Nursing: A SWOT Analysis

A Written Output

In Partial Fulfillment

For the Requirements of

Curriculum Development

Submitted to

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December 4, 2010

I.   Nursing Service

Strengths	❖ Availability of expertise nursing staff in spite of the problem of nursing shortage ❖ Availability of job description for all nursing levels ❖ Periodical evaluation for staff nurses ❖ Availability of in-service education programs and training courses ❖ Health care providers' development (physicians, nurses, multidisciplinary team ❖ Availability of hospital infrastructures
Weaknesses	❖ Low commitments of hospital policies and regulations ❖ Lack of resources support (time, money and support) for development ❖ Understaffed departments and high workload on hospital staffs ❖ Inability of some nurse department managers to empower their followers ❖ Insufficient rewards and recognition for nursing staffs ❖ Centralized structure of hospital administration ❖ Lack of visibility and transparency regarding to inappropriate behaviors ❖ Lack of practices that depend on evidenced-based practice ❖ Insufficient accountability regarding medical errors ❖ High level of stress among hospital nurses due to understaffing ❖ High rate of job dissatisfaction and burnout among nursing staff
Opportunities	❖ Strong relationships and collaboration among other hospitals and health departments ❖ Ability to expand health departments and health care services ❖ The location of the hospital could be utilized to serve a larger population, more available connections and resources
Threats	❖ Unavailable good community outreach incentives ❖ Lack of technological advancement and updated devices (in government hospitals) ❖ Inability to attract and retain nursing staff due to low salaries ❖ Insufficiency of central funding resources ❖ Lack of external fund resources for development of nurses and other hospital employees ❖ High nurse salaries in other countries ❖ Nursing shortage

II.   Nursing Education

Strengths	Curriculum Benefits- CHED memo 14
	      o Nursing educators continuously improve their knowledge, skills and attitudes
	      o CHED Memo 14- made curriculum even more comprehensive, had more duty hours and exposures for students in the health care setting, resulting to more competency after graduation
	      o More nursing educators have continuing education
	
	   ❖ For Students
	      o The new nursing curriculum CHED memo 14
	      o Equips students with the core competency standards for nursing in the key areas of responsibility.
	      o A vivid exposure to the related learning experience

Weaknesses	Curriculum Benefits- CHED memo 14
	
	   ❖ FOR INSTRUCTORS AND STUDENTS
	      o Implementation of the new BSN curriculum can have a strong negative impact on students and instructors among these are the following:
	      o Man power overhaul
	      o Realignment of curriculum
	      o PRC completion of cases
	      o High levels of aptitude for students
	      o Faculty competency
	      o Students have more time in school
	      o Economic realities.
	
	   ❖ Others:
	      o Teacher: student ratio is far from ideal
	      o Decline in enrollees leads to job insecurity for educators
	      o Limited opportunities/ availability of specialization courses for nurses
	      o Theory to practice gap

Opportunities	Career Opportunities
	   ❖ For Instructors
	      o Provides a venue for professional growth through continuing education and performance skill utilization.

Threats	Number of Enrollees
	   ❖ For Instructors
	      o Decline of the number of students who took up nursing can lead to retrenchment of educators.

III. Public Health

Strengths	❖ Community empowerment
	❖ Raising the health awareness of the community
	❖ Community effort is more organized through giving of programs, health teachings, seminars to community
	❖ Health education
	  o control and prevention of diseases
	  o good hygiene practices
	  o health promotion
	  o environmental sanitation
	❖ Providing nursing services, nursing care, evaluation and supervision of individuals, families, communities homes, work, schools

Weaknesses	❖ Existence of health care facilities and services in remote areas
	  o Availability
	  o Affordability
	  o Attainability
	  o Acceptability
	❖ Information dissemination
	❖ Providing *quality* health care services
	❖ Coordinating with various sectors
	  o members of the health team
	  o community leaders
	  o government, and
	  o non-government agencies
	❖ Conducting researches
	❖ Lacking resources
	  o material
	  o human
	  o financial

Opportunities	❖ Exposure makes nurses more equipped to deal with various types of people, health problems and diverse situations ❖ Experiences may be used as stepping stone to further career within or outside of the country
Threats	❖ Misinformation and miscommunications between different health sectors ❖ Lack of participation and cooperation from various sectors ❖ Limited opportunities for professional growth like continuing education, staff development ❖ Presence of health problems— health deficits, health threats, foreseeable crisis poses more challenges to the health care team(ex: exposure to diseases)

IV.   Health Care System

Strengths	❖ advancements in medical facilities, technology, innovations, treatment and human talent ❖ longer lifespan of humans due to the many advancements in medical technology ❖ Consumer empowerment ❖ Reformed payment schemes for health care institutions ❖ Seminars and further studies given to health workers to increase competency ❖ government support especially to the elderly and the poor ❖ increased number of trained medical professionals ❖ increased number of good hospitals
Weaknesses	❖ Lack of local technical expertise ❖ High cost of expenditures in hospitalization and medications ❖ expensive tax Dissemination of information in rural areas are very poor ❖ Insufficient resources ❖ Poor staffing and increased work loads ❖ increased costs of medical liability ❖ lack of consumer responsibility and health care information technology ❖ overpopulation and possibility of being unable to care for majority of the people
Opportunities	❖ increased number of job opportunities in the medical field Competent training skills in the hospitals ❖ Deployment opportunities abroad ❖ extensive facilities enable health experts to conduct research for better advancements in the field ❖ wider scope of practice for health professionals
Threats	❖ Better pay abroad and better lives for all health workers especially doctors and nurses ❖ Guaranteeing quality system ❖ medical advancements could pose a threat to the human workforce: machines could replace people in providing medical services ❖ chemicals used to make new medicine could cause harm to the society ❖ Threats to information security for healthcare information system

