

STAFF SHORTAGE IN THE HEALTH CARE

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INTRODUCTION

In this presentation we will be discussing the causes of staff shortage in the proper care UK,
We will be looking at different analysis methods such as the PESTLE and the Ishikawa Fishbone diagram

By using these techniques we will highlight the major reasons of staff shortage and discover three solutions, using the PMI tool we will be selecting the solution which has the highest score and is the most suitable.

SCOPE

According to (king fund,2020)

- NHS hospitals, mental health services and community providers reporting shortage of 84,000 FTE staff.
- 38,000 are nursing vacancies, that's 1 in 10 posts.
- Immediate workforce shortfall is so severe it requires at least 5,000 nurses a year to be recruited from overseas.
- There is currently a shortage of 2,500 FTE GPs with plans of current trends suggesting this could increase to 7,000 within the next five years. These figures represent a significant dent to ambitions in delivering more care outside of hospital settings.

What is Pestle?

Pestle is a approach that businesses use for their marketing strategies to analyse their growth and sustainability.

This tool identifies the external factors within the organisation.

PESTLE is a abbreviation of the following words, political, economic, social, technological, legal and environmental.

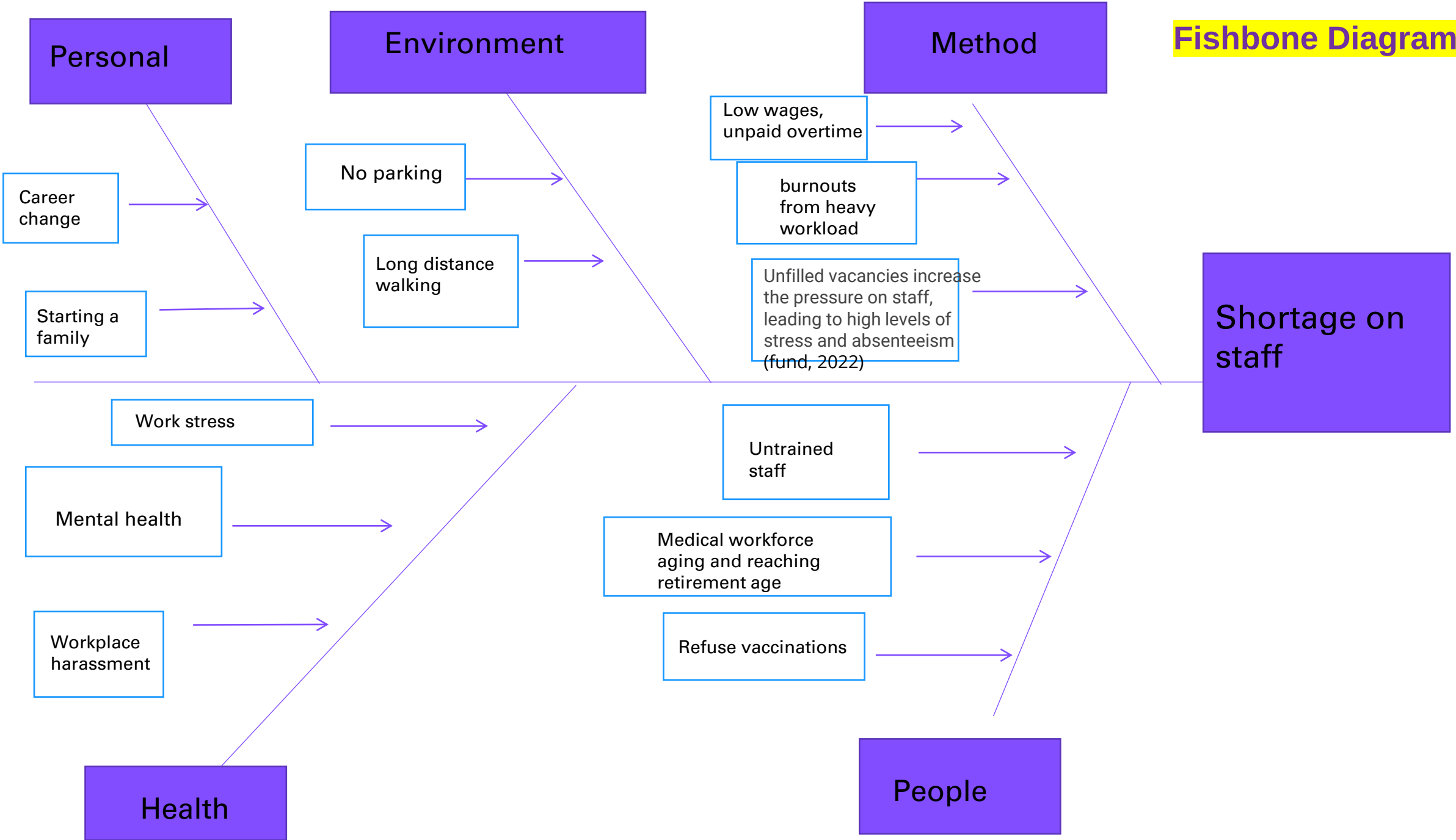
This analysing tool has been used globally by successful organisation with great success

