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by Mitnerdpro@gmail.com Mitnerdpro@gmail.com

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(All Group Members' Names)

Liberty University

Annotated Bibliography: Physician Labor Shortage

Statement of the problem

The healthcare industry and in particular primary care service is faced with a shortage in the number of medical practitioners in particular shortage of physicians. The crisis is expected to get worse considering the current population growth rate and the increased economy (McPake et al., 2014). The demand for physicians has made the people to spend significant amount of money on accessing healthcare services. The physician shortage crisis is so deep that practitioners in the healthcare industry are looking for alternative ways to reduce the demand. There are suggestions of using nurses, physician assistants and also importing foreign graduates to reduce this demand (McPake et al., 2014).

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Bodenheimer, T. S., & Smith, M. D. (2013). Primary care: proposed solutions to the physician shortage without training more physicians. *Health Affairs*, 32(11), 1881-1886. Hyperlink: <https://www.healthaffairs.org/doi/full/10.1377/hlthaff.2013.0234>

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Bodenheimer & Smith (2013) describes the physician shortage as the difference in adult's population demand in the primary care services as compared to the existing volume of the primary care. They describe the physician shortage crisis as a misdiagnosis of the problem. According to this article, the problem is caused by a mismatch between demand and capacity in primary care services. They suggest the use of technology to help the process of reallocating some of the clinical duties to non-physicians and the patients. Such removes the load placed on physicians for handling tasks which could be performed by teams and individual with far less or no training. Balancing capacity and demand are possible by taking into account chronic care, acute care, and patient self-care services.

- ² Cohen, S. A. (2009). A review of demographic and infrastructural factors and potential solutions to the physician and nursing shortage predicted to impact the growing US elderly population. *Journal of Public Health Management and Practice*, 15(4), 352-362. Hyperlink ⁸
https://journals.lww.com/jphmp/Abstract/2009/07000/A_Review_of_Demographic_and_Infrastructural.13.aspx

In this article, Cohen (2009) makes a review of factors which include demographic and infrastructural factors which are responsible for the shortage in nurses and physicians. The population dynamics and cultural factors have a significant role in the increased shortage being experienced in healthcare. Jointly, the factors create a situation where the people needing healthcare are increased while reducing physicians and nurses providing these services. The shortage is further increased by the high level of job dissatisfaction among physicians. The solution provided for the shortage includes implementing drastic changes in the healthcare industry, increasing medical training and using incentives.

- ³ Sargen, M., Hooker, R. S., & Cooper, R. A. (2011). Gaps in the supply of physicians, advance practice nurses, and physician assistants. *Journal of the American College of Surgeons*, 212(6), 991-999. Hyperlink:
<https://www.sciencedirect.com/science/article/abs/pii/S1072751511001852>

The reforms made in the healthcare industry does not address the ever-growing need and demand for healthcare services by the population. As of now, there are not enough physicians, and as the healthcare demand increases, the shortage is expected to widen further. Physicians play a vital role in healthcare, and they are among workers who are advanced clinicians. The article suggests that the only way for the country and the healthcare industry to solve the problem is by training

more physicians. According to the article, if only the APNs and the PAs are increased, then the projected shortage does not change. To make a significant change that is likely to reduce the shortage, the article suggests expanding the production of clinicians in all three disciplines. Also, the article suggests improving the clinical infrastructure and delegating work to different caregivers.

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Liu, J. X., Goryakin, Y., Maeda, A., Bruckner, T., & Scheffler, R. (2017). Global health workforce labor market projections for 2030. *Human resources for health*, 15(1), 11.

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Hyperlink: [https://human-resources-](https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-017-0187-2)

[health.biomedcentral.com/articles/10.1186/s12960-017-0187-2](https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-017-0187-2)

This article focuses on the current state of the healthcare industry by looking at different countries in the world. The article includes countries with different economic capabilities such as the developed, middle-income and low-income countries and the healthcare service in these countries. All countries are faced with shortages in healthcare workers such as physicians. The middle and low-income countries are the worst affected by this shortage. The situation in these countries is further worsened by the lack of healthcare infrastructure and expert healthcare specialists to delivery services. It is estimated that the demand for healthcare workers will increase by more than twice its current rate in the year 2030. This increased demand is likely to cause a worldwide shortage due to factors such as economic and population growth.

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Hooker, R. S., Klocko, D. J., & Luke Larkin, G. (2011). Physician assistants in emergency medicine: the impact of their role. *Academic Emergency Medicine*, 18(1), 72-77.

9

Hyperlink: <https://onlinelibrary.wiley.com/doi/full/10.1111/j.1553-2712.2010.00953.x>

Demand for emergency healthcare services has amplified significantly. While this demand is on the rise, the healthcare professionals providing such services are on high demand. There is a

shortage of physicians responding to emergency services and also in different healthcare institutions. The shortage has led to the use of physician assistants with a bid to reduce the increased demand. By the year 2025, the demand is expected to have doubled while the number of physicians seems to have levelled. The article suggests the continued use of PAs to reduce the shortage or to put in place measure, which will facilitate the injection of more physicians in the healthcare industry.

¹ Rabinowitz, H. K., Diamond, J. J., Markham, F. W., & Santana, A. J. (2011). Increasing the supply of rural family physicians: recent outcomes from Jefferson Medical College's Physician Shortage Area Program (PSAP). *Academic Medicine*, 86(2), 264-269. Hyperlink:
⁷ https://journals.lww.com/academicmedicine/FullText/2011/02000/Increasing_the_Supply_of_Rural_Family_Physicians_.29.aspx

¹² Rural areas have a big shortage in the number of physicians with the population in these areas requiring more healthcare services. These areas have a low supply of healthcare professionals, and the trend over the years indicate no positive change in the current situation. The result of this is a significant decrease in the number of physicians offering primary care services with the expected population growth, further increasing the shortage. The programs implemented to address this shortage have only had short-term success. There is a need for a more permanent solution, and the article suggests using physician assistants and nurse practitioners as a solution to the issue.

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