

Title: Problem Solving and Decision making

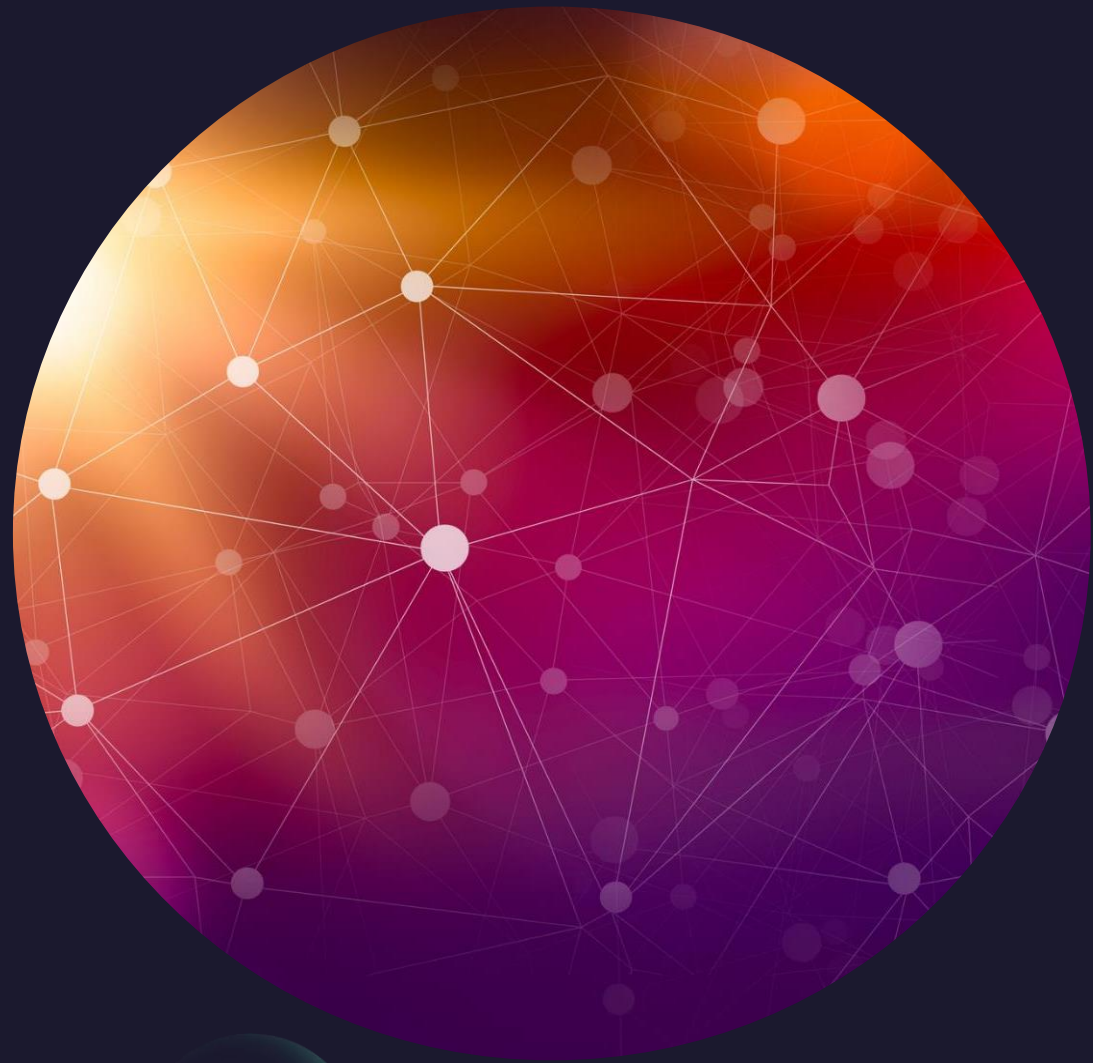
Module: Problem Solving and
Decision Making

