



Future Challenges Related to the Bangladeshi Health Sector through the Impact of Various Factors

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Abstract: *Nursing is an important part of the health sector. The quality of service largely depends on the nurses. Nurses are at the center of the healthcare setting. In order to provide high-quality services, nurses need to work independently and create an environment where nurses can express their opinions, engage in policymaking and have a unique work environment. Nurses need to be guaranteed rights, dignity, and quality opportunities. However, nurses have been facing a number of factors over the past two decades that are hampering the quality of service in the health sector. If these challenges cannot be reduced from Bangladesh, there will be a major health crisis over the country.*

Keywords: *Various Factors, Job Dissatisfaction, Health Sector, Quality of Service, Bangladesh.*

1. INTRODUCTION

Nursing is a self-explanatory occupation, Nursing is not a subservient profession but it is proportional to the medical occupation.¹ Nurses are the main and unique point of care in their society. Nurses are the strength of any health sector. Nurses play a leading role in the struggle against an epidemic. The value of world nursing in this epidemic situation is clearly expressed.

Negative attitudes on nurses

Prime Minister Sheikh Hasina said nursing service is ignored forever in the country. Nursing is recognized as a second-class job in our country. This low value and social identification discourage bright students from joining this profession.⁴ Specially, Women is viewed negatively in social terms as a nursing profession. Female nurses have lower marital status than other girls in the society. Night duty is considered bad for any



woman. Also, they are treated by local leaders.⁵ although nurses are the front-linefighters in this epidemic situation in Bangladesh, they are neglected.⁶

Workload

The lack of nurses in the clinical area creates an incredible workload.⁷ that creates dissatisfaction in the work of nurses. Job comfort has a great influence on the quality of care. There is a bond between job pleasure and quality of care and job dissatisfaction which adversely affects the quality of care.⁸ In addition to disrupting healthcare, there is a huge shortage of nurses in Bangladesh.⁹ That reduce the quality of care as well.

Work stress

Extra work stresses are the reasons for job dissatisfaction. Job dissatisfaction connected with job stress and poor mental functioning that affects work control. Bangladeshi nurses face varied origins of work stress due to shortage of nurses.

Job dissatisfaction

The general job satisfaction of nurses is significantly and positively related to inpatient satisfaction.¹² Dissatisfaction with work can have a negative effect on the patient-care provider relationship and affect the quality of treatment.^{13, 14} A high percentages of nurses in Bangladesh are dissatisfied with their jobs due to low facilities, low wages, and poor working environment.¹

Wage scale

The average salary of a graduate nurse is 16,700 BDT per month. The salary of a nurse-midwife in Bangladesh ranges from 12,900 BDT (minimum salary) per month to 39,300 BDT (maximum salary) per month.^{16, 17} only a few international NGOs are giving more than forty thousand BDT per month. It is difficult for nurses who are getting less than 32,000 BDT to maintain their monthly living expenses

Protection of nurses during COVID-19

In Bangladeshi hospitals supplying inadequate PPE and nurses have confused these PPE standards. The mask given as KN-95 was also not original.¹⁸ Nurses are concerned that most hospitals are not in a position to provide the necessary personal protective equipment (PPE) when caring for patients with highly contagious diseases such as COVID-19. Nurses protect patients with cough and fever without PPE. The hospital does not have any residential facilities for Nurses who are dealing with Corona affected patients and there is a chance to affected nurses' family members. The nurses' claimed that the lack of adequate PPE is raising safety concerns for them, as the number of corona virus-infected patients in the country is increasing every day. Hospital authorities refused to pay their PPE as nurses at private hospitals resigned. Nurses are getting lower priority in terms of security despite providing maximum services to the people. "It would be suicidal to serve people without any protection during this epidemic."¹⁹

What are the Challenges?

All of these factors are a major cause of dissatisfaction with nurses' jobs. Job dissatisfaction is the key reason to reduce the quality of care results in a feeling of



negative attitude when nurses dislike their work environment and annoyed at work. Job dissatisfaction reluctant to provide mental health support to patients because they themselves experience emotional dissatisfaction which hinders the good practice of standard operating procedures and IPC. Which also disrupts therapeutic communication between Physician-nurses and nurse-patients, leading to misunderstandings between healthcare providers, patients, and patient groups that hinder the quality of care? Work dissatisfaction reduces both care and the balance of work life. When nurses feel dissatisfied with the work of nurses due to excessive work stress and administrative errors that increase the nurse's stress and reduce appropriate mental health support to patient and reduce the quality of care by reducing good relationships with patients¹⁸. That hinders appropriate therapeutic communication in a clinical setting.

Recommendation

An investigative study is recommended to find out how therapeutic communication is disrupted, good IPC practice is disrupted, mental health support for patients and standard operating procedures are disrupted.

2. CONCLUSION

The IPC's good practice, patient mental health support, medical communication, and standard Operating procedures have been hampered by a number of factors that pose a future threat to Bangladesh's health sector in reducing the quality of care.

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Conflict of interest

The authors have no conflict of interest to declare.

Ethical approval

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