Privatization and the Future of Nursing Careers: The Role of New Saudi Health Regulations in Enhancing Patient Safety and Health Equity-Findings of Recent Literature Review

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Abstract

Background: The healthcare industry in Saudi Arabia is altering as a outcome of monitoring changes and privatization. The Vision 2030 determination seeks to increase care quality, reduction government outlay, and increase efficiency. This modification is fixed on enhancing nursing education, training, and professional principles while advancing approachability and health impartiality. This study aims to explore the role of new Saudi health regulations in enhancing patient safety and health equity with the context of privatization and the future of nursing careers.

 Method: A thorough search of databases, together with Scopus, PsycINFO, and Web of Science, was shown in order to classify relevant research that was published between 2020 and 2024. The inclusion criteria for this research were English-language papers that focuses on exploring the privatization and the future of nursing careers while Saudi health regulations in enhancing patients safety and health equity. The selected studies also have to offer useful information on team dynamics and employ recognized measurement scales. Following an initial screening and quality evaluation, twenty-four studies were included in the synthesis.

Results: The study database was searched through electronic databases, identifying 1565 records. 27 unique records were assessed for eligibility based on titles and abstracts. After initial screening, 27 studies were designated for full-text assessment. After independent review, 24 studies met criteria and were elaborate in the systematic review. The selected studies were accompanied between 2020-2024 and various in design. The PRISMA flowchart clarifies the selection process. Quality evaluation involves peer-reviewed journals, overall assessment, and quality management.

Conclusion: The review has24 researches from which these themes were extracted as Reforms to the Healthcare System Healthcare Privatization ,Care Quality and Patient Safety, Workforce Dynamics in Healthcare, Health Inequalities and Equity, Innovation and Health Technology,

COVID-19 and Health Promotion, Ethical and Cultural Aspects of Healthcare, Governance and Policy in Healthcare and Professional Development and the Nursing Workforce. The privatization of Saudi Arabia's healthcare system presents both encounters and chances. It necessitates nurses to be involved in policy development, progress professional development, and certify patient safety. Health equity ought to be a central focus, and collaboration between public and private sectors is essential. Research on nursing exercise and privatization's impact can monitor future policy decisions.

Keywords: Privatization & Future, Nursing Careers, Saudi Health Regulations, Patient Safety Health Equity, Systematic Review.

1. Introduction

Saudi Arabia is undergoing a major transformation in its healthcare system, driven by the implementation of new regulations aimed at enhancing patient safety and promoting health equity. As part of the Vision 2030 initiative, the Saudi government aims to establish a robust healthcare system that meets the increasing demands of its population and ensures the well-being of all its citizens (Alasiri & Mohammed, 2022). The new regulations aim to reduce risks associated with medical errors, infections, and other safety issues, ensuring high-quality care in a safe environment. They also focus on health equity, ensuring that all individuals, regardless of their socioeconomic status or geographic location, have access to essential health services. These regulations emphasize the importance of community health initiatives and the integration of services that meet the needs of underserved populations, promoting a more inclusive healthcare system (Vikan et al., 2024; Al Zahrani et al., 2023). The use of electronic health records, telemedicine, and data analytics is also transforming the delivery and management of healthcare, encouraging the use of these technologies to streamline processes, enhance communication, and facilitate better patient engagement. The focus on patient-centered care will be crucial in achieving the goals of Saudi Vision 2030 and providing high-quality healthcare services to all citizens(Keshta & Odeh, 2022; Sun et al., 2022; Kohane et al., 2021).

The number of nurses on duty at any given moment at a healthcare institution, such as a hospital or clinic, is referred to as nurse staffing levels. This covers certified nursing assistants (CNAs), licensed practical nurses (LPNs), and registered nurses (RNs). A variety of variables, including the facility's size, patient volume, patient acuity, and financial limitations, might affect staffing numbers (Cho et al., 2020).Sufficient nurse staffing is essential to guarantee patient safety, high-quality treatment, and favourable health results. Patient unhappiness, nursing burnout, and medical mistakes can all be exacerbated by understaffing. On the other hand, excessive personnel can cause resource pressure and inefficiency. By utilizing instruments like workload measuring systems and nurse-to-patient ratios, many healthcare companies keep an eye on and modify staffing numbers in response to patient demands. Regulatory bodies may also set rules or specifications about the number of employees needed in order to support patient safety and high-quality treatment (Harrington et al., 2020).

