

ADDRESSING THE PROBLEM OF STAFF SHORTAGE IN PROPER CARE, UK



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INTRODUCTION

In this presentation, we will debate the problem of staff shortage in proper care in the UK, using specific tools such as PESTLE Analysis and the Fishbone Diagram.

Unfortunately, all across the UK healthcare sector, staff shortage has been a huge problem for a number of years and is still an ongoing problem that needs addressing and solving.

We will identify the problems that are leading to this issue and we will propose some practical solutions to reduce and ideally, eradicate this problem.

HOW MUCH STAFF SHORTAGE DO WE HAVE IN PROPER CARE?

According to the “The Guardian”, in March 2022, the number of vacant positions in healthcare in England was 110,192, according to the official figures. This figure includes 8,158 doctors and 39,652 nurses.

These figures are very worrying and alarming at least to say, for such a vital sector that we all rely for the sakeness and safety of our lives.

People need to understand that this is a vital problem and we cannot play games, because people lives matter. Everybody has to understand that the lack of staff in the proper care sector, impacts people lives and decreases their lifespan in many cases and on average overall.

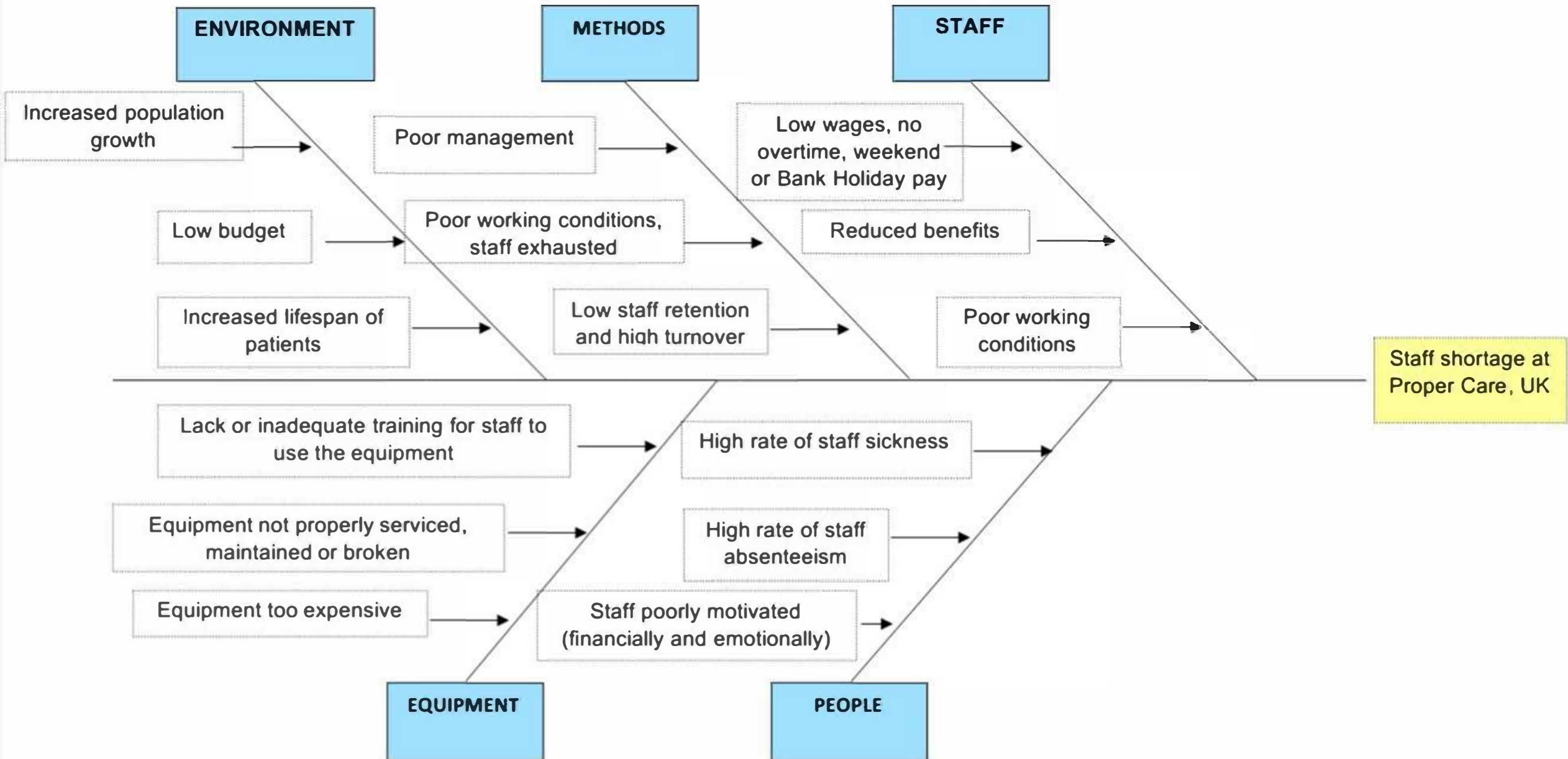
PESTLE ANALYSIS

PESTLE Analysis is a tool meant to offer a big picture over the situation of an industry environment.

PESTLE stands for:

- Political
- Economical
- Social
- Technological
- Legal
- Environmental

FISHBONE Diagram for staff shortage at Proper Care, UK



SOLUTIONS

The key to solve this shortage in healthcare is to motivate the staff.

Whether we like it or not, we have to be honest and say that the financial motivation is the most important factor in solving this problem.

Increasing the wages and offering advantages and discounts.

Working in healthcare is a job that involves a lot of responsibility, and sadly, the wages are not in concordance with the responsibility it involves. This is the biggest issue that is making a huge number of healthcare staff to quit their jobs and look for other job opportunities.

Also, many healthcare graduates look for opportunities in other sectors that are better paid, considering a job in healthcare as a “plan B”.

Without being harsh, or without being a matter of “blame it all on the government”, the sole one to blame in this case is the government that pretends to be solving this issue, but practically doesn’t do much.

The government should regulate everything in the healthcare sector and apply new rules with the scope of making a better working environment for the staff.

SOLUTIONS

What actions should be taken by the government:

1. Increase wages

We all know that in many workplaces in healthcare pay the minimum wage. In such a demanding sector that involves a huge amount of responsibility, this is unacceptable and shameful. The government should pay normal wages and show their appreciation for the healthcare staff that save many people's lives everyday.

2. Increase funding for Universities and other schools for healthcare

By increasing the funds for universities and other schools in the healthcare sector, many young people would be motivated to pursue a career in healthcare. Although working in healthcare is demanding and sometimes tends to take over their personal lives, they would still pursue this career because the financial reward can outbalance it.

SOLUTIONS

What actions should the government take:

3. Raise awareness

CONCLUSION

I hope in this short presentation, I was able to address all the factors that are leading to the staff shortage in healthcare all across UK, and I hope I was able to make some valid observations and viable solutions that may help to at least reduce and ideally eliminate the this shortage issue that greatly impacts our lives and society overall.

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THANK YOU!