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Impacts and Prevention of Understaffing in Nursing Homes

Introduction

Nursing homes are those homes in which medically affected people are being treated under the high medical care of the nursing staffs. These homes are like a second home for the patients. People choose to live in these nursing houses for their proper medical care because

the professional skilled nurses are available for providing proper treatments and medical care. Usually, these homes are being run and funded by the state health governmental authorities or social working agencies. These days nursing homes are suffering from some major administrative and managemental problems due to understaffing of the nursing in the various nursing houses (Gilissen, et al., 2017). This report will be analysing these problems and their impacts along with their available solutions and strategies.

Understaffing of Nursing

Understaffing is the shortage of nursing staff in nursing homes. It is one of the most common problems these days around the world. This problem usually occurs due to the lesser number of available staff as compared to the requirement of the requirements of the nursing homes. This is when the problem is started heating when nurses are not available at their duties and those who are available, they become overstressed and frustrated which causes serious issues in form of health care and also in form of abusive acts and actions (Li, et al., 2020).

Reasons of Understaffing in Nursing Homes

There can be various reasons which cause understaffing at nursing homes. These reasons usually belong to the management and the higher authorities of the nursing homes (Wilson 2018).

Labour cost

For nursing homes, the cost of labour is very high due to which several nursing homes do not have enough budget to facilitate the required costing to higher certified and qualified nursing professionals.

Non-availability of Nursing jobs for professionals

In some areas, nursing homes do not facilitate medical professionals as per their requirements due to which they opt to serve hospitals or other facilitating institutions.

Availability of Nursing Staff

In some areas, there is very less availability of nursing professionals such as those small and non-developed towns in rural areas where nursing homes could not able to find relative medical professionals or not have enough professionals available to hire or work there due to the various costing or other issues.

Impacts due to Understaffing

This problem has been faced and it has great impact on health and social care sector professionals. It has very bad impacts especially on society and on health caring services. There are some of the major impacts that is caused due to the understaffing in nursing homes. The shortage of staff in the nursing homes the available nurses overburdened and overstressed due to which they can't be able to perform their duties as well as they are expected (Wendsche, et al, 2017). The result of overloaded work nurses sometimes they are sometimes abusing and misconduct with the people. This behaviour of the nurses usually misconducts among the patients and people try to avoid nursing homes which are damaging the image of nursing homes in the society.

Another main impact of the understaffing is the mismanagement and lack of satisfaction of the patients due to lack of caring responsibilities of the staff. Due to shortage of staff many patients could not able to receive proper attention and treatment in terms of their care facilities and other required services of the accommodation. One of the major problems that face by the patients and their families is the lacking of the services they require for accommodation in terms of the clothing, bedding or other such types of things that staff could not able to provide in the meantime due to the overburdened responsibilities. People also complaining about the mismanagement of the observations by the nurses and treatments as nurses could not able to provide the proper medication as per requirements which cause overmedication or could be wrong medication as well.

Impact of Workload

The health care lacking is the most major effected outcome that is caused by the workload on the nurses available due to the understaffing. As per one of the survey it is found that nurses unable to provide proper caring services due to the over extreme working duties. Nurses lead to serious mistakes that cause dangerous health damages of the patients due to less attention and time as they do not have enough time to provide proper attention to every patient. This overloading of work on the nurses' staff doesn't allow them to supervise every patient, as they are required to overlook the needs of the patients, especially those patients who require special care and attention, these conditions are really dangerous for them and there were many cases found that cause severe health injuries and some deaths as well (Harrington, et al, 2020).

Knowledge about Decision-Making Techniques

There are many decision-making techniques available for managing understaffing and its various impacts. Every management has its way of dealing with things by use of different approaches. Usually, there are four major decision-making techniques such as directive decision making, analytical decision making, behavioural and conceptual decision making. These are the techniques which are mostly used by the authorities to manage their problematic factors through implementing their decisions. As per the requirement of the current scenario, it is important for Nursing houses to re-analyse their structure as well as their managing strategies and managing stakeholders (Lavallee, et al, 2018). The management should have to adopt various decision-making techniques to get over these problems and to make the right possible decisions at the right instant of time. The Analytical decision-making technique could be more suitable for the nursing houses to analyse their problematic factors and their available solutions.

Implementing Plan

As per the analytical decision-making technique the management should have to adopt various analytical strategies to get over these problems and to make the right possible decisions at the right instant of time. They should have to brainstorm the problems and their possible solutions to achieve some level of approach that they should have to adapt to overcome understaffing and all the negative impacts. Management should have to involve their staff to get some sort of possible solutions through group discussions and analysis on the important factors such as overworking shifts or overloaded working.

