

# Analysis and Development of Nurses in China Nursing Homes in the Context of Aging and Epidemics

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**Abstract:** **Aim:** Examines the factors influencing the shortage of nurses in nursing homes in China in the context of global aging and Corona Virus Disease 2019( COVID-19). **Methods:** literature review. **Results:** China's geriatric nursing profession is still at a low stage of development, and there are great difficulties in the demand for and training of nursing home nurses in China. **Conclusions:** This paper argues that the causes of the nursing home nurse shortage in China are multifaceted and that there is no single global or local measure. Inefficient planning and use of existing nursing resources globally, global demographic conditions under the new coronavirus, and poor recruitment or insufficient supply of new staff. The facts suggest that the nursing home shortage has reached a tipping point. Given the nursing home workforce shortage and unemployment, hopefully these conditions will inspire others in the industry.

**Keywords:** Elderly Care; Aging Population; Health Care; COVID-19; Shortage of Nurses

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## 1. Background

According to the 7th National Census, China's population aged 60 and over is 264.02 million, accounting for 18.70% of the total population. (Zeng Y, 2015). In addition, in Europe, it is projected that in 2050, nearly 30% of the European population will be over 65 years old and over 11% will be over 80 years old (Knight Frank, 2014). Both the increasing elderly population, and the longer human lifespan will lead to an increased risk of chronic disease, chronic dysfunction and disability, and it will become an inevitable reality, and have an increasing number of elderly people with illnesses at advanced ages every year (Bao ShiRong, 2019). According to current research surveys, there are less than 300,000 professional caregivers in China's elderly care institutions, of whom only 40,000 hold professional practice certificates, and according to the internationally accepted ratio of three elderly people needing one professional caregiver, the demand for elderly caregivers in China is around 10 million, with supply and demand in a serious imbalance (Zhou BoWen, 2018). In recent years, there has been widespread concern about the development of China's elderly care institutions, the training of caregivers, and the development process of the elderly care industry from all walks of life. Elderly care institutions across China are in urgent need of elderly care professionals, and the conflict between supply and demand is very serious. On the one hand, there is a huge gap between the supply and demand of nursing service professionals, and on the other hand, nurses trained through universities tend to work in tertiary hospitals not willing to work in their counterparts and serve the elderly, and the reason for this situation largely stems from the fact that, at present, China does not have a sound assurance system for nursing talents in elderly care services and is unable to attract professional nursing talents to join the elderly care career.

Novel coronavirus SARS-CoV2 ( COVID-19 ) is an Severe acute respiratory syndrome coronavirus-2. During the epidemic, the psychological state of nurses changed. On the one hand, nurses play an important role in epidemic prevention and control and patient treatment, and their social status has been greatly enhanced. On the other hand, many health care

workers have been infected due to occupational exposure, which brings certain troubles to the employment of fresh nursing students.

## **2. The Chinese government needs to provide high levels of educational opportunities and substantial salaries for older nurses**

China needs to accelerate the construction of a human resource workforce to serve the elderly, encourage and guide general universities and vocational colleges to expand the scale of training for professionals in geriatrics, rehabilitation, nursing, and elderly services and management, and improve the training system for elderly services. 2017 saw China's proposal to "implement the Healthy China Strategy" as the platform and guiding ideology for health and hygiene work in the new era. It is a symbol of social development and a goal to strive for. In the context of population aging, it is necessary to accelerate the development of the geriatric healthcare profession with the strong support of the government and enterprises to promote the development of health and social care in China and to attract more nursing talents to participate in the construction of the elderly. Salaries and wages directly affect nurses' career choices, and as salaries and wages in elderly care institutions are generally lower than those in hospitals, nurses are reluctant to work in elderly care institutions; on the other hand, the issue of salaries and wages also largely affects nurses' work attitudes and polarity. With such social perceptions, the salary level of elderly nursing has remained low for a long time and there is a lack of social security. Elderly institutions should pay attention to and strengthen the training of nurses, improve the salary of geriatric specialist nurses, focus on training nurses in management and guidance, and help the nursing staff in the institutions to gradually develop into a professional team. Improve the income level and social status of nursing practitioners, and explore the establishment of an allowance and honor incentive system for nursing practitioners.

## **3. Nurses in nursing homes dovetail with internationalization to reform talent training mode**

One of the reasons for the relatively slow construction and development of elderly care in China is the weakness of the professional workforce in elderly care (Chen Jingzao, 1998). China is facing serious difficulties in caring for the elderly, and it is important to set up relevant majors, reform the talent training model, develop talent training programs, and train professional health and social care professionals to fill the industry, in order to improve the quality of care and promote the development of the health care industry. From the perspective of talent cultivation, the professionalism requirements for competitors in the World Health and Social Care event are of high value for the development of talent cultivation programs for geriatric health management majors or similar majors in universities. Therefore, we need to continue to enhance the employment impact of geriatric nursing and community nursing, train a large number of geriatric nurse specialists, vigorously promote the development of events related to geriatric health and social care programs, and lead nursing employment in a diversified direction.

The lack of nursing care for the elderly will inevitably limit the development of the elderly service industry and even prevent the realization of the basic elderly service needs of the elderly. Therefore, in recent years, the level of skillfulness of nursing services has increased and the professional skillfulness of nurses in elderly care has become an important initiative for institutional elderly care to promote professional standardization. In recent years, geriatric care nursing skills competitions have been launched from the whole country to the provinces and cities, which have had a positive impact on the improvement of the comprehensive ability and practical operation level of geriatric nursing students. Therefore, nursing colleges should use the competition as a grasp to promote learning, teaching, reform and construction, promote nursing education and teaching reform, continuously improve students' comprehensive ability, and train excellent talents for the geriatric nursing profession. We need to build a socialist geriatric care competition mechanism with Chinese characteristics in the context of our national conditions, and improve the cultivation of geriatric nursing talents even more (Zhou Yan, 2021).

## 5. Discussion

Based on the current global situation, the Corona Virus Disease 2019( COVID-19) that began in 2020 has had a profound and long-term impact on human social development. Although some epidemiological progress has been made in China in recent years, public and governmental attention to age-related infectious diseases has lagged. The erosion of traditional family care for the elderly, coupled with inadequate geriatric care resources, has exacerbated the aging of China's population, and the resulting health challenges for older Chinese are significant, especially in light of the impact of this epidemic (Fang, E. F., Scheibye-Knudsen, M., et al, 2105). As its scale and scope become more widespread, longer-lasting, more influential and more devastating, the health security of vulnerable groups in the epidemic is also increasingly impacted. The development of specialist geriatric care is important for its development in China, training professional health and social care professionals to enrich the profession, improve the quality of care and promote the health care industry. In particular, the lack of professional health and social care personnel is a serious problem, leaving many cared-for people unable to meet their own needs and without professional care. Achieving the strategic goal of a healthy China must start with a full range and full cycle of health care services for the people, and talent training and service quality in all levels and types of medical services should be emphasized and improved. Based on the WHO's construction concept of promoting healthy aging, China is currently facing severe difficulties in aging care and health care, and the health and social care professions are adapting to the needs of society and the market, which is a test an opportunity and a challenge for the training of practitioners. Specialist geriatric nurses should seize the opportunity to become skilled and practical specialist nursing personnel suitable for society.

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