

Addressing The Nursing Shortage: Strategies For Recruitment And Retention

Mohammed Abu Bakar Albarqi , Ahlam Abdullrhman Ali
Alasmari , Abeer Yahya Mohammad Alnawshan , Halimah
Ahmed Mohammed Asiri , Reem Ahmad Mohammad
Asiri , Amal Talea Abdullah Asiri , Damsah Ibrahim Abud
Asiry , Jaber Mohammad Albarge , Suhaylah Salamah
Farsan Albalawi , Al Joharh Zeed Namshan , Abdullah
Mohammed Al-Huwaimel , Abdulrahman Saad Alfawaz ,
Badriah Ali Alkhaibari , Ali Yahy Alyami . Turki Nasser
Daba

Abstract

The worldwide demographic shifts have resulted in a consistent rise in the aging population and a decline in the number of deliveries, which have had an influence on medical policies and medical systems in several nations. Both methods need changes in worldwide healthcare. The field of nursing, which has experienced a shortage of personnel, is a critical issue within this particular setting. The article examines specific factors contributing to the shortage of nurses in Poland and other nations, particularly in light of the aging workforce. This study utilizes national applications and strategic papers for nursing. Additionally, it incorporates big data, international reports, and a literature review on nursing and healthcare difficulties. This report asserts that the reasons for the nurse shortage are complex and cannot be attributed to a single global or local factor. The issue may be summarized as a lack of efficient planning and use of nursing resources, inadequate recruiting or a shortage of new personnel, and global demographic factors. The review emphasizes that there is a severe shortage of nurses in healthcare services at the global as well as local levels. The overarching guidelines for the nursing profession include the need of formulating and executing nationwide social security objectives within the scope of nursing services. An ideal program would include broad topics such as enhancing working and job circumstances, establishing procedures to regulate salaries, and offering opportunities for lifelong learning by

integrating mobile and technology advancements as a sustainable solution.

Keywords: Nursing Profession, Shortage, Review, Strategies, Recruitment, Retention.

1. Introduction

In order to ensure the provision of adequate care to patients and the whole community, it is essential to have competent nurses. Consequently, the absence of well trained and knowledgeable nurses poses a significant risk, particularly when the shortage is widespread. This scarcity is becoming into a global issue that is anticipated to impact Europe, Asia, and North America. The situation of the nursing staff shortage cannot be easily summarized, but it is undeniably a significant and tangible issue that is increasingly influencing global health policy (Bell 2013). The discourse around this matter has diverged significantly from what was anticipated at the beginning of the 21st century, and it is infeasible to isolate individual elements or remedies (ANA 2001). Nevertheless, it is essential to adopt a comprehensive approach to the issue, taking into account both the specific local context (using Poland as an illustrative example) and the broader global context.

The growing disparity between the availability and need for nurses has resulted in a worldwide issue (Haczyński et al. 2017). The World Health Organization (WHO) reports a shortfall of 7.2 million healthcare professionals to meet global health demands. Additionally, the 'Third Global Forum on Human Resources for Health' predicts that by 2035, the deficit of nurses would increase to 12.9 million (WHO 2013, 2015a). In addition, the research from the World Health Organization (WHO) predicts that around 40% of nurses would resign from their positions within a decade (World Health Organization, 2013). The European Commission has provided predictions indicating that the deficit of nurses is expected to reach 590,000 by 2020 (Haczyński et al., 2017; Sermeus & Bruyneel, 2010).

The nursing profession and its practitioners are now encountering exceptional difficulties that are directly linked to worldwide demographic shifts and the increasing aging of populations. The global population of those aged 60 and over is projected to expand from 901 million in 2015 to 1.4 billion in 2030, representing a 56% growth. Furthermore, the number of

elderly people worldwide is expected to more than quadruple, reaching around 2.1 billion by 2050, according to the United Nations in 2015. The increasing elderly population and the prevalence of chronic illnesses may lead to a surge in demands and required improvements, as well as bring about structural modifications in the healthcare system and health policy (Benton & Shaffer 2016). Moreover, the strategic focus will be on providing long-term care to meet the significant need for nursing services. The reduced ability of families to provide care, caused by factors such as decreasing birth rates, growing migration, and the rise of single-person households, will result in a significant need for skilled healthcare professionals.

