

BSc (Hons) Health and Social Care

Module: Introduction to Independent Research Skills (BMHP5019)

Assessment title: Assessment 1 - Research Proposal

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Research Proposal

Topic: Staff shortages in the NSH

1) Review question:

When it comes to the staff shortages in the NHS, when it comes to staff leaving the healthcare sector more than half (54%) is actually recorded as voluntary resignations. There are 43% of staff that are unhappy when it comes to their salary. They feel as if their pay should be higher due to the long hours and being overworked. Work related stress, when working for the NHS there is 42% staff that in the last 12 months that tend to become unwell due to this which causes them to leave. The staff that work frontline for the NHS have also left due to experiencing physical and verbal abuse from patients and other members of the public. 1 in 5 members of staff have reported to have experienced bullying from other members of staff in the last 12 months which also has caused members of staff to leave their healthcare roles. N Buckingham (2025)

2) Objectives:

- . To analyse the relationship between staff shortages and increased waiting times across NHS services, including emergency departments.
- . To evaluate the impact of workforce shortages on patient outcomes, quality of care, and staff wellbeing.
- . To critically assess existing designs to improve workforce capacity, such as international recruitment, training expansion, and retention strategies.
- . To provide evidence-based recommendations for addressing staff shortages in order to reduce waiting times and improve service delivery within the NHS. B Morgan (2022)

3) Rationale:

Staff shortages in the NHS are not just a simple mismanagement they are grounded in structural, economic and work force realities. In this day and age the UK has more of an ageing population with more people now living with long-term health, such as (diabetes, heart disease). This means there is a higher demand for staff than before. In health care the job roles are more physically and emotionally this also brings high work load, long shifts and stress. NHS is publicly funded but this comes with a budget due to this there are unfilled jobs, limits on hiring and pressure for current staff to do more. T James (2025)

4) *Methods:*

Immediate action needs to happen to increase the number of people entering the workforce. To solve this problem there would have to be more university places for people wanting to study health and social care, also more promoting health and social care at secondary schools would give children more of an insight to health care. Keeping existing staff on board there would need to be more flexible working arrangements and hours, improving the pay and benefits also there needs to be mental health and well being support provided. Without improvements in working conditions, retention and funding the recruitment alone will not solve these issues.

Br J Gen Pract. (2023)

5) *Ethical considerations:*

In this research I have only used pre reviewed research articles for ethical reasons. I will also not mention any participant that was involved with this research. To make sure that I have met all ethical considerations I will reference all I have found, I will also be transparent through the research to avoid plagiarism.

References

- B Morgan (2022) NHS Staff shortages Available at;
https://www.kingsfund.org.uk/insight-and-analysis/reports/nhs-staffing-shortages?gad_source=1&gad_campaignid=857200072&gbraid=0AAAAADmxskVOEG1OO85J6pnD3khvcvRxk&gclid=Cj0KCQjw4PPNBhD8ARIsAMo-icyEITK7bR5wFdWYXpBRgAiApGwsl1vkwwENj0_jvt-6ktYaVDZ_4BlaAorDEALw_wcB Assessed on 7th March 2026
- Br J Gen Pract. (2023) What needs to be done to address staffing shortages in health and social care? Available at; <https://pmc.ncbi.nlm.nih.gov/articles/PMC9976838/> Assessed on 12th March 2026
- N Buckingham (2025) *Why do staff leave the NHS?* Available at;
<https://www.kingsfund.org.uk/insight-and-analysis/data-and-charts/nhs-workforce-nutshell#why-do-staff-leave-the-nhs?> Assessed on: 4th March 2026
- T James (2025) Understanding why health professionals are leaving the UK national health service (NHS) Available at; <https://journals.sagepub.com/doi/10.1177/13558196251384845> Assessed on 10th March 2026