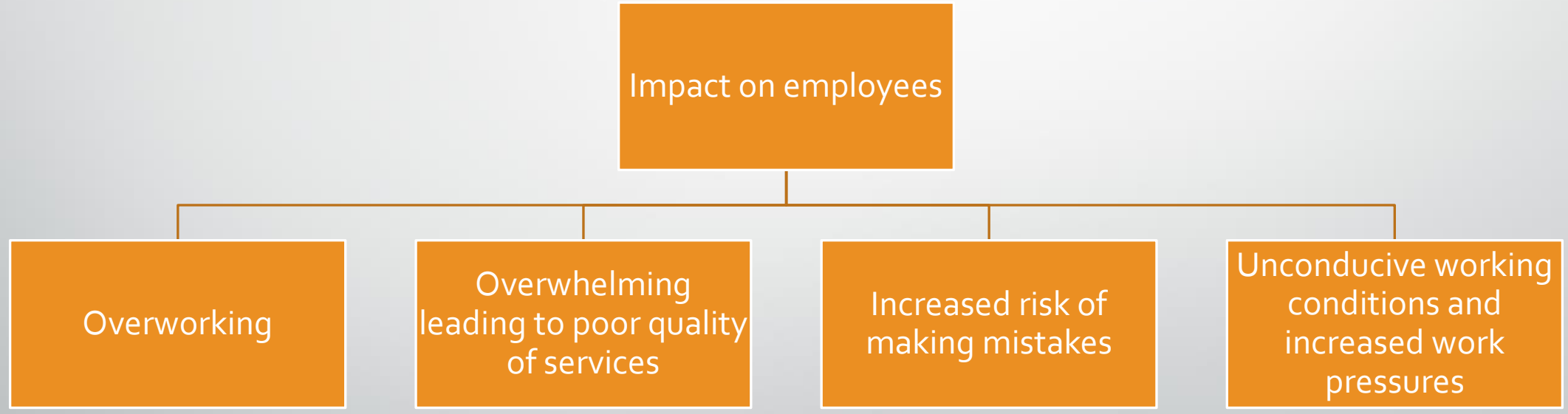
Addressing the problem of staff shortage in Proper Care, UK

Presented by:

Introduction

- Proper care providers have raised concerns about staff shortages.
- Some key groups such as nursing are the most affected, having reported over 41000 FTE vacancies (Deakin, 2022).
- The vacancy levels are increasing in social adult sectors having over 110000 vacancies, and nursing vacancies to around 5000 (Deakin, 2022).
- Resulting in increased workload and poor or inadequate service delivery.

Nature and impact of the problem



Impact on the organization

- Staff shortage has made the net outflow of nurses from the European Union (EU) higher than the inflow of nurses.
- Employees aim to handle all tasks rather than provide quality care services.
- Increased risk of low assurance of future sustainability of the organizations if the staffing problem continues.
- Future sustainability can not assured
- The organizations experience more numbers of health workers resigning from their jobs, worsening the situation.

PESTEL ANALYSIS

Political factors

- The removal of the NHS bursary by the government in 2017 for students enrolling in nursing
- In 2018, 4% fewer students compared to 2016 enrolled in nursing (NHS, 2022).
- It is thus difficult for the government to bridge NHS and adult social care staff shortages.

Economic factors

- There is limited understanding of the labor market in the UK among the NHS and adult social systems in maintaining the healthcare providers in the profession (NHS, 2022).
- Many organizations focus on the short-term economic downturns of saving rather than the long-term advantages of attracting and keeping nurses in health care

Social factors

- Increased workloads are due to the rapidly growing population.
- Inadequate staffing is making many nurses unsatisfied and with high-stress levels to serve the increased number of patients (NHS, 2022).
- Many proper care workers are leaving their profession for other jobs deteriorating the staffing situation.
- There is also a high turnover rate of retiring healthcare workers, leaving vacant positions that are not easily replaced.

Environmental factors

The medical industry is a significant contributor to exposing toxic wastes around the UK.

Environmental activists frequently face NHS to improve their disposal methods to improve wellness (Cordey, et al., 2022).

Nurses working in health centres are often affected by these medical waste disposure methods such that they develop health conditions that make them leave their jobs.

