

Addressing the Issue of the Decline in Nurses in Pakistan

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Dear Editor,

The shortage of nurses is a global issue harming the international healthcare system. According to the WHO, Health care nurses deficiency is assessed to be 7 million and is anticipated to reach 12.9 million by 2035¹. Around 57 countries in the mainstream continent of Africa, and Asia, were facing severe healthcare worker crises². Thus policies should be made to cover this ratio of shortfall in Pakistan.

Concerns are articulated by the authors about the shortage in nursing, nursing downsizings, decreasing student admissions, faculty leavings, the ageing workforce, and worldwide hiring. Some of the reasons for these concerns are Poor management and infrastructure of the hospitals, low wages, lack of recognition of the values of nursing as a profession, scarce resources in education and clinical settings, medical dominance, and limited opportunities for career advancement, these all factors contribute to powerlessness and harassment among nurses, working in Pakistan. Thus, these are considered the main reasons for the migration of nurses to our country. In Pakistan, the management has paid little attention to developing an approach for nursing personnel. Thus, the passage of Pakistani-educated nurses overseas has an undesirable effect and has already damaged our healthcare system.

Following are some of the suggestions that are needed at the time to upturn the situation and hold nurses in our country. The first step in this regard is giving the nurses the choice of numerous career paths they can attain in their nursing profession. Besides this, steps should be taken regarding providing a workplace environment for the nurses where they are personally satisfied. Secondly, another initiative I think will substantially affect nurses' uphold, and new staff hiring is giving educational aid to existing employees. Apart from this, offering educational programs helps enhance efficiency, which positively impacts the institution's standards. Additionally, Health care system progression significantly affects nurse

maintenance, design of a resilient educational framework, and enrichment of the public's insight towards nursing. Another way is by altering main health guidelines, enlightening unsuitable core dissemination and stopping relocation of nurses, and introducing applicable nursing management opportunities.

According to Maslow's hierarchy of needs, staff dissatisfaction initiates when their needs are in vain. Wages are considered an elementary need in any profession. Sufficient income helps people to fulfil their basic needs like food, shelter, and clothing for themselves and their families. On the contrary, low wages impose difficulty in meeting their basic needs and thus result in employees quitting their institutions. Therefore, organizations should offer fair wages policies, and modest assistance should be given to guarantee staff retention. This may help the individual move to the next level of mindset when they seek job safety, and they also get freedom from all the anxiety and stress during work.

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