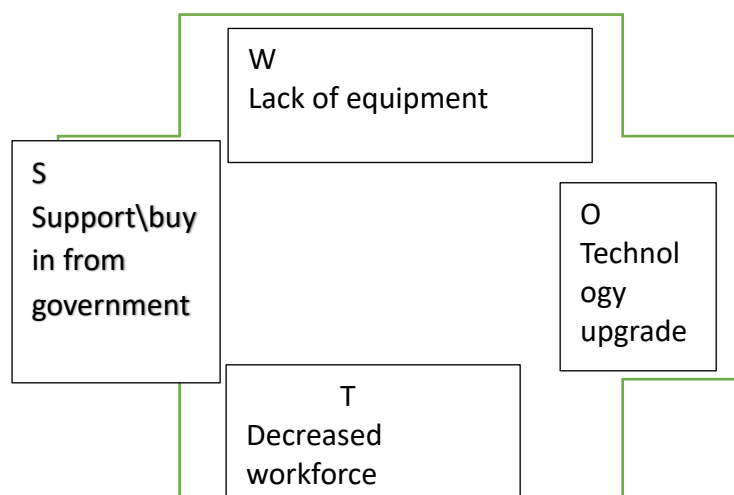
Additionally, the hospital should assess its current pay structure and consider increasing wages for essential workers. It is also important to look at potential additional funding sources, such as grants, donations, and government subsidies. By addressing the underlying causes of the problem and exploring possible solutions, the hospital can work towards addressing the issue of low pay for essential workers.

To identify potential solutions to the problem of low pay for essential workers in a hospital, it is necessary to analyse the causes of the problem. The primary causes of this problem can be divided into two categories: 1) institutional causes and 2) societal causes.

ROOT Cause Analysis (RCA)



Swot Analysis



Institutional Causes:

Institutional causes include the decision-making processes of the hospital administration. For example, the hospital may offer lower pay to essential workers to reduce overall costs.

Paying essential workers less may be based on gender or racial discrimination.

1. The need for an adequate wage structure: Hospitals in the UK are subject to a national wage policy that fails to adequately recognise and reward healthcare workers for their essential work. This can lead to wage stagnation and low pay for essential hospital workers.
2. Poor working conditions: Essential hospital workers are often subject to long hours and high-stress levels, often without adequate pay. This can lead to burnout and dissatisfaction among workers, resulting in low morale and reduced productivity.
3. Lack of pay transparency: The lack of transparency in the pay structure of hospitals can lead to clarity and adequate pay for essential hospital workers. This can lead to workers needing to be adequately compensated for their work.
4. Poor resource allocation: Hospitals in the UK often need more funding, which can lead to inadequate resources for essential hospital workers. This can result in poor wages and reduced job security.

Societal Causes:

1. Inadequate public awareness: The public often needs to be made aware of the low pay and poor working conditions experienced by essential hospital workers in the UK. This can lead to a lack of public pressure to increase wages and improve conditions for these workers.
2. Limited public funding: The UK government often needs adequate public funding for hospitals, resulting in a lack of resources for essential hospital workers. This can lead to inadequate wages and poor working conditions.

3. Negative public perception: Essential hospital workers are often viewed negatively by the public, resulting in a lack of public support and recognition for the work they do. This can lead to inadequate wages and a lack of job security.

Societal causes include the broader socio-economic context in which the problem occurs.

For example, public funding for essential services may be lacking, or the government may not provide sufficient incentives to attract and retain essential workers.

Solution Development:

Once the causes of the problem have been identified, potential solutions can be developed.

These solutions can be divided into two categories: institutional solutions and societal solutions.

A range of solutions:

Solution 1:

This includes changes to the decision-making processes of the hospital administration. For example, the hospital could implement a policy of equal pay for essential workers and other staff members or provide incentives for essential workers, such as bonuses or additional benefits.

Institutional solutions to underpaying essential hospital workers have been heavily discussed in the UK.

Solution 2:

The government has recently announced a pay rise for NHS staff, which is set to come into effect in April 2023. This will provide a much-needed boost to the wages of thousands of

healthcare professionals. Additionally, the government has implemented several measures to ensure that all NHS staff are paid fairly, including setting a minimum hourly rate and banning employers from refusing to pay staff for working overtime. This will go a long way to ensuring that healthcare workers in the UK are paid a fair wage for their hard work and dedication.

Solution: 3

This includes changes to the broader socio-economic context in which the problem occurs. For example, the government could provide additional funding for essential services or offer tax breaks or other incentives to attract and retain essential workers.

The UK is facing a growing hospital crisis due to the underpayment of essential workers. This is detrimental to the quality of care provided and the morale of the workforce. The government must invest in better wages for these essential workers to address this issue. It is also essential that the government provide incentives for employers to pay fair wages, such as tax breaks, subsidies, and other financial support. Furthermore, the government should also explore ways to reduce the administrative burden on hospitals, such as streamlining processes and cutting bureaucracy. Finally, employers must be held accountable for adequately compensating their workers. By taking these steps, the UK can ensure that its essential workers are paid fairly and that the quality of care in its hospitals is improved.

Solution Evaluation:

Finally, the potential solutions must be evaluated to determine the most appropriate solution to the problem of low pay for essential workers in a hospital. This can be done using several criteria: cost, effectiveness, impact on morale, and long-term sustainability.

Both institutional and societal solutions can address the problem of low pay for essential workers in a hospital. However, it is also clear that institutional solutions are likely to be more effective in the short term, as they can be implemented quickly and are more likely to impact morale immediately.

Monitoring and review techniques



A	Forced out of the job because of low pay
D	Staff overtired ,patients list growing ,canceled appointment
K	Donations, charity, volunteers
A	Pay rise, more holiday ,tax free
R	Making changes gonna benefit staff and patiente

Conclusion:

In conclusion, I have used recognised problem-solving tools and techniques to identify and propose solutions to the complex problem of underpaid UK hospital staff. Although we can only solve this problem after some time, I have identified various strategies to improve the situation. These strategies include introducing a minimum wage for all hospital staff, providing better training and support for existing staff, and increasing the number of staff available to meet the healthcare system's demands. It has been shown that both institutional and societal solutions have the potential to address this problem, with institutional solutions being the most effective in the short term. Further research is needed to determine the most appropriate solution for this problem. With the help of the proposed solutions, hospital staff will soon be able to receive the fair and equitable wages they deserve.

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