A medical model of Gatundu level 5 hospital

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**1. AN ENVIRONMENTAL SCAN OR ANALYSIS FOR OCCUPATIONAL JUSTICE**

Organization to be analyzed: GATUNDU LEVEL 5 HOSPITAL.

**1.1 Provide a brief description including the size of the organization and overall mission. Is it primarily on a medical model? Is it in-patient, acute, rehabilitative, long-term residency, community and school? What is the size and composition of the staff or service users?**

Gatundu Hospital is a Level 5 Hospital located in Gatundu town. The hospital is located on a 10-acre land it has more than 200 beds which are used to offer services. KUTRRH has a collaborative agreement with Gatundu Level Five Hospital through a memorandum of understanding (MoU) between the Ministry of Health through KUTRRH and the County Government of Kiambu.

The areas of collaboration per the MoU are:

* **Provision of Healthcare service delivery and referral Infrastructural development and modernization of equipment**
* **Sharing of Human Resources for Health (HRH)**
* **Sharing and development of Health Products and Technology.**
* **Sharing of Health Information and Management System.**
* **The hospital offers both in-patient and out-patient services also rehabilitative services.**

The hospital has a total of 200 staff members and it offers healthcare services to over 800 members.

The staff is comprised of physicians, nurses, surgeons, allied health professionals, administrative staff, laboratory technicians, pharmacists, support staff, technicians, social workers, dietitians, IT specialists, hospitalists and specialists.

**1.2 Based on your knowledge of this population, what do you think would be typical or common issues related to occupational justice for this group of individuals?**

1. Certain populations face barriers to accessing healthcare services, leading to disparities in healthcare outcomes.
2. The hospital often deals with high patient loads, leading to overworked staff. This can affect the quality of care provided and impact occupational justice or both patients and healthcare professionals.
3. The physical environment of the hospital is challenging for individuals with disabilities or limited mobility, this offers a challenge to the min accessing healthcare services.
4. Some patients stay for long in the hospital which can disrupt patients' daily routines and roles, leading to occupational imbalance and loss of meaningful activities.
5. Language barriers restrict patients' ability to communicate effectively with healthcare providers,
6. Healthcare professionals face increased workloads, leading to burnout and higher turnover rates this is due to the shortage of healthcare workers in the hospital.

**2. ACTION PLAN TO ADVOCATE OR CAMPAIGN FOR THE ABOVE OCCUPATIONAL JUSTICE ISSUES.**

* Engage in Advocacy and Education:
* Start executing your strategy.

This involves meeting with stakeholders, reaching out to the media, and conducting awareness campaigns. Such as;

1. Promoting Awareness: Advocacy and education efforts are instrumental in increasing public and stakeholder awareness of occupational justice issues, including disparities in access to meaningful occupations with in healthcare and other settings.
2. Providing Information: Advocates educate the public, healthcare professionals, policymakers, and other stakeholders about the significance of occupational justice and how it impacts individuals and communities.
3. Highlighting Disparities: Advocacy and education efforts shed light on disparities and injustices, such as unequal access to healthcare services, economic opportunities, or education, which can limit individuals' engagement in meaningful occupations.
4. Advocating for Policy Change: Advocates work to influence policy and legislative changes that address occupational justice issues. They lobby for the development of regulations and laws that promote equity in occupational opportunities.
5. Mobilizing Support: Advocacy and education campaigns aim to mobilize individuals and communities to support the cause. This includes rallying public support, organizing petitions, and encouraging advocacyctions.
6. Crisis Response: Advocates can respond to immediate rises or emergencies related to occupational justice, such as natural disasters or public health emergencies, by providing resources, support and advocating for swift intervention.

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| Name | Field | Description | Complete/ Not |
| 1 | Medical record ID | Patient’s medical record ID | Complete (45 records) |
| 2 | Sex | Sex | Complete (45 records) |
| 3 | Age | Age in years | Complete (45 records) |
| 4 | Symptom | Patients complaint description( pain, illness, etc) | Complete (45 records) |
| 5 | Heart ate | Patient’s heart rate | Complete (45 records) |
| 6 | Blood pressure | Blood pressure systolic & diastolic | Complete (45 records) |

Table 1: Medical records