

Developing Projects in the Organisation

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Introduction

The last 2 years we have all been Experiencing and Unprecedented Pandemic COVID-19 Our lives have gone from our everyday normality that we take for granted the freedom to be with your loved ones going to your general store using your community services all come to a standstill overnight.

The population woken up to a ghost town the realisation of lockdown the world coming to a standstill, the ever-raising death toll As the Pandemic spreads we find the struggle with social distancing a real one the philosophical and mental effects it had on our community's, ways we used Tackle and contain the spread of the virus We realise the toll it is taking on the community and the front-line workers the national health service. How COVID-19 affected these services and how they tackled and Suppressed the Pandemic.

The race to find a vaccine the track and trace the public.

Before the NHS there was the national Insurance which was only for working ppl each month for some their salary tax was deducted that meant if you Become ill that money could be used for the health care you needed. the problem with that it was no good for people who weren't employed so not even a child would get free health care prior to the Establishment.

In World War 2 the government had to involve itself in health care more than they ever had before as ppl became injured in the blitz, were coming back with injuries helping the public in a way they never had to prior to the war also the soldiers that returned from the war who fought for this country believed they were entitled to free healthcare. The National health service was established to give health care to all citizens from all walks of life.

Main body:

“The UK's COVID-19 performance has fallen disastrously short and undoubtedly has cost lives. It has pushed the National Health Service (NHS) to the brink. The opportunity to strengthen systems to suppress viral transmission following an easing of lockdown restrictions, the UK Government is facing a wave of COVID-19 with no strategy in sight. Lives, wellbeing, economic recovery, and public trust are at stake. The government is still failing.

Transmission of SARS-CoV-2 has rapidly escalated. The Chief Medical Officer and Chief Scientific Adviser implied on Sept 21 that the UK could have about 50 000 cases per day by middle of October, and 200 deaths per day by middle of November 2021. In a worst-case scenario, this second wave could result more than hundred thousand deaths from COVID-19 by March 2021.

The new lock down phenomena COVID 19 had changed how we relate to space and hygiene. Managers adapting to the social distancing guidelines to protect clients and staff by March 2020 we wear eased into wearing face masks organisations wear fined if they didn't follow the law and the public was told that Government is struggling to purchase and distribute PPE to organisations. Since lock down some businesses are still at a standstill causing a large disruption in logistics as the number of staff are limited

Since Covid we have been using social media platforms a lot more like zoom Google meets and teams are among the top platforms used to conduct meetings and work.

Since COVID 19 the government implemented a trail and created a track and trace app which was trailed on the isle of white which is

still in progress of being implanted.

Downloaded by millions of citizens but to no avail. After having the highest death toll in Europe. council staff and healthcare workers will be able to download it the public on the isle of white will have access to the new app using phones Bluetooth connection to work, once you've installed the app every time you encounter someone else who has it your phone records that fact.

then if you tell them, you have symptoms of COVID-19 the other people who you've been closed to will be automatically alerted and should self-isolate. This is just one part of a wider strategy to test track and trace the virus.

The NHS has trained its staff to give out the COVID 19 vaccine. Millions of Londoners have now received their first dose of a COVID-19 vaccine. The total number of first and second doses given has risen to now 4 million plus.

The divide between the vaccinated and unvaccinated could not be any wider and any realer as people from ethnic background are sceptic to take the vaccine as in the past when black people and people of ethnic backgrounds is coming back from where they have been killed or given them adverse effect later. For example, the use of bodies as medical test subjects fall into a history that includes the Tuskegee syphilis experiment and Henrietta Lacks.

But now the problem is that a lot of Ethnic people are the front-line workers and will more than likely take the vaccine so that they can stay in employment

For the first time in history, a health crisis has shut down the entire global economy, painfully demonstrating how inseparable healthcare and the economy have become. So, developing a strong NHS service will help to Protect the people and our economy.

our healthcare systems were not designed to deal with this crisis, on an unpredictable large-scale, health challenge that requires urgent mobilization of resources and affects the whole population. So, building and implementing new models and procedures and training to tackle COVID-19 is essential.

Individual Report

- ❓ Development of a plan by meeting the identified personal development needs and expectations of individual employees in a chosen organisation. critically assess the potential benefits to the organisation of developing individuals in the workplace.

Having a plan to Developing your employees will bring optimum performance and productivity to and organisation, will Benefit both sides the company and the employee development increasing your employee's skills and knowledge moral and confidence in the workplace well trained employees will stay on longer than Inexperienced staff now and increase profit they will get from the training, which is Systematic learning modules, so they don't have to learn by trail an error. So, if we plan better then Organisations will last longer and restraining will be increasing knowledge

manage an individual's expectations in respect of personal development.

