**Post** a description of the national healthcare issue/stressor you selected for analysis, and explain how the healthcare issue/stressor may impact your work setting. Which social determinant(s) most affects this health issue? Then, describe how your health system work setting has responded to the healthcare issue/stressor, including a description of what changes may have been implemented. Be specific and provide examples.

Nurses make up the largest section of the health care profession and are a critical part of health care. The US Bureau of Labor Statistics projects that more than 275,000 additional nurses are needed from 2020 to 2030. (Haddad et al., 2023). The nursing shortage is already an issue in the United States and the issue is only getting worse due to high turnover, lack of educators, inequitable workforce distributions, and many more. Currently, the United States has the highest number of Americans over the age of 65 than at any other time in history that also includes the Nursing workforce.

There are currently approximately one million registered nurses older than 50 years, which means one-third of the workforce could be at retirement age in the next 10 to 15 years. (Haddad et al., 2023). Some nurses won't like the profession after they start working and leave whereas others may work for a little bit and leave because of the burnout. Healthcare violence in addition to an already stressful environment is also another cause of the Nursing shortage.

In my workplace from January to April, 14 Nurses left the unit to move to a different healthcare organization or went back to school again for CRNA or NPs. when talking to those Nurses the reason behind their leaving was staffing issues, they were burnt out, and physically and mentally stressed. Past few months the patients that needed to be singled are paired with another patient, Charge Nurse has a full assignment and no Nursing assistant on the unit which has led to a lot of staff leaving the organization in search of a better place.

**Impact on work setting**

We are facing a strong impact on our work quality, nursing care, and patient safety due to staffing shortages. We had to work long hours because of nurses running late due to working long hours the previous day/night. Treatment is delayed, burnout, and back injuries because of no NAs while turning and repositioning patients every 2 hours, and a high chance of making errors as Nurses are trying to do multiple tasks at one time.

**Social Determinants of Health**

Quality health care is greatly affected by the Nursing shortage. With staffing shortage, and an increase in the volume of patients seeking care, increasing patient loads is making it difficult for already short-staffed staff to manage patient care needs effectively and efficiently. Nurses are overworked and understaffed, not happy, and comfortable at the workplace, and not being appreciated has led to a significant impact on the delivery of care.

My organization has implemented various ways to retain Nurses such as offering critical staffing pay, they are providing extra 1500 dollars if Nurses work four days a week for 1 month. They are hiring new Nurses, wages are increased, and hiring more travel nurses. Tuition assistance is provided for nurses who want to advance their degrees. Continuous improvement is needed in health care to enhance the quality of care and outcomes for patients but according to Ricketts and Fraher, little attention has been paid to training workers to adapt to new systems and deliver patient care in ever more coordinated systems, such as integrated health care networks that harmonize primary care with acute inpatient and post-acute long-term care leading to staff dissatisfaction and unsafe environment at the workplace that will lead to Nurses leaving the workplace resulting in staff shortage. My organization is doing an awesome job in providing education and training to its staff.

Adequate staffing will benefit Nurses, Patients, healthcare organizations, and the entire Nation. Bringing joy back to the workplace, optimizing performance, and decreasing turnover improve the quality of care (Jacobs et al., 2018), and Joy is achieved when we are fully staffed. Bedside nurses, deciding acceptable nurse-patient ratios instead of managers, will lead to better job satisfaction, higher retention rates, and less desire to leave their chosen profession. Appropriate staffing levels will decrease errors, increase patient satisfaction, and improve nurse retention rates.

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Response1:

Hi Lazara,

I think psychological stress among healthcare staff is a national healthcare issue that needs to be discussed mainly after the pandemic. I remember going to work during the pandemic was very stressful, every day there was a fear of contracting the disease and transmitting it to my loved ones, especially to my newborn child. Healthcare staff had to work in direct interaction with the infected individual and were at a high risk of transmitting the infection whereas the rest of the population reduces the exposure to the infected individual.

PPE shortage, high demand for hospital services, and reduced availability of trained personnel created a complex environment thus increasing the fear of infection. (Herraiz-Recuenco et al., 2022) According to CDC.gov, some healthcare workers report symptoms consistent with post-traumatic stress disorder related to the pandemic and some reported residual symptoms due to personal infection with COVID-19.

The strategies my organization has implemented in general to decrease psychological stress among health care staff was opening a relaxation room in every unit that has a massage chair and soothing music. We were told by the management that every time we feel stressed or overwhelmed, we can just ask out a coworker or charge Nurse to watch our patient for a few minutes so that we can go into the room and relax a little bit. I found that healing to my body and mind, our manager comes to us every 2 to 3 hours and checks in with us.

During covid we were given Covid bonuses and Yoga classes were provided via Zoom. We had meetings twice every month where we can ask questions about covid and express our concerns if any.

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**Response2:**

**Hello Valerie**

    The national healthcare stressor you have selected for analysis and that is lack of insurance and access to quality healthcare is a very important issue that needs attention from every part and that can be individual, organization and the nation.  Along with low income and illegal Americans the category of people who does not have insurance are young adults. According to CDC.gov, 14.9%  of adults aged between18 to 64 were uninsured in 2019 in the United states and the most common reason  for that was because they perceived that they could not afford the cost of coverage, followed by not being eligible, not wanting coverage, the process of signing up was too difficult or confusing, could not find a plan that meets their needs, and they signed up for coverage, but the plan has not started yet.

There has been an increasing trend towards government run health insurance and schemes to increase health care access, many interventions to decrease costs and increase awareness about the benefit of having insurance can motivate individuals to get insurance. It can be difficult to evaluate the value of health insurance without having one, so providing an opportunity to experience insurance coverage is very crucial to influencing future enrollment decisions.

My organization has the Financial Assistance Program to the residents of a North Carolina with a household income, including assets, at or below 250% for the Federal Poverty Guideline for the family size. If someone is uninsured or do not have access to U.S. medical insurance, they will receive a 40% discount to their bill and are not required to complete a Financial Assistance application to receive the uninsured discount. (UNC Health)

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Centers for Disease Control and Prevention. (2020, September 30). Products - data briefs - number 382 - September 2020. Centers for Disease Control and Prevention.

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