



Top HR Concerns in Healthcare

“Health workers face a mental health crisis.” – CDC



MENTAL HEALTH OF WORKERS

Research shows poor mental health symptoms have increased more for health workers than for other worker groups in recent years.

46% of health workers report frequent burnout. 37% of RNs report feeling burned out most days.

4 out of 5 RNs say they experience "a lot" or a "great deal" of stress. Worry that their job is affecting their health rose 19 points between 2021 and 2023.



WORKPLACE SAFETY

The total injury incidence rate is 34.1 per 1,000 health workers, a rate significantly higher than other industries.

Globally, 63% of health workers report they've experienced some form of violence in the workplace.

In the US, the risk for nonfatal violence resulting in days away from work is greatest for healthcare and social assistance workers.



EMPLOYEE DISSATISFACTION

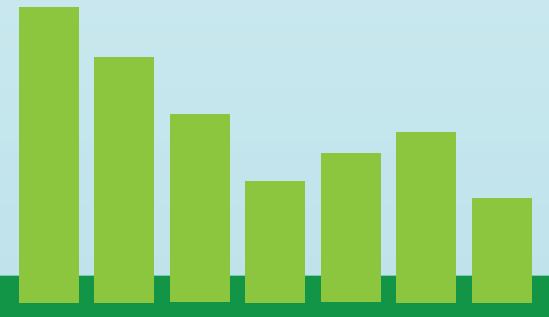
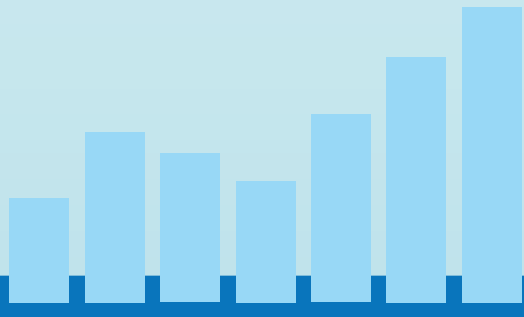
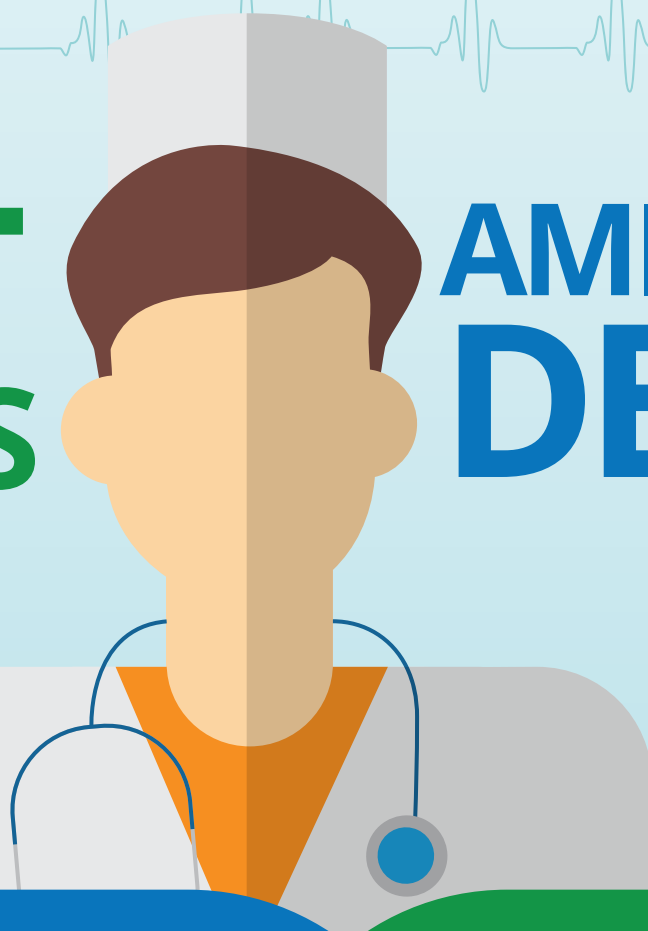
Health workers walked off the job in 27 labor strikes in 2023, citing concerns such as health and safety, staffing constraints, and patient care.

Nurse career satisfaction, which has been at 80-85% for a decade, dropped to 71% in 2023.

In the healthcare industry, there is a strong correlation between employee satisfaction and patient satisfaction.

TALENT SHORTAGES

AMIDST RISING DEMAND



A shortage of registered nurses is projected to spread across the country through 2030 with the most intense shortage in the western region of the US.



Demand for long-term services support, including nursing assistants, home health aides, and personal care aides, is expected to **grow 42% by 2036.**



Nearly 92% of hospital executives expect shortages of specialists, general physicians and nurses to affect their ability to deliver high-quality care at some point by 2027.



The US could face a shortage of **up to 124,000 physicians by 2034**, including shortfalls in both primary and specialty care.

STRATEGIES FOR ADDRESSING HR CONCERNS IN HEALTHCARE

- Create a supportive work environment
- Ensure adequate staffing
- Offer regular training on workplace safety
- Provide enough time to complete tasks
- Train supervisors to support employee well-being
- Promote stress prevention and psychological health
- Encourage the use of paid leave
- Welcome collaboration and input in decision-making
- Introduce measures to prevent workplace harassment and violence

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Sources: CDC, Statista, AMN Healthcare, Becker's Hospital Review, National Institute for Occupational Safety and Health, World Health Organization, National Library of Medicine, Society for Human Resource Management, National Center for Health Workforce Analysis, Economist Intelligence Unit, Association of American Medical Colleges, American Journal of Medical Quality.