Moreover, health systems incur significant costs due to the expense of inpatient hospital nursing, which accounts for half of the worldwide health workforce. A key component of affordable

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healthcare is matching patient demand with nurse staffing levels. However, due to financial strains and budgetary restrictions, unregistered staff members who get lesser wages frequently replace registered nurses. This calls into question the role of registered nurses in maintaining safe, effective healthcare, stopping deterioration, and averting negative consequences (Twigg et al., 2021). The rate at which nurses quit their jobs within a healthcare facility during a certain time period is known as nursing staffing turnover. The performance of an organization and patient care may be significantly impacted by high turnover rates. Frequent nursing staff turnover can cause problems with continuity of care, worse morale among surviving staff, more work, and lower overall quality of care.(Gandhi, Yu & Grabowski,2021). Additionally, the costs incurred by healthcare businesses in hiring, onboarding, and training new employees may make turnover a pricey affair. A diverse strategy is needed to address the issue of nurse staffing turnover, which may involve enhancing working conditions, providing competitive pay and benefits, giving chances for professional growth and progress, and creating a positive work environment. Healthcare institutions may encourage patient satisfaction by putting initiatives in place to minimize turnover staff retention, enhance patient outcomes, and improve overall organizational performance (Yakusheva, Rambur & Buerhaus, 2020).

Nursing professions are changing as a result of the healthcare industry's move toward privatization, which offers both possibilities and problems. Changes in personnel and working circumstances may follow from the shift, which might increase patient loads and raise question about care quality and employment happiness (Rodriguez-Arrastia et al., 2022; Gottlieb et al., 2021). Burnout and low morale may result from nurses feeling under increasing pressure to care for more patients with less resources. In order to increase their impact and knowledge, nurses who seek more education and training may end up in professions like nurse management, informatics, or specialty clinical practices. Because nurses are increasingly involved in creating and implementing innovative care models, privatization also promotes innovation in healthcare delivery. Their contributions to patient care and work satisfaction may both be improved by this involvement. However, to help create a future that strikes a balance between high-quality care and the reality of a privatized system, nurses must adjust by pursuing continuing education, standing up for their patients, and accepting new responsibilities (Cubelo et al., 2024;Foster & Hurley, 2024; Jokiniemi & Miettinen,2020).

2. Methods

Research Objective

The objective of research is to explore the role of new Saudi health regulations in enhancing patient safety and health equity with the context of privatization and the future of nursing careers.

Research Question

1.   What is different health equity plans being used in the KSA?

2.   What are different patients 'safety plans being used in KSA?

3.   What is the context of privatization and the future of nursing career in the KSA?

Literature Search Strategy

A comprehensive search strategy was developed to identify relevant studies. Databases such as Scopus, PsycINFO and Web of Science were searched using a combination of keywords related to "Health Equity Plans", "Patients' Safety," "Nursing Career" and "explore the role of new Saudi health regulations in enhancing patient safety and health equity with the context of privatization and the future of nursing careers."
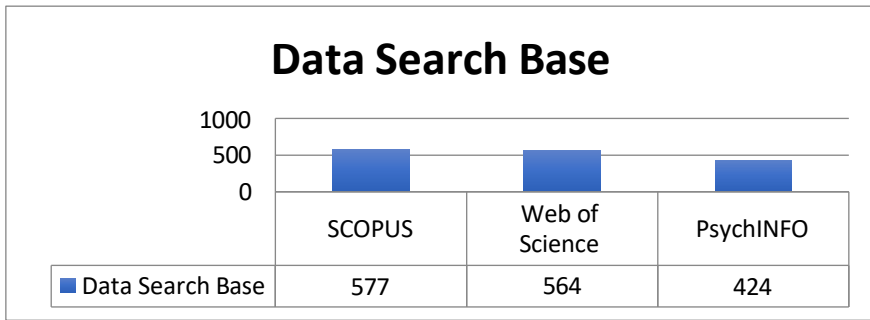
<div align="center">Table 1 Syntax Search</div>

Syntax 1	"Health Equity Plans", "Patients' Safety," "Nursing Career" and "KSA."
Syntax 2	"Explore the Role of New Saudi health Regulations in Enhancing Patient Safety and Health Equity with the Context of Privatization and the Future of Nursing Careers."

<div align="center">Table 2 Statistics from the Data Base</div>

No	Database	Syntax	Year	No of Researches
1	Scopus	Syntax 1		387
		Syntax 2		37
2	Web of Science	Syntax 1	2020 - 2024	521
		Syntax 2		56
3	PsycINFO	Syntax 1		494
		Syntax 2		70

The study utilized Scopus, Web of Science, and PsycINFO databases to identify relevant research publications from 2020-2024. The most significant articles were found in Web of Science 577 and PsycINFO 564 whereas Scopus had 424 demonstrating thoroughness in the scientific search. The total researches were searched as 1565.

<div align="center">Figure 1</div>

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Data Search Base

	SCOPUS	Web of Science	PsychINFO
◼ Data Search Base	577	564	424

Graphic representation of search database according to different search engines

Inclusion and Exclusion Criteria

The review included studies about explore the role of new Saudi health regulations in enhancing patient 'safety and health equity with the context of privatization and the future of nursing careers published in peer-reviewed journals, conference proceedings, or English-written reports, and was excluded if they did not meet the criteria or was duplicate.