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Lecturer: Charles Nimoh

Student name: Joliana Dede

Student number: 2121171



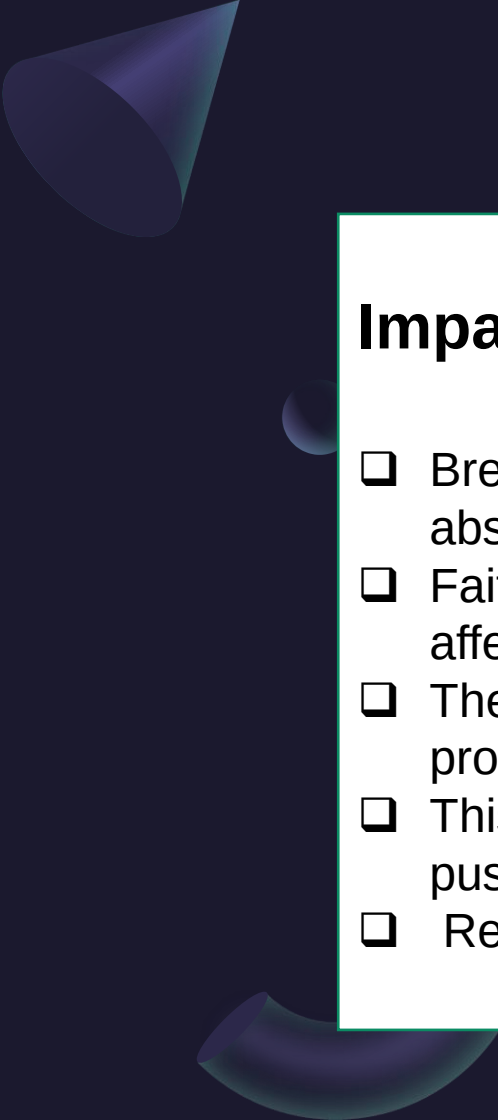
Introduction

- NHS hospital and mental health trainers report a shortfall of more than 100,000 FTE staff.
- The lack of staff is also observed in NHS the inferiority is affected in 41,000 vacant jobs.
- Same situation as the NHS, 1.1 million FTE jobs in social care for adults.
- Brexit suggest that the level of employment will deteriorate. Already a net inflow of nurses from the European Union (EU) in the NHS has turned into a net flow and this is understood that in July 2017 and until July 2018 there are almost 1,584 nurses who are health visitors to the EU who are leaving their role more in the NHS.
- Facing the lack of staff, the government made efforts to increase the number of nurses and allied health professionals with training, but in 2018 it was 4 percent lower than in 2016, which means that the trainings were not very successful.
- The challenge of the workforce is a great threat to health care but also to the United Kingdom to face it, which will affect the important consequences for both the patient and the staff.



Staff shortage

Staff shortages mean vacancies caused by many different factors. Staff shortages are an inevitable part of the problem in today's economy, that makes the effect possible in every business. But the biggest difference is within the NHS and exists in all disciplines.



Impact:

- ❑ Brexit is one of the main reasons that increases the risks for more staff absences.
- ❑ Faith leaders agree that 90% of the lack of qualified workers negatively affects the service cycle.
- ❑ The government trying to increase the number of nurses and health professionals' results in 2018 being 4 percent lower than 2016.
- ❑ This makes every staff at work go through stress and depression by pushing themselves to take care of more patients than they need.
- ❑ Responsibilities and workloads of existing staff members increase.

Complex problem on employees and their organisations

- Both, organisations and employees have a significant role in the NHS. Staff shortage will not only affect employees but the organisation as well. If something does not change quick, we will see waiting lists to grow rapidly.
- The Brexit vote in 2016 led to a drop in nurses and midwives who came to the UK from EU countries, falling by 87% from 6,400 in 2016-17 to 800 in 2017-18.
- Staff shortage means less staff so that concludes to the fact that less work will be done, and the organisation will face lack of services.

PESTLE ANALYSIS



POLITICAL

Government policy – Brexit

- The main bone in the lack of staff with many medical professionals originally from other European countries.
- Highly skilled workers will be scarcest and staff crisis in the National Health Service
- That can be seen from the fact that in 2016 the undergraduate training for nursing was 4% higher than 2018.

ECONOMICAL

Unemployment rates

- Most staff working in the NHS sector are contracted into national pay agreements, Agenda for Change (AfC).
- have raised dramatically. If this carries on things for example, waiting lists, will get worse and the public will be unsatisfied with the services provided in their local area from NHS.

Sociological

Age distribution - Although health care improves.

- Elderly population have more health problems such as diabetes and high blood pressure which affects and puts additional strain on the NHS.
- There are also pensions based on the age of the staff, and the hospital is facing way more staff shortages.

Technological

Technology change

- Affects the NHS because people are not all inclined to use technology, especially the elderly.
- One of the reasons for the lack of staff is that trainings will be added, and this gives uncertainty if all participants will have digital knowledge.

