ways to relieve frontline healthcare worker pain points

Since the pandemic, frontline healthcare workers have a greater focus on well-being, want to work for an organization that values diversity, equity, inclusion, and sustainability, and are demanding flexible work and more autonomy.

With 47% of US healthcare workers planning to leave their positions by 2025, healthcare providers need to redefine what best means for their workers by offering new ways to keep them engaged and inspired to stay.

Here are five ways providers can entice frontline workers to stay

1. Help workers maintain work-life balance by offering flexibility, control, and support

2. Prioritize your workers’ health and safety

3. Show workers you value them by providing opportunities for career growth and development

4. Increase engagement through ongoing, two-way communication

5. Provide workers with a sense of purpose, community, and connection

How to relieve frontline healthcare worker pain points

1. Help workers maintain work-life balance by offering flexibility, control, and support

According to a recent survey, 44% of frontline workers have left their jobs due to a lack of flexible work options. Give employees more control over their time and finances through flexible scheduling, and provide ongoing guidance to help them complete tasks.

2. Prioritize your workers’ health and safety

US healthcare workers experienced a 249% increase in injury and illness rates in 2020 while serving patients. Enable workers to complete pre-shift health screenings on their mobile devices, then guide them through any next steps, such as reporting a missed screening or absence of the screening. Educating employees ahead of time is critical to help keep workers safe and feeling cared for by their employer, which, in turn, can help increase morale, loyalty, and productivity.

3. Show workers you value them by providing opportunities for career growth and development

94% of employees say they would stay at a company longer if it invested in helping them learn. Show workers you value them by providing opportunities for career growth and development. Prioritize your workers’ health and safety by offering comprehensive, personalized learning experiences, and improve internal mobility by reskilling workers to fill critically needed roles.

4. Increase engagement through ongoing, two-way communication

85% of engaged employees are more likely to have genuinely caring attitudes toward patients. Keep workers informed with clear and consistent communications while also giving them a place to share their thoughts and feelings from any device. Encourage employees to connect with their coworkers by identifying common interests, and provide a channel for employees to share continuous feedback with their managers so they can respond in the moment by taking recommended follow-up actions.

5. Provide workers with a sense of purpose, community, and connection

70% of employees and that their sense of purpose is defined by their work. Yet only... 15% of frontline managers and frontline employees feel they’re living their purpose in their day-to-day work. Encourage employees to connect with their coworkers by identifying common interests, and provide a channel for employees to share continuous feedback with their managers so they can respond in the moment by taking recommended follow-up actions.

Redeﬁne best for your frontline healthcare workers by letting them know they’re supported, valued, safe, and in control. Learn how Oracle Fusion Cloud HCM can help.