

t
by T T

Submission date: 12-Apr-2020 01:23PM (UTC+0700)

Submission ID: 1295484974

File name: top_5_issues_in_nursing.docx (18.17K)

Word count: 1472

Character count: 8393

Name

Tutor

Course

Date

Top Five Issues in Nursing Field

Nursing is one field that has recently been faced with a significant number of issues, and such issues have negatively affected the quality of healthcare. Consequently, patients have continued to suffer in healthcare centers while the reputation of nurses continues to deteriorate. Similarly, healthcare professionals have been demoralized, resulting in reduced productivity both at the individual and organizational levels (Kelly 120). The top five issues in the nursing field are workplace risks, staffing, long working hours, bullying and harassment and violence in the workplace and they should be solved through the improvement of nurse working environment, supporting nurse education, having scheduled shifts, respecting other nurses and creation of awareness and institutionalization of reporting technology in hospitals respectively.

Workplace risks in healthcare organizations have affected nurses' ability to offer quality healthcare. Nurses have experienced workplace risks such as injuries. Nurses perform a number of operations each day, and hence they have high chances of sustaining injuries, which include needle stick injuries. Bethany (66), states that 52 percent of nurses experience chronic back pain due to on-the-job injuries, and according to the Occupational Safety and Health Administration (OSHA), healthcare nurses sustained an average of 384,000 needle stick injuries and other sharp-related injuries annually, and around 5.6 million healthcare staff were at risk of being exposed to blood borne pathogens due to needle sticks. Some healthcare institutions do not have safety

equipment like fire extinguishers, and this puts the life of the nurses at risk in case a fire breaks out. The workplace risks facing nurses in their working environments can, however, be reduced through various measures. Needle stick injuries can be reduced through incorporating the use of needles with blunt tips, using needless intravenous systems, and ensuring administration of oral doses rather than the intravenous medicines where possible. In addition, the management of healthcare organizations should also ensure that their organizations have fire extinguishers to combat fire in case it breaks out.

Staffing has also been a major issue affecting many healthcare organizations. The majority of hospitals are under-staffed, and this hinders the administration of quality healthcare. The limited number of nurses compared to the increased number of families and patients who need nurse's attention has resulted in the demoralization of nurses, thereby reducing their productivity. If the productivity of nurses reduces, it is an implication that the overall productivity of the hospital will also be lower. The demoralization of nurses has also caused more suffering to patients and families. The American Association of Colleges of Nursing (AACN) estimated that the United States continues to experience staffing challenges in healthcare organizations even as the demand for healthcare increases. Several states in America still face shortages of nurses with California State topping with a shortage of around 44,500 nurses (Eisenhauer 8). To curb the shortage of nurses, healthcare organizations should increase their financial support of nurse education and training. Additionally, both the federal and state governments should set aside special funds for facilitating the education of nurses. Nursing schools are also addressing the shortage of nurses through the formation of alliances and seeking partnerships to enhance student capacity in the learning institutions, and this has facilitated the training of a reasonable number of nurses.

Additionally, long-working hours among nurses have been a major issue affecting the nursing field. As a result of the shortage of nurses, the available nurses in healthcare organizations are forced to work for long working hours. Consequently, long working hours cause fatigue among nurses, and this may result in health implications. Long working hours make nurses work overtime, sleep late, and for a few hours because they are supposed to report to work the following day, and this reduces their productivity. Nurses should work for 12 hours a day or less, but Medscape Medical Reviews reported that around 52 percent of practical nurses and 47 percent of registered nurses reported working overtime hours (Sauer & Thomas 1538). To prevent long working hours among nurses, the management of healthcare organizations should schedule working shifts in their organizations. Working shifts will make nurses have adequate resting time, and this will improve their health conditions, and consequently, their productivity and the productivity of the organizations will increase. In addition, increased training or support for nurse education will increase the number of nurses in hospitals, and thus nurses will not be forced to work for long hours. Having the right number of nurses will also improve the quality of healthcare and improve the reputation of healthcare organizations.

Moreover, nurses have also experienced bullying and harassment in their working organizations. Nurses experience harassment and bullying from their fellow employees, physicians, or the management of their organizations. Sauer & Thomas (1535), states that a research conducted by Medscape Medical News in 2017 reported that 71 percent of nurses reported that experienced harassment from patients and 47 percent revealed they were harassed by their physicians. Nurses experience bullying and harassment in form of physical assaults, oral abuse, or threats. Harassment and bullying results in low-esteem among nurses, affects their health and well-being. Notably, there have been poor working relationships among the nurses,

the physicians, and the hospital's management. In other cases, the effects of bullying and harassment of nurses may extend to patients and families because such nurses may not be able to offer quality healthcare to the patients. To avoid bullying and harassment, nurses, physicians, and management should have respect for each other. Also, nurses' leaders should be at the forefront of sharing information regarding harassment and cyber bullying and its effects, and this will be a way of creating awareness. Nurses are also advised to record any harassment or bullying situation, including the date and time, any witness, and the one who facilitated the harassment or bullying act, and this will assist in filing a legal claim.

Besides, nurses also face violence in their working places. Some of the violent incidences faced by nurses while undertaking their duties include being beaten, hit, or kicked, and this makes them sustain several injuries. The National Institute for Occupational Safety and Health (NIOSH) defined workplace violence as any physical assault, emotional or oral abuse, threatening or harassing behaviors that harm nurses physically or emotionally (Zhang 10). Workplace violence among nurses results in deaths and physical injuries among nurses. Very few nurses, however, report violent incidents either to their leaders or to legal institutions. To prevent workplace violence among nurses, there is a need for having a technology-support system for easy and fast reporting of any violent action since the majority of the cases are under-reported. There should also be an increased creation of awareness to nurses in order to facilitate regular reporting of violent cases. Besides, healthcare organizations can form steering committees to spearhead campaigns against workplace violence, and this may reduce violence among nurses. Sometimes the violence may be caused by outsiders; hence it is advisable that entrance points of healthcare organizations be secured.

However, there are some opposition who argue that the issues mentioned above are not major issues affecting the nursing field. For instance, the proponent's argument that there is just enough staffing is based on the fact that increased staffing results in exponentially high medical costs with no guarantee of improved quality healthcare or profits to the healthcare organization (Kelly 125). The proponents also argue that there are no risks exposed to nurses in their workplaces. Basically, they argue that any injuries sustained by nurses are a result of their ignorance or carelessness. Healthcare organizations are sufficiently fitted with safety measures and equipment that guarantee nurses' safety. Concerning the issue of workplace violence, the proponents argue that nurses have been so ignorant that they cannot report any violent action. Consequently, proponents argue that there are no cases of workplace violence. Also, nurses do not experience long working hours. The proponents argue that nurses, before beginning their career, must swear that they will be committed to their duties. Hence the so-called long working hours is a way of commitment to their profession. Finally, in regard to bullying and harassment, the proponents refute this by stating that there have been frequent efforts to educate nurses on how they can avoid bullying and harassment. The frequent education has done away with cases of bullying and harassment because nurses are aware of their rights.

In summation, it is apparent that the nursing field continues to experience challenges such as limited staffing, workplace risks, long working hours, workplace bullying, and harassment, and violence in workplaces. Such vices reduce the self-esteem of nurses, cause demoralization, physical injuries, and even death of some nurses. As a result, the productivity of nurses and that of the healthcare organizations continue to decline. Therefore there is a need for management of healthcare organizations to address such issues in order to improve the quality of healthcare.

GRADEMARK REPORT

FINAL GRADE

/0

GENERAL COMMENTS

Instructor

PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5