Assume your employee knows nothing while you are doing the training process so that u do not miss nothing. Also be systematic when training to get a uniform

Building your employees to become future managers who can take control in emergency situations training your employee be effective in response to the ever-changing workplace and knew technology making your employee more efficient. After your employee is trained, they can also train other employees saving time and money for training is just one part of their development.

critically evaluate development vehicles available to an

organisation appropriate to the development needs of the individual.

The following are all ways in which individuals can be developed within the workplace:

- . Coaching on a one-to-one basis
- . Observing others in their work and picking up tips (-Job shadowing)
- . Delegate activities to broaden knowledge & widen skill sets
- . Get involved on project work
- . Temporary transfers, job swaps or secondment into other areas – it could be mutually convenient for other managers to swap staff so that two areas gain from ‘multi-skilling’
- Background reading/research/watching videos/internet to strengthen knowledge base
- Studying for professional qualifications

undertake accredited distance learning

Visits to different areas of the business.

One to one or group meetings with key players in different areas, to understand roles, responsibilities, and inter-departmental relationships

Attend formal training courses in key soft skills

Attend technical/product knowledge training

- . Undertake E-learning
- . Performance development reviews & regular one to one’s
- . Networking/Attending relevant External Business Events
- . Get involved with relevant business groups/forums/committees/task force
- . Act as a team representative at wider business meetings.

Utilising 360-degree feedback

- . Participation in Action Learning Sets

- . Role plays & simulations/Model office environment
- . Using Diagnostic tools (e.g., Myers Briggs, Belbin, PQF etc)
- . Join a professional body
- . Conduct benchmarking exercises
- . Manage others

generate a detailed plan to meet the identified development needs of an individual in the workplace and the management of performance.

use training and coaching exercises to find which is the best way to evaluate an employee's skill set and how they can tweak it to optimum performance

- . hand out instructions
- . Reading instructions
- . hand out diagram on how to do it
- . demonstrate how to do task.
- . correct mistakes until all employees can do the task.

This does not mean that the employee has acquired the skill set yet so then the employer will implement the procedure by

- . Explaining the reason and objective and importance of the task and how it relates to the over job the organisation is doing
- . explain the procedure or process
- . demonstrate on how to do Procedure or process
- . Observe employee doing task in training
- . give immediate and specific feedback and praise for completing task acknowledge employee's success correct them if required

Makes the person your training confident in them self that they can succeed in doing the task on they own as they my doubt themselves while working out in the workplace or alone. And

that u is also confident in their ability.

- . follow up on trained employees.

- . NHS staff have been trained in personal protection equipment how to put it on how to clean and remove

- . Trained in Social distancing guidelines

- . how to deal with grieving family's

- . how to train other staff on protocol and procedures as the Government roles them out

- . Vaccinating its staff members are frontline workers.

- . Trained on how to chemically clean their environment as they work to lessen the spread of COVID 19

- . keep the sick and Elderly in touch with their families via devices as social distance stopped all Hospital and care home visits.

Will healthcare system continue to be managed as a cost, or will it be dealt with as an investment?

The transition towards prevention and infectious diseases? Will the change of care out of the hospital continue? Will we see an increase in hospital financial plan?

How will the Proceed towards dependency the populations of people from the elderly, youth, disabled and the mentally ill. more widely Develop, especially given the anticipated rise of mental health issues since the lockdown.

Will the mix between universal health coverage pushed by the WHO17 and individual, future personal requirements clash?

Will the skillset of the healthcare workforce change? More healthcare professionals will be able to become more flexible for example the ability to reallocate resources / budgets quickly Will the capacity of the healthcare workforce and Facilities and systems increase, including through welfare nets and buffers.

Will we see more centralization or transfer of Control of the healthcare System nationality or by district and infrastructure for example few large centres of excellence vs. more, smaller Community units?

Will administrations combine national technological Jurisdiction in health policy's push institutions to buy in-country or in-region Manufacture, or even nationalize companies to ensure continued Distribution of vital resources services and products? How will they manage the request for more hygienic self-government while remaining ambitious in a global economy?

Will intellectually Attributes, frameworks and incentives for change essentially. For example, the implementation of regulatory and access pathways to predict and reply efficiently to the next Calamity” (James,2020).

Conclusion

Will public-private companies become the norm in the healthcare Community its providers, manufacturers, Insurers and companies tracking and monitoring systems. Will healthcare systems accelerate digitalization, including community and hospital workflows, patient health records, telemedicine, decision support Will the adjustment and administration of our data Malaga mate significantly? Will citizens be more ready to part with health data? Will our trust in technological institutions, health authorities and private healthcare organisations for example pharmaceutical companies increase?

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