Quality Assessment

The included studies were evaluated for quality and methodological rigor using suitable instruments, such as the Joanna Briggs Institute Critical Appraisal Checklist for different research designs. The evaluation took into account variables including sample size, data gathering techniques, research design, and potential biases. The quality evaluation led to the exclusion of certain studies, but the results were nonetheless interpreted considering the strengths and limits of the respective methods.

Table 3 Assessment of the literature quality matrix

Sr #	Author(s)	Is the selection of studies described appropriately?	Is the literature covered all relevant studies?	Does the method section describe?	Were the findings clearly described?	Quality rating
1	Chowdhury, S. et al.	Yes	Yes	Yes	Yes	High
2	Asmri, M. A. et al.	Yes	Yes	Yes	Yes	High
3	Ramos-Gomez, F. et al.	Yes	Yes	Yes	Yes	High
4	Yi, H. et al.	Yes	Yes	Yes	Yes	High

Sr #	Author(s)	Is the selection of studies described appropriately?	Is the literature covered all relevant studies?	Does the method section describe?	Were findings clearly described?	Quality rating
5	Alsulami, A. et al.	Yes	Yes	Yes	Yes	High
6	Hazazi, M. A. & Qattan, A. M.	Yes	Yes	Yes	Yes	High
7	Halabi, J. O. et al.	Yes	Yes	Yes	Yes	High
8	Alkhamis, A. et al.	Yes	Yes	Yes	Yes	High
9	Falatah, R. et al.	Yes	Yes	Yes	Yes	High
10	Asquer, A. & Alzahrani, A.	Yes	Yes	Yes	Yes	High
11	Tobaiqy, M. et al.	Yes	Yes	Yes	Yes	High
12	Alenezi, N. A. et al.	Yes	Yes	Yes	Yes	High
13	Al-Nozha, O. M.	Yes	Yes	Yes	Yes	High
14	Eklund Karlsson, L. et al.	Yes	Yes	Yes	Yes	High
15	Alsubhi, E. N. M.	Yes	Yes	Yes	Yes	High
16	Siddiqui, M. U. H. & Majeed, F.	Yes	Yes	Yes	Yes	High
17	Behzadifar, M. et al.	Yes	Yes	Yes	Yes	High
18	Njoku, A.	Yes	Yes	Yes	Yes	High
19	Alsanosi, S. M. & Padmanabhan, S.	Yes	Yes	Yes	Yes	High
20	Fadel, B. A.	Yes	Yes	Yes	Yes	High

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Sr #	Author(s)	Is the selection of studies described appropriately?	Is the literature covered all relevant studies?	Does the method section describe?	Were the findings clearly described?	Quality rating
21	AlOmari, F.	Yes	Yes	Yes	Yes	High
22	Rahman, R.	Yes	Yes	Yes	Yes	High
23	Al-Mugheed, K. et al.	Yes	Yes	Yes	Yes	High
24	Al-Hanawi, M. K. et al.	Yes	Yes	Yes	Yes	High

The systematic review of studies provided clear descriptions, methods, selection processes, literature coverage, and clear conclusions, resulting in a "High or Good" rating for their quality.

Study Selection

Two independent reviewers screened retrieved studies for eligibility, then reviewed full-text articles against inclusion and exclusion criteria, with disagreements resolved through discussion or consultation with a third reviewer

Table 4 Selected Studies for SR (Systematic Review

No	Author(s)	Research	Year
1	Chowdhury, S. et al.	Transformation of health care and the new model of care in Saudi Arabia: Kingdom's Vision 2030	2021
2	Asmri, M. A. et al.	The public health care system and primary care services in Saudi Arabia: a system in transition	2020
3	Ramos-Gomez, F. et al.	Understanding oral health disparities in children as a global public health issue	2020
4	Yi, H. et al.	Health equity considerations in COVID-19: geospatial network analysis of the COVID-19 outbreak in the migrant population in Singapore	2021
5	Alsulami, A. et al.	Patient safety culture awareness among healthcare providers in a tertiary hospital in Riyadh, Saudi Arabia	2022
6	Hazazi, M. A. & Qattan, A. M.	Exploring strength areas of patient safety culture improvement in KAMC, Makkah Saudi Arabia	2021

