

U08a1 project



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Health Care Introduction: This paper examines the issues regarding lowered care of record of injuries occurred for the employees of the Tufts Medical Center. The organization deal with providing total health care and is a well known and highly reputed medical center ranking among the top five medical institutions of its kind in the United States. This Boston based health care center “ offer outstanding patient care to both adults and children, teach generations of future physicians the most advanced medical science and break new ground with ongoing, innovative research.” (Welcome to tufts medical centre, 2010, para. 1).

Research Issue:

However, there is a major concern regarding the performance of Tufts Medical Center in the matters relating to comprehensive record keeping for employee injuries while on duty. Also, there have been allegations from nursing bodies that this hospital lacks concern for health and safety of its employees. These are indeed serious charges since employees bulwark services and for most part form the backbone of this institution and perceived detriment to their health and safety. This could have a negative impact on the quality of the medical service which they provide to care-needy patients.

Deliberations:

In a recent case, it is believed that “ Following complaints filed to OSHA by the Massachusetts Nurses Association, Tufts Medical Center has agreed to pay \$5, 000 to settle issues in record-keeping. OSHA cited the hospital for failing to properly record employee injuries that occurred on the job, including back strains, broken thumbs, needle-stick injuries, and cuts from sharp objects.” (Altman, 2010, para. 1).

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Improvement in the Health Care Delivery Systems for Care Providers:

Perhaps, it is necessary to take a good look at the present system of archiving and recording proceedings relating to injuries of employees while on duty at the Tufts Medical Center. It is necessary to isolate those interventions or health care activities that could jeopardize the health of caregivers like lifting crippled heavy patients on to wheel chairs , exposure to chemicals, fear of contracting serious infections and the emotional stress involved in dealing with patients having psychological and mental illnesses. In this context, it is also necessary to understand and appreciate that the entire skyline of modern medical services has undergone severe paradigm shifts. There has been increased need for state-of-the art specialized novel, expensive medical possibilities and a whole new array of medical interventions that need to be put to effective and productive use by health care professionals and care takers.

With increased qualitative and quantitative demand on care providers; tension, stress and fatigue levels of doctors and nurses are often higher. This could naturally also lead to greater possibilities for injuries and accidents in the work place. There is now a crying need for safety and protection of the work force attending on patients in health care centers, especially those segments of health care workers who are exposed to injuries of various kinds and intensities.

Thus, it is necessary that this work needs to be “ often organized in self-managing teams, who are facing increased pressure to optimize both efficiency of their work processes and quality of the service they provide to clients. Projects linking team performance management and psychological well-being of team members, service quality and client satisfaction can assist

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healthcare organizations in optimizing individual and team contributions to organizational performance.” (Operations management in healthcare, 2010, para. 5). “ At Tufts Medical Center in Boston we provide compassionate, patient-centered care. We practice a team approach to ensure complete and thorough consideration of all of your treatment options.” (For patients and families, 2010, para. 1). Conclusions:

Thus, under such circumstances it is necessary that the medical team work should be in full co-operation, coordination and cohesion with each another. All decisions could be based on convention or consensus, involving the combined efficiencies of all concerned health care units. While the ultimate objective of medical care is indeed the ‘ best medical and health interests’ of patients, it is also necessary that health care professionals and care providers are also able to deliver it consistently through careful and sound practices which simultaneously takes care of the safety, welfare and security of their own beings.

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