Environmental

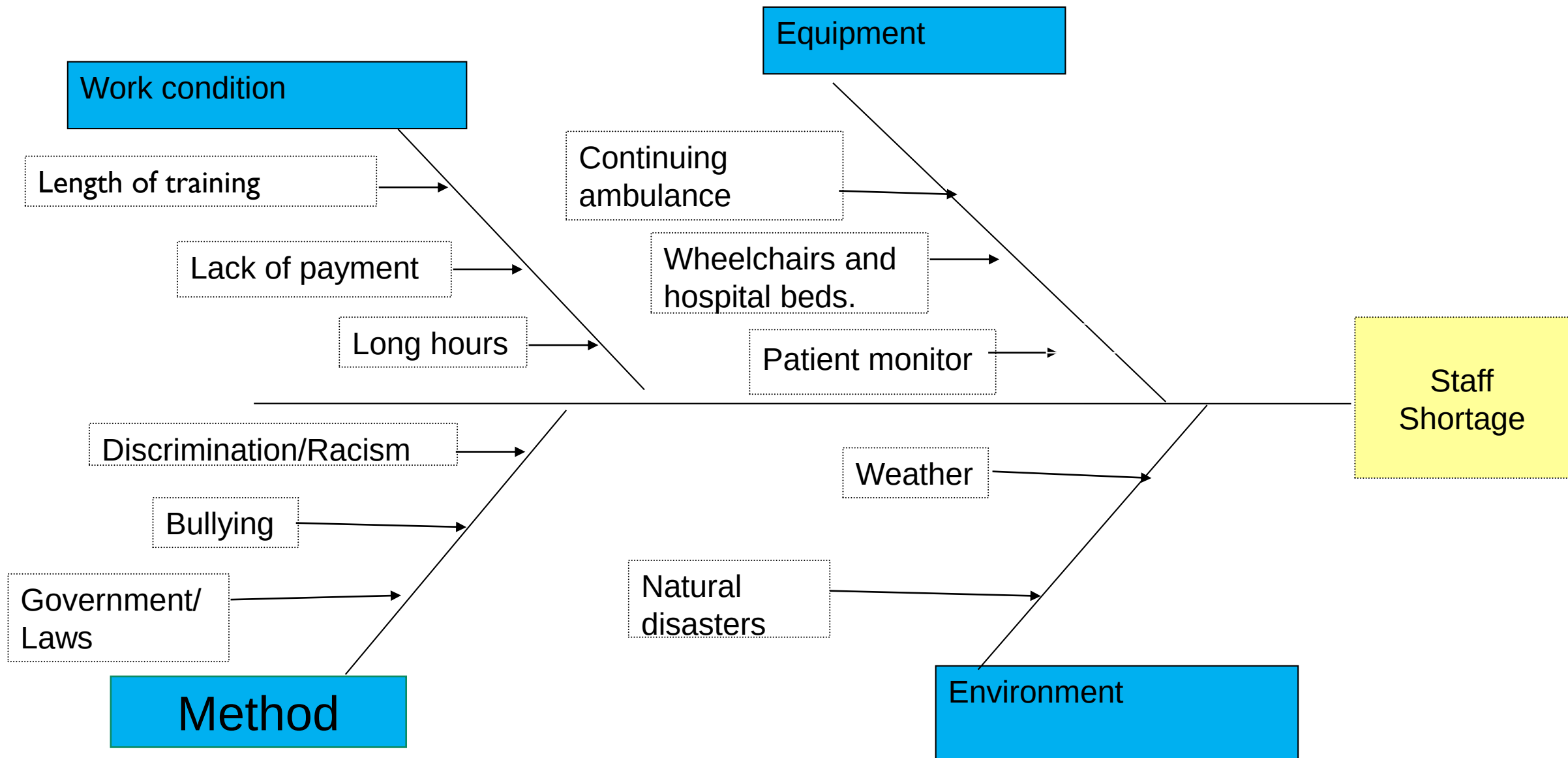
Climate – Climate change

- The natural world changes in some ways global warming, changing time and stints these changes increase the potential for physical and psychological disease.
- Causing more pressure to the emergency department of the hospital.
- One fact was the virus COVID-19

Legal

Discrimination laws – In NHS discrimination takes place.

- NHS do not achieve diversity and equality in employment and career opportunities.
- There are different types of discrimination: age, disability, gender, religion, race, etc.. This leads to significant pay gaps.
- NHS staff recognised the lack of equality. In 2018 a survey (NHS Staff Survey) revealed that 1 in 6 NHS staff believed that there were not equal opportunities for career progression in the NHS.



Fishbone Diagram

Staff shortage solutions

Some changes that can take place in order to sort out the staff shortage:

- Lower entry requirements to universities.
- Invest training
- Hire “unqualified” people.
- Ensure good working conditions.
- Recruiting and retaining worker in the NHS.
- Increase wages.
- Government providing nursing student with financial aid to cover the cost of living.

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Thank You