No	Author(s)	Research	Year
7	Halabi, J. O. et al.	Professional competence among registered nurses working in hospitals in Saudi Arabia and their experiences of quality of nursing care and patient safety	2021
8	Alkhamis, A. et al.	Privatization of Healthcare in Saudi Arabia: Opportunities and Challenges	2021
9	Falatah, R. et al.	Linking nurses' job security to job satisfaction and turnover intention during reform and privatization	2021
10	Asquer, A. & Alzahrani, A.	Public services reforms in Neo-Patrimonial systems: the commercialization of healthcare and education in Saudi Arabia	2020
11	Tobaiqy, M. et al.	Privatization of Medical Services and Revenue Development Project: A Cross-Sectional Survey of Staff Perceptions at the University of Jeddah Medical Center	2023
12	Alenezi, N. A. et al.	In The Spotlight: Understanding Healthcare Privatization's Effects On Nursing Workforce And Care Quality–A Systematic Review In Saudi Arabia	2023
13	Al-Nozha, O. M.	Key aspects of the Saudi healthcare system reform and the potential impact on the main stakeholders: A qualitative study	2024
14	Eklund Karlsson, L. et al.	Health equity lens embedded in the public health policies of Saudi Arabia: A qualitative document analysis	2020
15	Alsubhi, E. N. M.	Health care workers knowledge about Privatization of Medical Services and Revenue Development at Saudi Arabia 2022	2022
16	Siddiqui, M. U. H. & Majeed, F.	A Comprehensive Review of Current Developments and Future Outlook Pertaining to Electronic Medical Records in the Context of Saudi Arabia, Aimed at Enhancing the Healthcare System	2023
17	Behzadifar, M. et al.	Health policy analysis in Eastern Mediterranean region using a health policy triangle framework: Historical and ethical insights from a systematic review	2022
18	Njoku, A.	COVID-19 and Health Disparities: Opportunities for Public Health Curriculum Enhancement	2022
19	Alsanosi, S. M. & Padmanabhan, S.	Potential applications of artificial intelligence (AI) in managing polypharmacy in Saudi Arabia: a narrative review	2024

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No	Author(s)	Research	Year
20	Fadel, B. A.	Added value through design for healthcare facilities/buildings in Saudi Arabia within the legislative regulations of Saudi Arabia	2021
21	AlOmari, F.	Measuring gaps in healthcare quality using SERVQUAL model: challenges and opportunities in developing countries	2021
22	Rahman, R.	The privatization of health care system in Saudi Arabia	2020
23	Al-Mugheed, K. et al.	Patient safety attitudes among doctors and nurses: associations with workload, adverse events, experience	2022
24	Al-Hanawi, M. K. et al.	Socio-economic inequalities in diabetes prevalence in the Kingdom of Saudi Arabia	2020

3. Result

Study Database

A systematic search of electronic databases identified 1565 records. After removing duplicates, 24 unique records were assessed for eligibility based on titles and abstracts.

Title and Abstract Screening

The reviewer evaluated the titles and abstracts of the identified records in the first screening. Twenty-four studies were chosen for full-text review using this procedure. The reviewers' disagreements were settled by consensus and discussion.

Full-Text Assessment

The full texts of twenty- four selected studies were found and independently reviewed against the inclusion and exclusion criteria by two reviewers. Following the full-text assessment, 24 studies met the criteria and were involved in the systematic review.
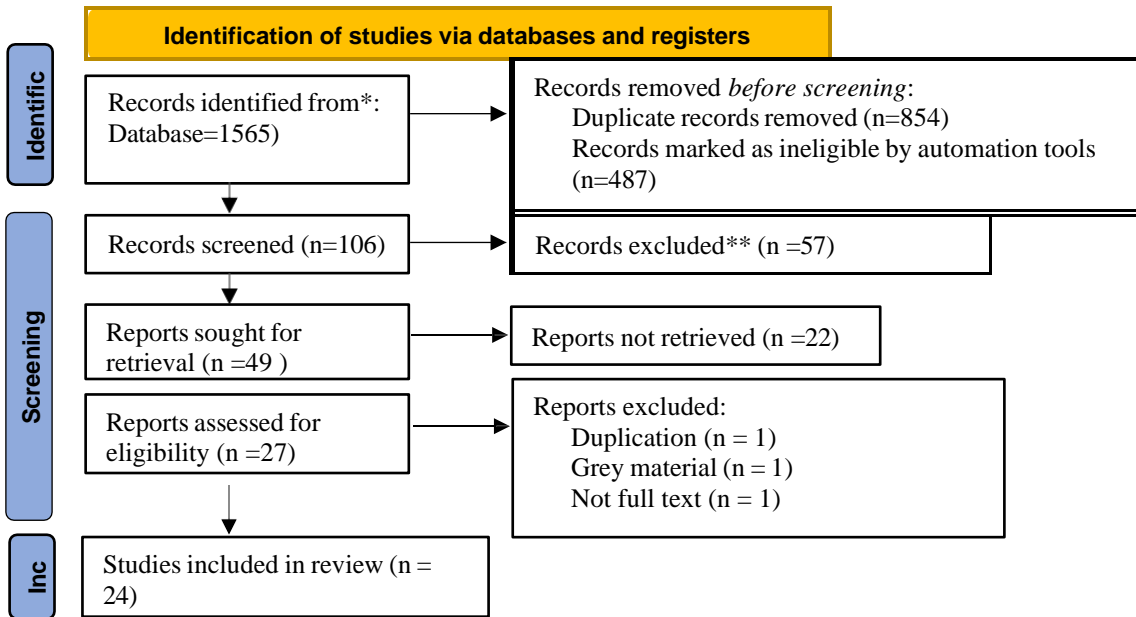
PRISMA Flowchart