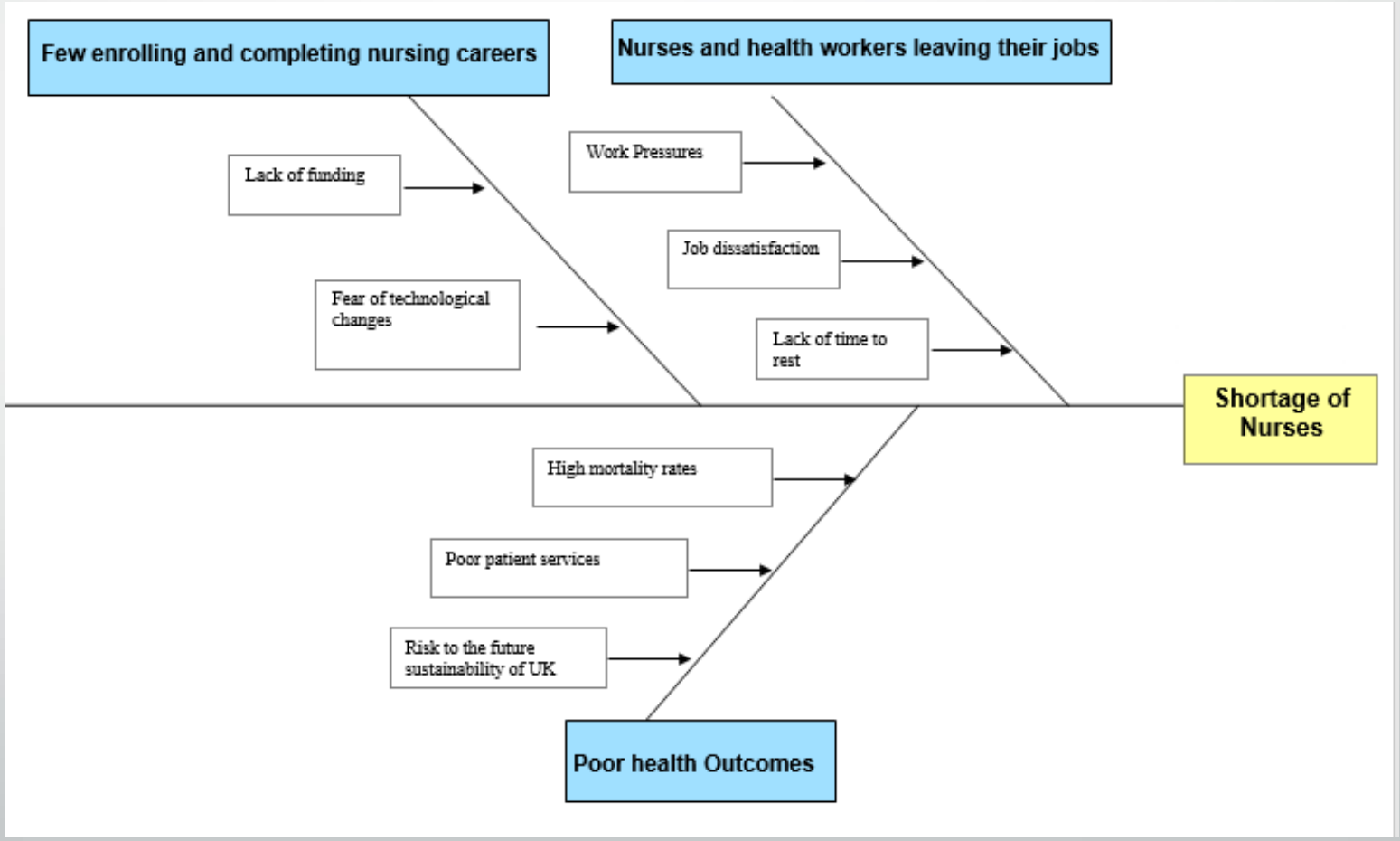
Legal factors

Due to poor services provided to the patients, the NHS faces suing from unsatisfied patients(Charlesworth, 2021)

.NHS has to compensate for the legal recourse costing them much of their finances, and they become unable to pay their staff.

Fishbone diagram

Represents the problem as the fish head, the causes as the side bone and effects as side bones with aim of providing an effective solution.



- The main problem -staff shortage
- Causes-
- 1. **Nurses and health workers leaving their jobs**
  - ***Work Pressures***
  - ***Lack of time to rest***
  - ***Job dissatisfaction***

2. Fewer people enrolling in nursing careers

- -Lack of funding for students
- -Fear of future replacement of work by technology

Effects and solutions

- Effects
  1. High mortality rates
  2. Poor patient services
  3. Risk to the future sustainability of UK healthcare.

- Solutions
  1. Offering better incentives to retain workers
  2. Facilitating students who want to enroll in nursing programs
  3. Improving the working conditions

Implementation

- The most efficient way is to implement a favourable education system to increase the number of people graduating with nursing competencies.
- Government support in education through bursaries and providing adequate resources to schools.
- This will increase the supply of the workforce
- One of the ways to monitor the success of thby is intervention is observing the number of FTE vacancies available.
- A reduction in vacancies after implementing Medicare educational programs will indicate an improvement.

References

- Bazeer, N., Rocks, S., Rachet-Jacquet, L., Shembaynekar, N., Kelly, E., & Charlesworth, A., (2022) How many NHS workers will we need over the coming decade? *The health foundation* retrieved from
- Charlesworth, A (2021) What action is required to make NHS workforce shortages a thing of the past? *The health foundation* retrieved from https://www.health.org.uk/news-and-comment/blogs/what-action-is-required-to-make-nhs-workforce-shortages-a-thing-of-the-past
- Beech, J., Bottery, S., Charlesworth, A., Evans, H., Gershlick, B., Hemmings, N., Imison, C., Kahtan, P., McKenna, H., Murray, R. and Palmer, B., 2019. Closing the gap. *Key Areas for Action on the Health and Care Workforce*.
- Cordey, S., Bahl, S., O'Dwyer-Cunliffe, F., & Helm, C., (2022) NHS workforce shortage "serious and detrimental" impact on services *NHSProviders* retrieved from https://nhsproviders.org/news-blogs/news/nhs-workforce-shortage-has-serious-and-detrimental-impact-on-services
- Deakin, M. (2022) NHS workforce shortages and employee burnout are taking a toll *BMJ* retrieved from https://www.bmj.com/content/377/bmj.o945
- https://www.health.org.uk/publications/how-many-nhs-workers-will-we-need-over-the-coming-decade
- NHS (2022) NHS workforce: Our position retrieved from https://www.kingsfund.org.uk/projects/positions/nhs-workforce