



## Industrial Relations Unit (IRRU)

Seminar Speaker Series – Summer 2022 (Term 3)

**Nick Krachler and Ian Kessler, King's College London**

**A New Workforce Crisis in Healthcare? Examining the role of Healthcare and ER Institutions for the Pandemic Response in England**

**Co-authored with Stephen Bach, King's College London**

**Wednesday 26 April 2023**

**Hybrid (In-person: WBS room 3.002d and online: Zoom platform)**

**14:00 – 15:30 (GMT)**

**Speaker:**

**Title:**

**Date:**

**Venue:**

**Time:**

**Abstract:**

Healthcare workers have put in immense effort to manage the pandemic, with government representatives leading 'claps for carers' in symbolic recognition. Since then, the healthcare workforce crisis has reemerged, evident, among others, by industrial action. This research examines the responses to the pandemic in the employment relations (ER) areas of health and wellbeing, work organization, and pay, and the role of healthcare and ER institutions in influencing these responses. It also reflects on the roots of the current health workforce challenges in light of the long-term sustainability of the healthcare workforce. We argue that while ER institutions and actors generated highly significant responses, including some innovations in health and wellbeing and work organization, pay has been an area of limited response.

Furthermore, we argue that the pandemic response has not addressed, and has perhaps even deepened, the broader, structural workforce challenges that existed before the pandemic, undermining the long-term sustainability of the health workforce. Given the structural nature of these issues, a concerted effort by state actors is required to address the healthcare workforce crisis and contribute to the healthcare workforce's long-term sustainability.

**Bio:**

Nick Krachler is a Lecturer in Human Resource Management at King's Business School, King's College London. His international and comparative research program examines institutional change in the care economy through three mechanisms: the regulation of work and employment; workforce innovation through new roles; and marketization.

Ian Kessler Professor of Public Policy and Management & Acting Director NIHR Health and Social Care Workforce Policy Research

Unit, Kings College London

**Registration:**

**Book now via Eventbrite:** <https://www.eventbrite.co.uk/e/irru-202223-speaker-series-with-nick-krachler-and-ian-kessler-tickets-601360534547>