Leadership Experience

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Task 1: Leadership Experience

**Evidence-based practices in Public Health Care Organizations.**

The goal of a health care system in a country is to improve and maintain community health. This goal can be achieved by introducing evidence-based practices in the health care system. Evidence-based practice is an approach where health professionals use the best evidence to make clinical decisions. They rely on scientist findings, needs and choices of the patients and best clinical practices while delivering their services (Vogel, Block, & Wallingford, 2002).

**Problem-related to practice in Public health care Organizations:**

Public health care organization lack evidence-based health practices of health, therefore, they are unable to promote and protect public health, prevent the increasing number of disease, unable to get patient satisfaction and deliver primary care. Public health professional does not make decision-based on scientific evidence and does not include the patients and their families in decision making. Evidence-based practices can be helpful to introduce the best quality practices in public health set up and can bring better productivity of the workforce and more efficient use of resources (Ubbink, Guyatt, & Vermeulen, 2013).

**Evidence-based practice in public health care organization;**

Delivering high-quality services is a huge challenge to the health system and it can be done by the help of evidence-based practice. Public health care organization have no problem-solving approach that is patient- centered and the health workers are not highly trained to deliver the best level of care to the patient. Although Public health care organization charge low but the professionals do not practice based on scientific evidence. Public healthcare organizations have heavy workload so they are unable to practice the approached of patient-centered care and thus the patient and their families are not usually made the part of decision makings.

Evidence-based practices are applicable in the public health care environment because such a health care environment do not deliver beast clinic practices and the decisions makings are not based on patient needs. Quality health care is lacking in these organizations. Such health care centers do not involve patients in decision makings and do not educate patients by giving relevant information. Public health care centers do not involve patients to choose the best health professionals and good health care treatment procedures for themselves. They do not work together with other stakeholders in order to maintain transparency and accountability. Thus their personal concerns and needs are not met by the health care organization. (Ubbink, Guyatt, & Vermeulen, 2013).

**2-Investigation of the problem of evidenced-based practice in Public health care organizations.**

Evidence from stakeholders was taken about the practices in public health organizations. The stakeholders were nurses who were asked about their practices and their core skills were identified that are necessary for evidence-based practices. The finding showed that public health care organization do not completely practice evidence based practices. The nurses described the facts that the usually do not use experimental knowledge and do not use Patient-Centered care approach to deliver services to the patients. Public organizations lack resources for medical reaches and lack human resources that can introduce new ways of treatment and the nurses are nor confident enough to change their practices. Such organizations have no strategies to promote evidence-based practice. The latest information to improve health practices is rarely sued by health practitioners in these organizations. It is because of the fact that Public health care centers have no resources and facilities to do research in modern technique.

**3. Analyses of the state of the situation with the help of current data.**

Evidence-based practices and evidence-based medicines are the discoveries of the 20th century and these concepts have been used in the United States from two decades. But some of the countries still lack these practices in their health systems. The needs for improvement in the practices of Public health centers are in the organizational levels as well as personal level. The data collected from teaching hospitals as well as from Public health centers show that general health care staff has no positive approach towards EBP. It is due to the fact that the teaching hospitals have not given them a plate form to research more and to find new ways of treatments. So they are not confident enough to implement the strategies of evidence-based practices. Secondly, the number of patients in public health centers are huge and they staffs are unable to give quality time to everyone and thus they are unable to apply the approach of patient-centered care in the treatment of the patients. Thus there are organizational as well as a personal barrier to the implementation of the evidence-based approach.

**a. Analyses of the areas that are contributing to the problem or issue of health practices:**

There are a number of areas that are obstacles in the ways of the implementation of evidence-based practices in public health. One major area that can be practice, individual perception related to the concept of evidence based practice, education, and training of the health practitioners and resources. Value of patients, delivery of quality health care, improve the satisfaction of the patient and their families and reducing cost are the main aim of evidence-based learning. Professional development of doctors and nurses will help to use scientific evidence in treatment and will also be helpful in the development of new ways of treatment. Traditional ways of decision making are not letting the professionals to adopt evidence-based practices because traditional ways of health care practices are less time consuming and less costly.

There could be individual as well as an organizational barrier to the implementation of evidence-based practices. Individual barriers to implementation of this approach could be the degree of familiarity of patients and their families with the concept of evidence-based practice. They might not be willing to be the share their concerns regarding their specific needs and might not build trust on the health practitioners. An organizational barrier to the implementation of evidence-based approach includes lack of time and resources to introduce new practices.

Some professionals do not feel confidence switching from traditional methods of practices to modern ways of research-based practice. It is because of the fact that some evidence of researches might not be applicable to that particular area or the professional is not capable enough to implement modern ways of health practices. (Jordan, Browers, & Morton, 2016).

