

# Top 5 Insights



TruMerit™

## Safe Staffing Through New Models of Care

A New Global Framework for Redesigning Healthcare Workforce Models

Healthcare systems worldwide are facing growing pressure from workforce shortages, rising patient demand, aging populations, and increasing chronic disease burdens. A new international report from TruMerit, “Safe Staffing Through New Models of Care,” proposes a new framework for redesigning care delivery models to ensure safe, sustainable, and high-quality healthcare.

Below are five key insights journalists may find useful when covering the report.

### 1. Safe staffing is not just a workforce numbers problem.

Many countries are attempting to address healthcare workforce shortages simply by increasing the number of clinicians entering the profession. While workforce expansion is important, the report argues that safe staffing ultimately depends on how care teams are structured and supported.

Health systems must redesign care delivery models to enable:

- Interprofessional teams.
- Delegation to assistive personnel.
- Hybrid in-person and virtual care roles.
- Technology-enabled workflows.

Reorganizing care teams can significantly improve both clinician workload and patient outcomes.

### 2. The global health workforce is increasingly interconnected.

Healthcare workforce shortages are not evenly distributed across countries. Many high-income countries face shortages, while some lower-income countries train more health workers than their local systems can absorb.

The report highlights the need for:

- Greater international collaboration.
- Workforce mobility frameworks.
- Credentialing systems that support safe cross-border practice.
- Policies that balance workforce needs globally.

These issues are becoming increasingly important as healthcare labor markets globalize.



### **3. Technology is reshaping how care teams work.**

Digital technologies are enabling new models of care that extend the reach of health professionals and improve efficiency.

Examples highlighted in the report include:

- Telehealth-supported clinical teams.
- AI-enabled workflow management.
- Remote diagnostics supporting nurse-led care.
- Virtual care roles integrated into hospital teams.

When implemented thoughtfully, technology can reduce administrative burden and allow clinicians to spend more time with patients.

### **4. New models of care can improve workforce retention and patient outcomes.**

Innovative care models are already demonstrating measurable impact.

Examples highlighted in the report include:

- **73%** reduction in first-year nurse turnover through hybrid team models.
- **68%** reduction in major amputations through nurse-led chronic disease programs.
- **50%** reduction in emergency admissions through standardized nursing assessment frameworks.
- Improved specialist access in rural regions through telehealth-enabled care teams.

These results suggest that redesigning care delivery can strengthen workforce sustainability while improving patient care.

### **5. The future of healthcare will depend on team-based care.**

Traditional models that rely heavily on individual clinicians are increasingly unsustainable. The report calls for broader adoption of team-based care models that bring together nurses, physicians, allied health professionals, assistive personnel, and virtual care roles.

Key principles include:

- Practicing to the full scope of professional training.
- Expanding delegation and collaborative practice.
- Integrating digital tools that enhance—not replace—human connection.

Team-based care can allow health systems to serve more patients effectively while protecting clinician well-being.

**Read the full report [here](#).**