V. Society (Philippines and Global)

Strengths	❖ Nursing is becoming more specialized in nature ❖ Good communication skills makes Filipino nurses more competitive globally ❖ Improvement of professional nursing care and practice ❖ dual health care system within the country consisting of modern (Western) and traditional medicine
Weaknesses	❖ pervasive poverty ❖ lack of access to health care services ❖ Inadequate health care support of Filipinos ❖ Loss of highly skilled nurses to foreign countries ❖ Philippines inability to compete with salary scales of nurses abroad ❖ Brain drain phenomenon
Opportunities	❖ Employment opportunities abroad ❖ Opportunities for making strategic solutions for the complex nursing issues presented- making healthcare universal, bridging the gap between rich and poor
Threats	❖ Proliferation of nursing schools deteriorate quality of nursing education ❖ new nurses are churned out into the workforce every 6 months, further saturating the job market for nursing ❖ The expectation that nurses can "do it all" while working understaffed, and lacking supplies

VI. Climate Change

Strengths	❖ Build capability and alliances with people, community and government leaders to take actions on climate mitigation and adaptation ❖ Strengthen/enhance the capabilities of human societies to confront climate change ❖ Raises people's awareness about the cause and effect of climate change specifically on vulnerable regions ❖ Enable government to work and understand regional/local needs and generate practical mitigation and adaptation solutions through innovative community- based research and knowledge exchange
Weaknesses	❖ No strong policies in place/ strong call for government action on climate change ❖ Minimum knowledge of the community as to the how's and why's; causes and effects of climate change ❖ Not given high focus and priority by our local/national leaders ❖ Community organizations (GOS/NGOS) not actively involve by LGU's in the problem- solving regarding climate change. ❖ Lack of "political will" from our local/national officials/leaders to implement existing decrees and ordinances responsive to the problem of

	climate change (global warming)
Opportunities	❖ To develop a comprehensive plan and practical measures to address the problem of climate change ❖ Opportunity for everyone to be part of the climate change solution and adopt innovative measures to reduce the causes and effect of climate change
Threats	❖ Going out of our "comfort zone" and do what are required of us ❖ Extreme heat can kill humans putting added stress to human physiology. ❖ Hot days and hot nights will become more frequent. ❖ Sectors which will be affected are agriculture, fresh water, coastal, marine resources and **health** ❖ High incidence and severity of many health problems (the body expends added energy to keep cool) ❖ Changes in temperature and precipitation including extreme weather events and storms can cause directly, altered environment temperature increase the incidence of infectious diseases ❖ Air pollution can be exacerbated by increase temperature and humidity

VII.   Political/ Socioeconomic

Strengths	❖ provision of nursing act RA 9173 ❖ opening of more job opportunities for nurses abroad
Weaknesses	❖ nursing act is not yet fully implemented ❖ no representation of nurses in the senate/ congress ❖ over-supply of nurses- exploitation of nurse training and volunteerism ❖ Proper remuneration for services rendered ❖ Salary grade standardization ❖ Lacking benefits
Opportunities	❖ Competence of Filipino nurses increases job opportunities abroad ❖ Expanding roles of nurses and nurse careers (private nursing, nurse entrepreneur, nurse reviewer, nurse lawyers, etc..) ❖ Versatility of nurses give them opportunities in the political arena
Threats	❖ Oversupply of unemployed nurses locally ❖ Career displacement- nurses going into other careers like being a flight attendant, call center agent, front desk clerk, etc

VIII.   Personal

Strengths	- Being well- rounded by giving care not only to patients but also to own family in times of need - Good in assessment with problems in health status with the people in my life especially in emergency situations - Practicality of the profession can be applied not only at work but also to everyday life - Be able to play a role in saving lives - Flexibility in area assignment, can be assigned in a hospital, school, community, company, clinical instructor in a university; able to find jobs anywhere
Weaknesses	- Graveyard shifts - Shortage of nurses; on calls during emergency situations - Low salary for a profession that is expensive to attain - Duties during holidays like Christmas and New Year's Eve - Rest days aren't fixed - Disproportionate nurse-patient ratio- 1:50 - Stress
Opportunities	- Can venture to other parts of the world and find a job suitable as a nurse - Can pursue further studies and even proceed to other courses like medicine after graduating from BSN - Can specialize in certain fields in nursing in order to further develop skills - Nurses can work in many institutions like schools, hospitals, health centers, companies and others - Caring for diverse people, gain connections and receive more job opportunities - Can personally take care of family
Threats	- Decreasing job opportunities due to massive increase of nursing graduates in the country - Exposure to contagious diseases present in health settings such as hospitals— TB, AIDS, Hepa B etc - Biohazards present in the area- chemotherapy drugs, radiation therapy and other medications and therapies - Medico- legal risks- ex: missed entries in the chart