The function of the nurses undergoes a transformation in this particular situation. Specializing in certain areas, such as gaining additional degrees, joining highly specialized healthcare teams, or developing specific medical competencies (such as writing prescriptions), paradoxically leads to increased challenges in terms of replacing workers. Consequently, skills are exchanged between doctors, nurses, and medical assistants. The lack of personnel prevents the implementation of patient care rotation (Economist 2012). In this scenario, the scarcity of healthcare personnel will pose a worldwide issue. The objective of this research was to identify and highlight specific factors contributing to the shortage of nurses in Poland and other countries, including demographic, social, health, and professional shifts.

2. The Worldwide Shortage Of Nursing Staff

Despite recruiting a significant number of professionals from Central and Eastern Europe, especially Poland, Great Britain is still grappling with the worst nurse shortfall it has ever faced. Furthermore, the National Health Service recruits non-European personnel, mostly from India and the Philippines, by providing comparatively generous pay and assistance in relocating (Boczek 2016; Garbayo & Maben 2009). The situation is anticipated to deteriorate as a result of Brexit (Donnelly 2017; Forster 2017).

Germany is also impacted by the shortage of nurses, like other European countries. The Bundesverband privater Anbieter sozialer Dienste (BPA) reports that there is a deficit of 50,000 nurses available to offer care for the sick and aged (Oelmaier, 2012). Germany, like Great Britain, seeks to address the issue by recruiting economic migrants from Europe

(namely from Spain and Portugal) and from China, where the nursing industry faces significant unemployment. The Shandong International Nurse Training Centre in Weihai, China offers 8-month training programs for nurses. These programs include language courses and cross-cultural training to provide them with the necessary skills to work in Germany.

Both the USA and Canada are not exempt from this. According to the Canadian Nurses Association (CNA), Canada is projected to have a deficit of 60,000 nurses in 2022, which is almost 20% more than the present number of nurses engaged in this field (CNA 2009). The education of future nursing staff is constrained by the restricted availability of faculty positions and the inadequate quantity of skilled educators (Bartfay & Howse 2007). According to estimates, the USA is expected to have a shortage of 800,000 nurses by 2020. Currently, there are 2.7 million nurses working in the country (U.S. Department of Health and Human Services, 2002). More over one million nurses who are now working are aged 50 and above, indicating that they will retire within the next 10 to 15 years. However, the nursing profession is appealing because of its generous income. In the United States, nurses may earn a monthly salary ranging from USD 5700 to USD 10,000, depending on their level of training and experience. American colleges provide a wide range of possibilities to promote the advancement of nursing professions, including online courses and the availability of free education via mobile apps (Gallagher 2010).

According to World Health Statistics 2015, the United Arab Emirates (UAE) and Saudi Arabia, despite their favorable economic conditions, had a deficiency in healthcare personnel. The UAE has a ratio of 31 nurses and midwives per 100,000 residents, whereas Saudi Arabia has a ratio of 48. In comparison, Switzerland has a far higher ratio of 173 nurses and midwives per 100,000 citizens (WHO 2015b). Japan is also experiencing a shortage of nurses. The older people in Japan, who need care, make about a quarter of the total population of 126 million. Additionally, the nation struggles to embrace economic migrants due to concerns that they may pose a danger to Japan's insular culture and contribute to a rise in criminal activity. The shortage of nurses is emerging as a pressing concern at the national level. It is projected that the nursing profession would need an additional 800,000 personnel by the year 2025. The profession's hard nature and low compensation (with an average of USD 740) make it unlikely for there to be an influx of recruits (Mizuho 2016.)

The RN4CAST research reveals the correlation between nurse shortage and the impact on the quality of care in Europe. The documented shortage of nurses in Europe raises concerns over the quality of treatment that patients get. A multi-centre and cross-sectional investigation, known as the RN4CAST study, was conducted. The primary objective of the study was to enhance and broaden conventional forecasting models by including variables that take into account the impact of environmental working circumstances and nursing workers' qualifications on burnout among nurses, nurse retention, and patient outcomes (Sermeus et al., 2011). The primary objective of the RN4CAST project was to examine the impact of many factors, including nurse education, nursing work environment, nurse-to-patient ratio, and nurse skill mix, on the quality of patient care (Sermeus et al., 2011). The experiment took place from 2009 to 2010 at over 500 primary care hospitals throughout 12 European countries: the Netherlands, Sweden, Belgium, Spain, Germany, England, Ireland, Greece, Norway, Finland, Poland, and Switzerland (RN4CAST 2017).