Through group discussions management could able to brainstorm various outcomes and could able to discuss them with others to have the best strategy for managing these failures. The other main point is the funding factor due to which nursing homes could not able to facilitate professional nursing staff as per their needed requirements. Management

should have to obtain financial analysing techniques to manage the financial factor. Through financial analysis, they could able to consider various ways and strategies to manage available funds efficiently to facilitate required possible factors.

Alternative Solutions of Understaffing

There are many ways to stop the understaffing and solve these problems to facilitate society and patients as per their actual needs. The system requires smart planning and strategies to gather the nurses and fill out the requirements.

Hiring Strategies for Nurses

The nursing homes management need to play smart strategies in terms of hiring new nursing staff. The best way of gathering new staff to open several funding programs and work collectively with training institutions and offer their new graduates free training and internships. Make programs to train new graduates with professional training as well as experience. This would help nursing homes to gain more respect and support from the institutions and society.

The strategy of hiring more nurses cannot be implemented if the senior staff nurses do not paly their part as well as encouraging and motivating instructors. Old senior staff should warmly welcome new nurses and respectfully mentor them by creating a learning atmosphere that makes new graduates' minds available for a longer period (Harrington, et al, 2020).

Reward System in the Nursing Homes

This is important for nursing houses to realise the fact that they have to avail the available nurses efficiently and do not overload extra working on their shoulders. Nursing homes should have to use a rewarding system for dealing with the staff for extra working by

offering them various incentives and rewards. There is a need for encouraging the staff and their dedication towards the work. The nursing house should have to introduce an incentive reward program to keep the staff motivated towards extra shifts and responsible working. Introduce points scoring system amongst nurses who are working extra shifts or part-time shifts will gain maximum points and they will get more rewards and incentives.

Referral Recruitment Strategy

It is good to use the current force to make the upcoming future better. According to the different surveys, it is found that most honest and dedicated workers are hired by the referrals of the working employees. Nursing houses are required to use their working nurses to recruit their referrals and gain rewards, the nursing house should have to welcome new referral nurses and encourage current staff nurses to gather their new nurses which will help them in gaining incentives and other rewards.

Accommodate Smart Schedules

To resolve the overloaded working on the current nursing staff the nursing homes need to manage their assets or available staff efficiently and make things flexible for them to work under a comfortable environment. Management should have to look into the personal matters and problems of the working nurses and arrange their extra shifts as per their requirements. As nurses would feel more comfort in doing extra shifts as per their available time. A second smart option for the nursing managing authorities to smartly schedule the shifts considering their available working hours and give them flexible schedule if any of the staff would have a problem in continue working, management can arrange shifts gaps or ask for two half shifts in a day to accommodate the requirements (Lavalley, et al, 2018).

Make Strict Policies

There is a need to consider these problems more seriously especially the problems of misconducting and misbehaving as well as the mistakes that are caused by the misconducts of the nursing staff due to the understaffing. Nursing homes should have to make strict laws and policies for the misconduct of the staff as well as the understaffing.

Communicating Plan to Stakeholders

There should require a proper management and techniques to communicate full plan to all the stakeholders. The authorities should have to arrange proper meeting plans to develop understanding with all the stakeholders especially the working staff nurses. As per the above-mentioned plan nursing homes top management should have to consider suggestions and availability of their over shifting timings. Second main factor is to analyse the financial factors and funding sources. Management should have to reach out the funding sources and as per the planning and analysing they have to use their funds efficiently with covering all the possible solutions.

Monitoring plan

As per the planning authorities should have to arrange proper meeting plans to develop an understanding with all the stakeholders to implement the proper planning. There is always require a monitoring team to manage the sources as per the implemented planning. Nursing homes should have to develop a monitoring team to monitor all the functionalities and operations as per the given plan. Their responsibility is to control all the operations to work smoothly and if something is making problems in carrying out the plan, the monitoring team has the responsibility to consider possible solutions to overcome these problematic factors.

Conclusion

Nursing homes are like a second home for the patients. People choose to live in these nursing houses for their proper medical care because the skilled professional nurses are available for the proper treatments and medical care. Understaffing is one of the most common problems that should be solved on a priority basis, whether by the governmental authorities or by the management itself. Funding should be arranged and homes should be managed through efficient management and understaffing should be treated under strict laws and policies.

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