 POLITICAL	 ECONOMICAL	 SOCIETAL	 TECHNOLOGICAL	 LEGAL	 ENVIRONMENTAL
- Nhs has been affected by the Brexit, the separation between EU - Lack of important medicine as they would have been shipped from various parts of EU.	- The economic crash in 2008 has affected the nhs as majority of nhs workers resigned due to the salary cut. - Covid 19 has took a massive toll on nhs, - The pressure of increasing deaths has left staff in fear - Staff have to isolate and take time off work for bereavement leave	- The UK population is expanding rapidly and with growing age there has been a increase in health issues e.g. Cancer diabetes, dementia - This has put pressure on the nhs with the lack of staff and resources they can not provide quality treatment	- Modern machinery such as complex screening systems has provided quality and fast treatments to all patients - GP practices are offering telephone/video call appointments	Patients are now taking legal action for the insufficient care they are receiving from the nhs	- There is a high pressure on nhs staff to ensure they are disposing their waste and resources with extreme care - Better waste management will help the global crisis

What is the fishbone diagram?

- The fishbone diagram which is also known as Ishikawa diagram.
- Ishikawa invented this diagram in 1943.
- The Fishbone diagram helps visually define a problem and help find the root cause.
- According to (Shelby Anderson 2020) Fishbone diagrams give you a great way to brainstorm within a well-defined structure

Fishbone Diagram



SOLUTIONS

Solution 1)

Staff therapy and counselling available at the work place which they can access whenever they feel to talk about something that may be bothering them as every individual mental health is important .

Solution 2)

reward and recognition implementation

- Staff that feel valued are less likely to leave their workplace
- Bonuses and double pay for shifts covered at short notice
- Vouchers given to staff performing well as an incentive

Solution 3)

- Onsite carpark spaces for staff

WHAT IS PMI?

- PMI is a creative Lateral thinking tool
- PMI is a short form of the words PLUS MINUS and INTERESTING
- the creator of PMI framework is DR Edward de Bono

PMI can help you to:

- Brainstorm ideas
- Weigh up the pros and cons of a decision
- Reflect upon a project or product upon completion
- Identify strengths and weaknesses
- Create an open dialogue within teams

P-M-I Chart

PMI – Decision making tool

Solution 1

<u>Plus</u>	<u>Minus</u>	<u>Interesting</u>
• Reduces stress (5) • Treats depression (6) • Improved (5) communication • Better work relationships (5) Total = 16	• Time consuming (-3) • some people don't like to talk about things (-2) Total = -5	Have group sessions instead of one to ones (3) Opportunities fun activities to do at work to improve team work (4) Total = 6

P-M-I Chart

PMI – Decision making tool

Solution 2

<u>Plus</u>	<u>M</u> inus	<u>I</u> nteresting
- Employees feel appreciated (5) - Aligns workers to achieve organisation goals (6) - Higher productivity levels (6) Total =17	- Employees only work hard for rewards (-1) - Employee bitterness(-3) - Expensive (-2) Total =-6	Have a employer of the month recognition (3) Have a 5 year award scheme for whom ever has worked at the organisation for 5 years and over(4) Total = 7

P-M-I Chart

<u>Plus</u>	<u>Minus</u>	<u>Interesting</u>
- Minimized timekeeping problems (5) - Saves mone (4) - Car safety - No hassle to find parking (4) Total =13	lack of space for on site carpark (-4) Total =-4	Paid travel cost for employees travelling from far distance (4) Total = 4

PMI – Decision making tool

Solution 3

BEST SOLUTION

From examining the results, the best solution is reward and recognition.

Reward and recognition will improve the overall staff moral, thus reducing staff shortages, alongside staff will be more engaged and productive in their line of duty.

Conclusion

In this presentation it provides a detailed breakdown of the cause of staff shortages in the nhs healthcare, we used the fishbone diagram to find the root cause of the problem which followed with pestle analysis which identified the external factors of the organisation. Using these tools we found three solutions that we implemented on three different PMI charts, using this decision making tool we calculated the results to recognise the best solution.

REFERENCES

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