The study selection process is illustrated in the PRISMA flowchart (Table 4). It provides a visual representation of the number of records at each stage of the selection process, from initial database search to final inclusion in the systematic review.

Identification of studies via databases and registers

Quality evaluation is a systematic process that includes assessing study quality using data from peer-reviewed journals, largely assessment, and quality management, providing valuable information on research techniques and pressure application.

Table 5 Identification of Studies via Database

Identification of studies via databases and registers

Identific

Records identified from*: Database=1565)

→ Records removed *before screening*:
Duplicate records removed (n=854)
Records marked as ineligible by automation tools (n=487)

Screening

Records screened (n=106)

→ Records excluded** (n =57)

Reports sought for retrieval (n =49)

→ Reports not retrieved (n =22)

Reports assessed for eligibility (n =27)

→ Reports excluded:
Duplication (n = 1)
Grey material (n = 1)
Not full text (n = 1)

Inc

Studies included in review (n = 24)

Data Extraction

For assessment, a uniform data extraction form was created. Key findings, participant characteristics, research characteristics (authors, publication year), and any other pertinent information were retrieved by two reviewers separately from the selected papers. Consensus was used to settle disagreements.

Table 6 Research Matrix

No	Author, Year	Aim of Study	Methodology	Sample	Setting	Result
1	Chowdhury, S. et al., 2021	To explore the transformation of healthcare in Saudi Arabia under Vision 2030	Qualitative analysis of healthcare reforms	Policymakers, healthcare experts	Saudi Arabia (national level)	Saudi Arabia's healthcare system is evolving toward a more integrated, sustainable model in alignment with Vision 2030.
2	Asmri, M. A. et al., 2020	To investigate the public health care system and primary care services in Saudi Arabia	Systematic review and analysis	Healthcare system stakeholders	Saudi Arabia (national level)	The study identifies key areas for improvement in Saudi Arabia's healthcare system, especially in primary care services.

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No	Author, Year	Aim of Study	Methodology	Sample	Setting	Result
3	Ramos-Gomez, F. et al., 2020	To understand oral health disparities in children as a global public health issue	Literature review and case studies	Children, dental health experts	Global focus	Highlights the significant disparities in children's oral health globally and the role of dental professionals in addressing them.
4	Yi, H. et al., 2021	To examine health equity considerations in the COVID-19 pandemic, focusing on migrant populations	Geospatial network analysis	Migrant population, public health officials	Singapore	Geospatial analysis reveals inequities in healthcare access for migrant populations during COVID-19 in Singapore.
5	Alsulami, A. et al., 2022	To assess patient safety culture awareness among healthcare providers in Riyadh	Cross-sectional survey	Healthcare providers	Tertiary hospital, Riyadh, Saudi Arabia	High awareness of patient safety culture but identified gaps in implementation of safety protocols.
6	Hazazi, M. A. & Qattan, A. M., 2021	To explore patient safety culture improvement in KAMC, Makkah	Qualitative interviews and focus groups	Doctors, nurses	King Abdulaziz Medical City (KAMC), Makkah	Identified strengths and areas for improvement in patient safety culture in KAMC.
7	Halabi, J. O. et al., 2021	To investigate professional competence and its impact on nursing care quality and patient safety	Mixed methods: surveys and interviews	Registered nurses	Hospitals, Saudi Arabia	Competence of nurses is linked to improved quality of care and patient safety.
8	Alkhamis, A. et al., 2021	To examine the privatization of healthcare in Saudi Arabia and the challenges it poses	Literature review and case studies	Healthcare administrators	Saudi Arabia (national level)	The privatization process has brought both opportunities and challenges, especially regarding access and equity.
9	Falatah, R. et al., 2021	To examine the relationship between job security, job satisfaction, and	Cross-sectional survey	Nurses	Hospitals in Saudi Arabia	Job security positively correlates with job satisfaction and reduces turnover intentions.

