Strategic Planning Issues – Education Compliance

Name

Institution

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The strategic plan issue to be addressed is the nurse personnel shortage at the facility. Despite the growing demand for nurses at the facility in response to the growing number of patients, there has been minimal effort to increase the number of nurse personnel. This issue has been caused by three factors. Firstly, health care cost pressures have forced the facility to reduce its nurse staff. Secondly, the aging local population whose need for health care is intensifying and increasing. Thirdly, increased hospital acuity due to reduced length of stay. The three factors have placed pressure on nurse personnel (Grinspun & Bajnok, 2018). Owing to the nurse personnel shortage at the facility, the available nursing staff often need to work under stressful conditions for long hour. This state of affairs has increased job dissatisfaction, injury and fatigue among the nurses. In addition, these nurses have become more prone to making medical errors and mistakes. Besides that, there is a high nurse turnover rate as the nurses look for less stressful and demanding work environments. An unfortunate effect of this state of affairs is that health care quality has deteriorated at the facility with the result being increased incidences of preventable complications such as overcrowding at the emergency department, medication errors, and more alarmingly, a rise in patient fatalities (Black, 2016). The proposed changes to the hospital strategic plan propose to address the issue through three strategies. The first strategy is to implement mandatory overtime policies to ensure that nurses are available to work when required. This strategy is targeted at increasing nurse presence when patient populations increase. The second strategy is to form strategic partnerships and seek financial support to help with hiring more nurses. The final strategy is to increase nurse wages to improve retention and recruitment (Catalano, 2015).

References

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