**Solutions of the issue of lack of EBP:**

The problem of implementation of the evidence-based practice includes policy makings. Policymaking in resources distribution in the public health sectors is very important. Enough budget should be allocated for research and development. Budget is also needed for education and training of the health professionals. Nurses play a very important part in the treatment of a patient’s and those are the one who spent most of the time with the patients. They should be trained to spread awareness among the patients regarding evidence-based Practices. Patients should be well informed regarding the treatment they are going to get and the support of their family members should also be gained so they could help patients to recover soon.

Modern treatment methods can be used by the help of innovation and research in the field of medicine and health. Public health practices could also be improved by improving the infrastructure of the care centers and by introducing the structural implications of evidence-based practices.

1. The proposed solution can be justified on the bases of the analysis of the investigation done in Public health care organizations. As it has been seen that the health practitioners lack the platform, knowledge, and understanding to do treatment based on scientific evidence and are unable to deliver patient-centered care. They are unable to provide modern means of treatment that is based on research and innovation.

However, the barriers in the ways of implementation of Evidence-Based Approach are also analyses and it is concluded that the public health care centers have organizational as well as a personal barrier. The personal barrier could be lack of confidence in introducing a new approach of treatment, lack of skills to do research and innovation in the field of health and lack of time and management skills to include patient-centered care in the treatment process.

The organizational barrier is lack of resources, lack of policy making, lack of education and training, and lack of leadership skills. So the solution to all these problems lies in the policy-making which will help to allocate more budget to public health centers for research and development. If these centers got enough resources then they will be able to train and educate their health practitioners and will give them the platform to used scientific evidence in treatment.

**5. Resources to implement the proposed solution or innovation and the cost-benefit analysis of the proposed innovations.**

The resources that are needed to implement the proposed solution could be training centers for Nurses and doctors and proper labs in the public health centers. The number of patients in the public centers should be minimized by opening sub-branches of the hospitals throughout the state and general public should be involved in the treatment process by making a team of professionals who will be guiding patients throughout the treatment process.

Total cost for training of health care practitioners would take approximately $6-7000. The public health sector will improve by 50 percent due to the training and education of their staffs. Introducing a new platform, for research and innovation in the health center could cost quite a huge amount of money and 2 percent of the countries budget should be all0ocated for this procedure. It will help to introduce new ways of health care and will help to improve public health. The number of patient in the care centers should be minimized to give full time to every patient coming to the Public health centers. One percent of the general budget of the country should be allocated for the constructions of new Public health centers.

**6-Timeline for the implementation of the solution:**

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| --- | --- |
| Activities | approximate time acquired |
| Training and education of the health professionals: | Six months |
| Structural changes in the health centers | 1 year |
| Formation of team for implementation Patient-  Centered care | one week |
| Awareness of the general public regarding Evidence based approach | One month |

**7. The importance of stakeholders for the implementation of Evidence-Based Practice.**

The key stakeholders are the policymakers who are responsible to allocate budget for the Public health centers, the health practitioners and the general public. Policy makers are impotent for the implementation of evidence-based practices in Public health because they are the one who will be allocating budget for the public sectors and without resources, the health centers could not implement the approach of evidence-based practice. Health care staffs especially nurses are the one who is going to follow this approach and without their help, it is not possible. Patients should be taken on board because their participation in this process will help to make this approach a success.

1. The feedback that I received from the health practitioners reveals that they are less trained to introduce such an approach in health care practice. They say that if they are well trained and fully guided then evidence-based practices are the right approach to improve public health. Due to lack of resources and training public health centers are unable to deliver patient-centered care.

Patients of the opinion that they need awareness regarding this approach and they will be blessed to get modern means of treatment if this approach is applied in public health sectors.

1. I want to focus on the training of the nurses in regard to evidence-based practice and want to form a group of professionals to implement the approach of patient-centered care. I want to improve the gap between patients and health practitioners by making patient and their families’ part of the treatment team.

8. The proposed solutions can be implemented by allocating enough budget for the public health sectors so that they will get resources for research to find modern ways of treatment. Clinical staffs also need training and education and this is also not possible without appropriate resources.

1. The evaluation of this approach can be done based on the improvement in public health.
2. My role during the proposal development.

I play the following three roles:

* 1. Scientist

I tried to figure out what was the problem and did an investigation on it.

* 1. Detective:

I checked the performance of health practitioners in Public Health centers, met the patients and talked about the services provided to them and I evaluate the treatment procedures.

* 1. Manager of the healing environment

The healing environment needs improvement and feedbacks of the patients and the service providers are used to bring innovation in the healing environment.

References

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