No	Author, Year	Aim of Study	Methodology	Sample	Setting	Result
		turnover among nurses during privatization				
10	Asquer, A. & Alzahrani, A., 2020	To analyze public service reforms, focusing on healthcare and education in Saudi Arabia	Qualitative document analysis	Policymakers, researchers	Saudi Arabia (national level)	Privatization has led to commercialization in healthcare and education with mixed results on public welfare.
11	Tobaiqy, M. et al., 2023	To assess staff perceptions regarding the privatization of medical services and revenue development at Jeddah Medical Center	Cross-sectional survey	Medical center staff	University of Jeddah Medical Center	Mixed perceptions regarding privatization, with concerns over quality of care.
12	Alenezi, N. A. et al., 2023	To review the effects of healthcare privatization on nursing workforce and care quality in Saudi Arabia	Systematic review	Nurses, healthcare managers	Saudi Arabia (nationwide)	Healthcare privatization affects nursing workforce stability and care quality, necessitating policy adjustments.
13	Al-Nozha, O. M., 2024	To investigate key aspects of Saudi healthcare system reform and its impact on stakeholders	Qualitative interviews and document review	Healthcare policymakers, experts	Saudi Arabia (national level)	Healthcare reforms show potential for improvement in access and quality but require stronger stakeholder collaboration.
14	Eklund Karlsson, L. et al., 2020	To examine the integration of health equity in Saudi Arabia's public health policies	Qualitative document analysis	Policy documents, healthcare officials	Saudi Arabia (national level)	Public health policies in Saudi Arabia increasingly incorporate health equity considerations, but gaps remain.
15	Alsubhi, E. N. M., 2022	To assess healthcare workers' knowledge about the privatization of medical services in Saudi Arabia	Cross-sectional survey	Healthcare workers	Various healthcare facilities, Saudi Arabia	Healthcare workers possess moderate knowledge about the privatization process but require more targeted education.

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No	Author, Year	Aim of Study	Methodology	Sample	Setting	Result
16	Siddiqui, M. U. H. & Majeed, F., 2023	To review developments in electronic medical records (EMR) in Saudi Arabia and their impact on healthcare	Literature review and analysis	Healthcare institutions	Saudi Arabia (nationwide)	EMR adoption in Saudi Arabia is progressing but faces challenges in integration and data privacy.
17	Behzadifar, M. et al., 2022	To analyze health policy in the Eastern Mediterranean region, with a focus on healthcare systems	Systematic review using health policy triangle framework	Researchers, policymakers	Eastern Mediterranean Region	Health policy reforms in the region show varying degrees of success in improving healthcare access and outcomes.
18	Njoku, A., 2022	To investigate COVID-19 health disparities and opportunities for public health curriculum enhancement	Literature review and case studies	Public health experts	Global focus	COVID-19 highlighted significant health disparities, emphasizing the need for curricular reforms in public health education.
19	Alsanosi, S. M. & Padmanabhan, S., 2024	To explore applications of artificial intelligence (AI) in managing polypharmacy in Saudi Arabia	Narrative review	Researchers, healthcare professionals	Saudi Arabia (nationwide)	AI has great potential in managing polypharmacy in Saudi Arabia, particularly for elderly populations.
20	Fadel, B. A., 2021	To investigate the value of design in healthcare facilities in Saudi Arabia within legislative frameworks	Case study analysis and architectural review	Architects, healthcare facility managers	Saudi Arabia (various healthcare settings)	Design improvements aligned with regulations contribute to better patient outcomes and facility efficiency.
21	AlOmari, F., 2021	To measure gaps in healthcare quality using the SERVQUAL model in developing countries	Quantitative survey using SERVQUAL model	Healthcare service users and providers	Developing countries, including Saudi Arabia	Identified significant gaps in service quality, highlighting the need for improvements in patient care delivery.
22	Rahman, R., 2020	To explore the privatization of healthcare in Saudi Arabia and its implications	Literature review and policy analysis	Healthcare policymakers and scholars	Saudi Arabia (national level)	Privatization has had both positive and negative implications for healthcare quality

No	Author, Year	Aim of Study	Methodology	Sample	Setting	Result
						and access in Saudi Arabia.
23	Al-Mugheed, K. et al., 2022	To assess patient safety attitudes among doctors and nurses, focusing on workload and adverse events	Cross-sectional survey	Doctors, nurses	Hospitals in Saudi Arabia	Workload is a key factor influencing patient safety attitudes, with adverse events correlating to high workload.
24	Al-Hanawi, M. K. et al., 2020	To analyze socio-economic inequalities in diabetes prevalence in Saudi Arabia	Quantitative study and data analysis	Diabetic patients, healthcare providers	Saudi Arabia (national level)	Socio-economic status significantly affects diabetes prevalence, necessitating targeted public health interventions.

Data Synthesis

The synthesized findings were presented through a narrative synthesis approach; to examine the impact of nurse staffing levels on patients' outcomes. Quantitative findings, if available and comparable, may be pooled for meta-analysis. Heterogeneity among studies was assessed using appropriate methods.

Table 7 The following sub-themes have been observed among the studies, including in the systematic review.

