**Department Proposal**

**Name**

**Affiliation**

**Date**

**Description of the problems**

This is to bring into the notice of the department staff about the two foremost problems being faced by the department in these days. The first one is the poor staff performance that is causing absolute harm to the department and hospital in the form of a reduction in Medicare reimbursement dollars. The second issue is the poor job satisfaction rate which is also harming the hospital in the form of increased turnover. Therefore, an urgent change in the work performance and job satisfaction is required to bring back the department and hospital to the way of progress.

**Impact of the problems**

It is absolutely unfortunate to notice the poor performance among the staff because it is causing much reduction in productivity and this is affecting the department and hospital. The staff is making deliveries very late. Another consequence of poor work performance is causing dissatisfaction among patients. The possible stress of the staff is affecting the work environment. The efficiency of department operations is reduced by a considerable amount. Additionally, the consequences of poor job performance are decreasing the utility of department and hospital as well. All this symptomatology of poor job performance may cause the closing of the department. If the problem is not addressed suddenly, there can be disastrous consequences on the hospital.

The second problem that is noticed by me as the department manager is the job dissatisfaction. Renewing the workforce is very expensive for the department. High staff turnover is very disruptive. Therefore, It's important to understand why we are having this problem and what can be done do to solve it. The staff needs to analyze why the employees have resigned in recent years while paying special attention to the best performing employees whose departures cost the department the most. The staff needs to highlight that what could be done to encourage them to stay because having a positive culture and a committed workforce is the key to retaining staff. The high turnover rate is wasting millions of dollars (Buljac-Samardzic, Dekker-van Doorn & Maynard, 2018).

**Resolutions**

As the department manager, I have planned a strategy to overcome this situation. This is not only about planning and designing a strategy but also communicating it and setting goals for achieving them. Teamwork is the key to overcome this situation of the department which is causing reimbursement. Active communication among the staff is essential in teamwork, everyone should speak the same language, at any time they should know what they have achieved as a team and can identify obstacles, unforeseen events and effectively communicate them to team members and superiors. The superior staff should provide feedback to the team for corrective actions. The communication must take place in a clear and precise way inside the team and also from top to bottom and vice versa. I would dedicate daily time to the formation of the teamwork and grant authority to all the members of the team. A person with doubts, fears and lack of security and self-confidence may contact personally with me (Buljac-Samardzic, Dekker-van Doorn & Maynard, 2018).

Communication is an important key factor to show progress as a team. The fundamental role of the communication area is to lead the communicative activity of the department, both internally and externally. To fulfill its role, the communication of ​​the department must establish the content framework to communicate within the company, ensuring coherence and consistency in the messages (Bucăţa & Rizescu, 2017).

The communicative action of the department is a process that does not emanate only from the area of ​​communication but from different areas. The communication area will correspond to the task of elaborating the message in the most appropriate way and through the most suitable channels. All the staff should communicate, both within the organization and hospital. The work of the communication area will be to channel the important messages and lead the communicative action in such a way that the messages are understood by everyone, counting on a consistent message, hand in hand with the department's objectives (Bucăţa & Rizescu, 2017).

The patient-centered approach can lead the department and hospital to an unforgettable success. It relies on a relationship of partnership with the patient, his family, and the health professional team, monitoring its implementation and its adjustment in time. It considers that there is a complementarity between the expertise of professionals and the experience of the patient when living with his health or psychosocial problems (Bhutani, Bhutani & Kumar, 2013).

The Interprofessional Collaboration and Communication is the need for our department. It is now recognized as essential to meeting patients' growing demands for care and providing them with effective, safe and quality health care. The coordination and continuity of care, as well as the transmission of information between professionals involved (doctors, caregivers, multi-professionals of health, social workers), are the key elements of this approach and represent a real challenge for our ambulatory professional practices or hospices, the latter being more specifically the subject of this editorial. It is a dynamic and complex process that results from an interaction between all the actors (Diane R. Bridges and Richard A. Davidson, 2011).

Thus, the actions described above are very important to foster inclusion and improve communication and collaboration. Only teamwork, communication, Interprofessional Collaboration, and patient-centered care can help the department and hospital to regain its top ranked position in the region. The poor performance and job dissatisfaction can only be solved by implementing on the measures presented in this proposal (Lusk & Fater, 2013)

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**References**

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