Overall, the study's data suggests that all 12 nations need to tackle issues related to safety, hospital quality, discontent, and nursing burnout. The RN4CAST research also uncovered that nurses' intentions to resign from their positions in hospitals will result in forthcoming challenges, particularly in Europe (Aiken et al. 2012). Across all countries analyzed in the forecast, the level of patient satisfaction with the quality of care was found to be associated with various factors related to the work environment of nursing staff. These factors include managerial support for nursing care, nurse involvement in decision making, positive doctor-nurse relationships, and organizational emphasis on care quality (Aiken et al., 2012, 2016).

3. The Implementation Of Nursing Procedures And Regulations

The article highlights that both global and domestic organizations expressed apprehensions over the scarcity of nurses and noted significant deficiencies in the issues faced by nursing staff. All the appealing aspects of the nursing profession should also be acknowledged. The government is enhancing working conditions, establishing and executing a target employment rate for nurses per 1000 residents, formulating an employment policy and career advancement program, facilitating lifelong learning opportunities,

determining the number of specialized nurses required in each district (province), setting minimum employment standards, and conducting an information campaign to address nursing shortages and ensure the provision of healthcare services.

Furthermore, it is crucial to develop and enforce procedures that guarantee salaries commensurate with credentials and job responsibilities. This would serve as an incentive for the younger generation to pursue nursing courses. According to the statistics released by the Polish Main Council of Nurses and Midwives (NIPiP) in 2015, 40% of nursing school graduates in Poland do not pursue employment in their area. The purpose of grants is to serve as a motivation for individuals to pursue a career in nursing. Upon graduation, recipients will receive a monthly grant of 500 PLN (equivalent to USD 150 or EUR 120) for a duration of 2 years. The only need is commencing employment as a nurse in a publicly funded healthcare institution (Bochyńska, 2018).

Other nations are likewise endeavoring to address the scarcity of nursing personnel by enhancing their working circumstances. In the United States, businesses provide nurses with generous incentives such as substantial bonuses, complimentary housing, full coverage of tuition costs to support their ongoing education, financial assistance for relocation expenses, and even payment of school fees for their children (Kavilanz, 2018).

South African nations that require nurses to work in the provinces also provide accommodations and provide greater salaries. Nevertheless, the effectiveness of this approach is limited due to the fact that affluent nations like the USA, Canada, and Australia often entice individuals away from their current employment by offering much higher salaries and superior working conditions (Lupieri 2013). Japan, which has significant challenges in admitting nursing personnel from outside, provides educational assistance to its nurses and pays higher compensation to those with the greatest qualifications (Boczek 2016).

4. Conclusion

To summarize, the scarcity of nurses is a substantial international problem that presents difficulties for healthcare systems on a global scale. The rise in the number of elderly individuals, the decrease in the number of births, and the higher occurrence of long-term diseases are all factors that are

leading to an increased need for nursing care. Nevertheless, there is an insufficiency of nursing personnel due to the inadequate supply of competent nurses in relation to the increasing needs.

The causes of the nurse shortage are complex and diverse. The deficit is mostly caused by insufficient planning and ineffective use of nursing resources, as well as difficulties in recruiting and retaining nurses. Moreover, the situation is worsened by global demographic changes, such as the increasing number of older workers in the workforce. The scarcity of nurses is not confined to any one nation or area, but rather is a worldwide concern.

To tackle the nursing shortage, it is necessary to implement comprehensive programs that specifically target the recruitment, retention, and professional development of nurses. The formulation and implementation of national social security goals should aim to improve working conditions, provide equitable remuneration and employment conditions, and offer lifelong learning opportunities. By adopting technology breakthroughs and incorporating mobile solutions, nursing practice may be made more efficient and effective, so contributing to a sustainable solution.

Furthermore, engaging in international cooperation and exchanging optimal strategies might have a pivotal impact on resolving the scarcity of nursing personnel. Nations might gain insights from one another's experiences and use effective tactics to allure and keep nursing personnel. Moreover, making investments in the education and training of prospective nurses and increasing the number of faculty jobs may effectively mitigate the shortage in the long run.

Efforts to mitigate the nursing shortage should also give priority to enhancing the work environment and promoting the well-being of nurses. Offering assistance, acknowledgment, and prospects for career development and progression may lead to increased work contentment and decreased employee attrition.

Ultimately, addressing the nurse shortage requires a comprehensive strategy that involves legislators, healthcare facilities, and educational groups. To address the shortage of nurses and provide high-quality healthcare for the aging population and those in need, it is crucial to develop efficient

recruiting and retention methods, enhance working conditions, and invest in the nursing profession.

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