Themes

1. Reforms to the Healthcare System
2. Healthcare Privatization
3. Care Quality and Patient Safety
4. Workforce Dynamics in Healthcare
5. Health Inequalities and Equity
6. Innovation and Health Technology
7. COVID-19 and Health Promotion
8. Ethical and Cultural Aspects of Healthcare
9. Governance and Policy in Healthcare
10. Professional Development and the Nursing Workforce

4. Discussion

According to the above 24 researches, the result suggested that Under Vision 2030, a strategy outline intended to renovate and diversify the Saudi Arabian economy, privatization has emerged as a crucial component of the country's larger healthcare modification program (Chowdhury et

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al., 2021; Asquer & Alzahrani, 2020). Reducing the government's financial load, improving the standard of healthcare services, and increasing competition in the healthcare industry are some of the main objectives of these changes. With more hospitals and healthcare conveniences being either privatized or run by private establishments, Saudi Arabia has seen a slow transition from public to private healthcare as the private sector turn out to be more involved in healthcare distribution (Asmri et al., 2020; Ramos-Gomez et al., 2020). This variation is moving the way healthcare is providing and will have a big impact in the future.

In the context of privatization, the mandate for nurses may shift away from public to private healthcare institutions, which could bring both opportunities and defies (Yi et al., 2021; Tobaiqy et al., 2023). While privatization is seen as an prospect to improve service provision, it may also lead to changes in nurses' job security, working hours, and workload. Nurses may be offered higher salaries and profits in the private sector, but may also face increased pressure due to profit-driven motives, which could prime to burnout and job disappointment (Falatah et al., 2021; Halabi et al., 2021).

New regulations introduced by the Saudi administration as part of the healthcare reform process aim to address these challenges and promote higher standards of care, especially in patient safety and quality assurance (Almutiri et al., 2022). These regulatory changes include more stringent accreditation standards for both public and private healthcare facilities to ensure that they meet high-quality benchmarks for patient care and safety (Alenezi et al., 2023). The focus on patient safety, including infection control, medication safety, and error reporting systems, is expected to enhance the overall work environment for nurses and contribute to their professional satisfaction (Tobaiqy et al., 2023; Hazazi & Qattan, 2021).

By means of privatization growths, nurses are predictable to play a essential role in upholding great standards of patient safety, which is flattering gradually central to healthcare regulation in Saudi Arabia (Alkhamis et al., 2021; Siddiqui & Majeed, 2023). Moreover, to meet the rising demand for specialized care in private healthcare institutions, there has been a push to improve nurse education and training programs (Eklund Karlsson et al., 2020). This includes configuration with international standards, which will better prepare nurses to handle complex care situations, particularly in private healthcare settings where resources and expectations may vary (Almutiri et al., 2022). Additionally, the growing importance on continuous professional development (CPD) is aimed at preparing nurses with the essential skills to adapt to the evolving healthcare setting (Alkhamis et al., 2021).

While privatization presents new openings for nurses to move into particular roles and leadership positions in private hospitals, it also takes certain risks (Yi et al., 2021). Nurses may face increased job insecurity in public hospitals as more resources are allocated to the private sector, foremost to potential shifts in workload, service conditions, and turnover intentions (Tobaiqy et al., 2023). As private healthcare institutions often line up profit growth, nurses may experience heightened pressure to meet productivity targets or face reduced job stability (Alenezi et al., 2023; Halabi et al., 2021). This could add to burnout and attrition among nurses, especially if work environments become more difficult and viable (Falatah et al., 2021).

Moreover, the alteration toward privatization could possibly lead to inequities in approach to care, especially for low-income populaces, migrant workers, and vulnerable groups (Alkhamis et al., 2021; Yi et al., 2021). If private healthcare institutions prioritize profit-driven models over broad service establishment, health disparities could widen, limiting healthcare access for those unable to afford private care (Eklund Karlsson et al., 2020). The expansion of private healthcare may provide more services in underserved parts, but it could also make new barricades to healthcare access in line to high costs and lack of insurance reportage for certain groups (Al-Nozha, 2024). This could have a disadvantageous effect on health equity in the country, as approach to quality care grows increasingly stratified grounded on economic status (Siddiqui & Majeed, 2023; Asmri et al., 2020).

The Saudi government's goal to attain health equity over its healthcare reform efforts must cautious the potential differences carried about by the privatization procedure. To address these challenges, there must be careful regulation and misunderstanding to ensure that privatization does not disproportionately benefit wealthier individuals while leaving others with limited approach to care (Hazazi & Qattan, 2021; Almutiri et al., 2022). Public-private partnerships may be essential to maintain a balance between economic efficiency and health equity, mainly for downgraded populaces who may face barricades to accessing private healthcare (Alkhamis et al., 2021; Alenezi et al., 2023).

