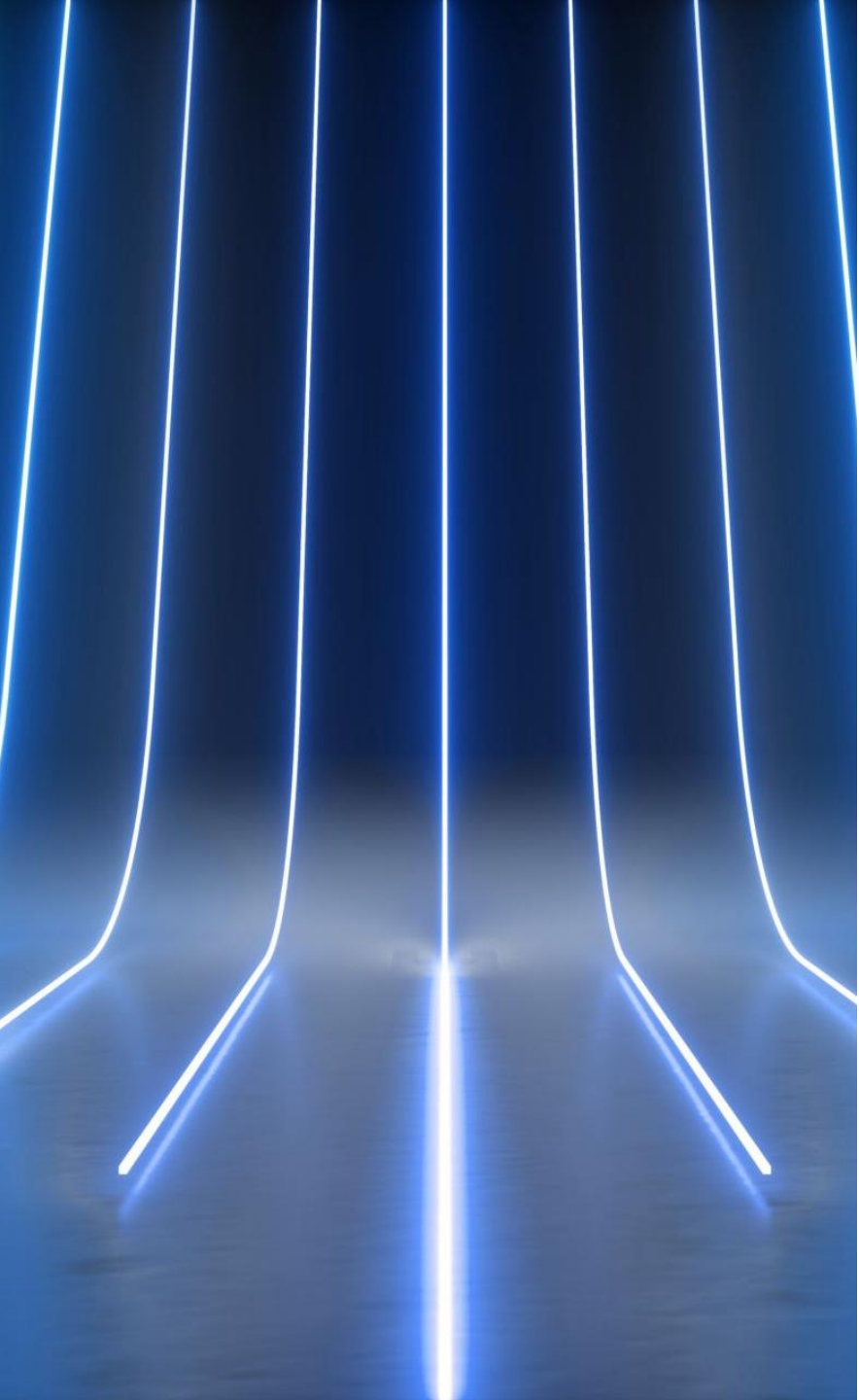




Module: Introduction to Research (BMHP5005)

Assessment 2: Viva Voce

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Topic - "The Impact of Staffing Shortages on the Quality of Care in NHS UK: A Secondary Analysis of Existing Literature."

Introduction

This presentation examines the causes, effects, and remedies of the NHS staffing deficit and its impact on patient care. It aims to find evidence-based solutions to improve patient outcomes and create a more sustainable and compassionate NHS long-term care policy.

- Conduct secondary research(Clarke, 2011)

Methods

systematic literature reviews

*databases: Google Scholar,
PubMed, and the WUTSD
library.*

*search terms will be
"healthcare staff shortages",
NHS, and "UK"*

*articles published between
2012 and 2023*

*inclusion criteria for the
articles are that they have to
be primary research, written
in English, and focused on
the problem of healthcare
staff shortages in the UK.*

Literature Review

Author(s), title, and year of publication	Aim of study	Methods and Sample size and characteristics	Summary of main findings
Griffiths et al., (2018).	Nursing staff size and affect on hospital mortality rates.	138 133 adult patients spending >1 days on general wards between 1 April 2012 and 31 March	Lower nursing staffing levels are related to an increased risk of death during hospitalization.
Weyman, Roy, and Nolan, (2019).	What are the reasons for employees to leave the NHS?	An opportunity sample of 1,594 NHS health professionals provided the data using the Case V technique of paired comparison	Time, resources, and employment restrictions were well acknowledged. Low pay. Flexibility and generational disparities are promoted.
Saville et. Al. (2020).	The impact of staff shortages on patient care.	simulated nurse staffing using patient and roster data from 81 inpatient wards in four English hospital Trusts.	Longer wait times, lower quality care, and increased risk of adverse events were identified as the major risk.

Results

- Shortage of resources, job demands, and time pressure were the main reasons for staff retention issues in the NHS (Weyman, Roy and Nolan, 2019).
- Pay is ranked lower than anticipated(Martin et al., 2020).
- Access to flexible working hours will reduce employee turnover(Nguyen, 2020).
- Staff shortages represent a threat to public well-being(Boamah et al., 2022).
- Is necessary to strike a balance between costs associated with staffing, the needs of patients, and factors specific to the hospital(House of Commons, 2021).

Discussion

This systematic literature review confirms the ongoing problem of healthcare staff shortages in the UK and the negative impact on patient care and the wider healthcare system.

Additionally, healthcare organizations should take proactive steps to ensure that support services are easily accessible, safe, and reflective spaces for staff. Future research is needed to evaluate the effectiveness of these recommendations(NHS England, 2017).

Discussion

There are several strategies that can be employed to address the problem-

- improving recruitment and retention efforts,
- investing in training and development opportunities and utilizing technology.

Hospitals should prioritize-

- increasing the number of registered nurses in general wards to improve patient outcomes and reduce the risk of in-hospital deaths (Haegdorens et al., 2019).
- monitor RN staffing levels to ensure adequate care, avoid using nursing assistants as a substitute for RNs, and manage patient admissions per RN.

Conclusion

The findings underscore the continued problems the healthcare sector faces in tackling this problem but also propose many solutions to improve recruitment and retention and patient care. This paper can guide UK healthcare personnel shortage research and policy. Dissatisfied employees should be addressed by the organization to boost job satisfaction. This might involve training and development, extra rewards and incentives, and a more collaborative and inclusive workplace.

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