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### **Hospital Staffing Crisis**

Hospital staffing crisis abounds as a significant problem currently. Research on this topic reveals that nursing is a significant profession globally because it employs a great number of people (Boyd 21). This also derives from the fact that there are a lot of people that need help; thus, in order to satisfy patient's needs, there is a requirement for many nurses to be employed. However, staffing crisis has been a significant problem for several years now. This has resulted in the fact that hospitals and other health care providers are trying to cut down on the costs incurred in order to maximize their profits. This has impacted significantly on nurse staffing as they are the main target of cutting the expenditure. This is an indicator of how nursing can be rewarding and at the same time challenging. This topic is of significance to those outside the nursing profession since it enlightens them regarding reasons why they do not get their expectations met in different health care facilities. This topic is also of significance since it informs government on the need of investing more in nurses as they play a critical role in the health care sector.

This essay explores hospital staffing crisis and the significance of the topic.

As indicated above, nursing can be a very rewarding and challenging profession at the same time. This derives from the premise that nursing is one of the fields that employ many workers globally. In order to understand the extent of the nursing problem, it is essential that we

explore the contribution that nurses play in the health care sector. Before embarking on that, it is essential to explore the main reason why nursing can be a challenge, as well, and this regards the fact that they are targeted when health care providers want to cut on the costs and maximize their profits. Reports indicate that nurses are the main target when health care providers want to cut on costs and this is because they rank low on the health care corporate structure. Despite this, it is also essential to note that nurses play a critical part in health care sector as they facilitate the processes of other health care professions such as physicians and doctors (Andrist, Nicholas and Wolf 124).

Nurses play a crucial role to the success of health care providers. It is for a reason that they are essential to ensure that customers' expectations are met through attending to them whenever they need help. This means that when the staffing is limited, patients and other people in the health care sector will not be served well. Some of the roles of nurses include caring for the clients psychologically and physically. Nurses also act as communicators in that they converse with the patient and other health professionals. Moreover, communication is an essential part of nursing as it facilitates the nurse to identify client needs and direct them to the other health professionals. The nurse also acts as a teacher as they facilitate clients to know their health and the procedures required to perform in order to restore their health. Additionally, nurses learn a client's need and their readiness to learn (DeNisco and Barker 76). This is essential in enabling them to set specific learning goals. Another important role played by nurses is acting as a client advocate. This is crucial because it facilitates nurses to protect the client's needs. Notably, nurses represent the clients' needs to other health professionals. Besides, they also help clients exercise their rights and speak for themselves.

Other roles associated with nursing include counseling, change agent, leader, manager, research consumer and case manager (Andrist, Nicholas and Wolf 58). However, it should be noted that nurses also have other advanced responsibilities. For instance, they are clinical specialists who offer special care to individuals, nurse practitioner who does nurse assessment, counseling and treating self-limiting illness. Another advanced role of nurses includes nurse midwife who provide postnatal and prenatal care to women. There is also nurse administrator as an advanced role and it deals with administration and management of resources. Notably, in the absence of sufficient nurses in the health sector market, there will be a big gap left and the number of nurses currently has been struggling to meet all the above-mentioned roles.

This nursing problem has also been escalated by most hospitals changing their role from safe patient care to for profit organizations. Research indicates that despite many hospitals been funded by governments, they have shifted their mode of operation and have become havens for business instead of putting patient care first (Boyd 89). For instance, it is indicated that most hospitals in the United States do not support Medicaid and they only pretend to be part of the program. This derives from the premise that Medicaid reimbursements take long to be paid by the government and the rates paid from Medicaid are also low as compared to what doctors' charge. Since many hospitals have shifted from been safe care providers to for profit institutions, they have cut on the number of nurses in order to realize this goal. This is a significant problem because when they retain only a few nurses in order to maximize their profits, this impacts the nurses since they have to work for long hours with little pay. Additionally, it impacts on the nurses' morale because some are required to undertake roles that are not part of their job description (DeNisco and Barker 114).

This topic is important for non-nursing audience for various reasons. For instance, it is significant for people generally since it educates them regarding why they do not receive customer satisfaction when they visit certain hospitals. This particularly results from the fact that the nurses present have so many tasks to carry, which affects their potential of catering well to all patients. Notably, nurses are also human beings and require rest and motivation, as well, in order to carry out their tasks successfully. This means that when they are over worked with less pay, they cannot be in a position to be on their optimum level when it comes to care giving (Andrist, Nicholas and Wolf 74).

Another significance of the topic is directed to the government. This topic is essential for all countries because it addresses a vital problem in the health sector. It should be noted that this topic informs the government regarding the dangers associated with the nursing shortage. Furthermore, it will facilitate government to furnish hospitals with the required number of nurses considering that they play a critical role in the performance of the health sector.

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This topic is also significant because it facilitates people aspiring to become nurses to know the rewarding and challenging side of the vocation. Notably, nursing is a rewarding profession since it avails one an opportunity to serve people and impact on their lives.

Additionally, it facilitates one to interact with people from various backgrounds who can be beneficial. However, this topic informs those aspiring of becoming nurses on how challenging the profession can be with an untimely retrenchment resulting from the need of profit making by the employer.

Another significant point to note regarding this topic to non-nursing audience is the fact that it informs them how they can impact the profession. For instance, patients can learn to have more respect to nurses since they provide care to them despite the challenges they face. Appreciating nurses can be very important considering the challenges they face in the course of their line of duty (Boyd 98).

In conclusion, nursing staffing crisis is a problem facing many countries globally. This abounds from the fact that many safe care institutions have shifted their goals to for profit organizations. This is a critical problem that requires urgent addressing by all governments. It should be noted that nurses act as the backbone of the health care profession considering all the roles they are charged with. For instance, nurses contribute to health care profession through acting as care givers, counselors and client advocates. They are also charged with other advanced roles, such as a nurse administrator, nurse educator, nurse-midwife and nurse anesthetist. This means that all health care facilities should have a remarkable number of nurses in order for all these roles to be taken care of sufficiently. This topic is essential to non-staffing staff since it facilitates governments to know the need of nurses in health care facilities. Additionally, it facilitates people to know why they do not get their expectations met at health care facilities. Nurse staffing problem should be addressed as soon as possible for people to get quality health care.

Works Cited

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