However, future of nursing careers in Saudi Arabia is essentially interconnected to the success of these healthcare improvements. Such as private healthcare increases, nurses must be organized to take on new roles and responsibilities, above all in specialized and leadership positions inside the private sector (Alkhamis et al., 2021; Alenezi et al., 2023). There is likewise an upward need for continued training and development to train nurses with the skills to prosper in a privatized system, which may offer more professional opportunities but also comes with increased workload and stress (Halabi et al., 2021; Tobaiqy et al., 2023). By concentrating on both the professional development of nurses and the health needs of the population, Saudi Arabia can create an environment in which both healthcare professionals and patients benefit from high-quality, equitable care (Al-Nozha, 2024; Siddiqui & Majeed, 2023).

Additionally, effective regulation is indispensable to make sure that the benefits of privatization are not constrained to a few, but extend to all segments of society, make certain that the healthcare system remains inclusive and sustainable (Rahman, 2020; Almutiri et al., 2022). The continued addition of patient safety protocols, training programs, and quality standards will sustenance the healthcare workforce and improve nursing gratification and patient outcomes (Fadel, 2021; Asquer & Alzahrani, 2020).

In conclusion, though privatization benevolences significant occasions for the nursing profession in Saudi Arabia, it is vital that these changes be carefully accomplished to maintain health equity, safeguard high-quality care, and support the specialized development of nurses. Over the right balance of financial goals, healthcare policies, and monitoring mistake, the Saudi healthcare system can change towards a more effectual, complete, and impregnable future (Yi et al., 2021; Halabi et al., 2021).

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5. Limitation & Implications

Saudi Arabia's healthcare system is transitioning towards privatization, bestowing both chances and challenges for nursing careers and patient safety and health equity. The transition could lead to increased job turnover and burnout among nurses, as job security becomes less certain in a market-driven environment. Additionally, there is a lack of comprehensive longitudinal data to assess the effectiveness of new health regulations in improving patient safety outcomes. Insufficient addition of nursing roles into new controlling frameworks and the focus on physicians and administrative processes may sideline their importance in policy development. Denationalization could deepen disparities in access to care, mainly for lower-income or rural populations. Cultural and structural barricades within healthcare organizations could also hinder the effective implementation of safety measures. However, the developing healthcare setting offers new career opportunities, particularly in specialized fields, and the introduction of new regulations can drive enhancements in patient safety. Tactical oversight of healthcare modifications is essential to ensure health equity remains a priority, mostly for vulnerable populaces.

6. Recommendations

The privatization of healthcare in Saudi Arabia benevolences both defies and prospects is to make convinced patient safety, health equity, and nursing careers. It is critical to include nurses in policy progress, enhance professional development, and contrivance dynamic systems for monitoring and assessing patient safety outcomes. Fostering a supportive work environment, promoting work-life balance, and posing mental health support can help alleviate the negative belongings of privatization on job security and burnout. Health equity must be a central focus, with beleaguered programs considered to improve access to care for susceptible people. All-inclusive workforce planning is needed to address the increasing stipulation for nursing services. Collaboration between public and private sectors is crucial for the success of privatization, with nurses encouraged to share insights and take continuing training. Private healthcare providers necessity be sufficiently resourced, with government misunderstanding to ensure they do not cooperation care quality for profit. Supportive research on nursing exercise and the influence of privatization can monitor future policy decisions.

What this article is adding in existing literature?

This article explores the impact of healthcare privatization on nursing careers, patient safety, and health equity in Saudi Arabia's healthcare system under Vision 2030 modifications. It focuses on the nursing staff, emphasizing challenges such as improved workloads, job uncertainty, and probable burnout. The article also highlights the health equity implications of privatization, emphasizing the prospective risks of a two-tiered healthcare system where more affluent individuals have better access to services, while marginalized groups face greater barriers to quality care. The article also emphasizes the critical role of nurses in patient safety, highlighting the new health regulations under Vision 2030 targeting to increase patient safety while focusing potential gaps in misapprehension. The article inspire for greater nursing leadership in policymaking, emphasizing the need for strategic workforce planning and collaboration between

public and private healthcare sectors. These supports offer valuable insights into the challenges and views posed by privatization in Saudi Arabia's healthcare setting and provide a foundation for future research and policy development.

7. Conclusion

This paper is to explore the role of new Saudi health regulations in enhancing patient safety and health equity with the context of privatization and the future of nursing careers. It has 24 researches from which these themes were extracted as Reforms to the Healthcare System Healthcare Privatization ,Care Quality and Patient Safety, Workforce Dynamics in Healthcare, Health Inequalities and Equity, Innovation and Health Technology, COVID-19 and Health Promotion, Ethical and Cultural Aspects of Healthcare, Governance and Policy in Healthcare and Professional Development and the Nursing Workforce.

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