

# DETERMINANTS OF LAWSUITS RELATED TO THE FINANCIAL RIGHTS OF HEALTH PRACTITIONERS A RETROSPECTIVE COHORT STUDY IN THE ASEER REGION

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## **Abstract**

### **Background**

*The employee's sense of entitlement to the allowance despite the absence of a legal document; thinking about obtaining the financial allowance through the judiciary; lack of confidence in the financial and human resources staff at their workplace, low salaries, work pressure, and distinction from others; delay in promotions, courses, and development programs; ignoring the responsible person for responding to employees feeling injustice; and hearing unpleasant news and views from their society. Employees receive additional benefits, bonuses, or gratuities. The study uses data from court records of financial rights-related lawsuits filed by health practitioners in the Aseer Region over one year. The study identifies and analyzes the demographic and professional characteristics of the health practitioners involved in these lawsuits and the factors associated with the lawsuits, such as the type of health facility, the nature of the dispute, and the amount of money involved.*

### **Method**

*The Aseer Health Research Ethics Committee approved this one-year retrospective cohort study under REC-19-11-2022. After the official request, the law department provided one year of data for all lawsuits in the Aseer health record. This study focused on litigation numbers, percentages, and types. All variables and data sources were changed to eliminate survey bias. We studied all financial rights lawsuits in the year we grouped. The statistical analysis employed frequency and percentage for all study variables. All correlated variables were subjected to bivariate analyses.*

### **Result**

*In one year, there were 2,782 cases, 1,552 of which were infection risk and harm allowance (55.8%), 472 were normal exchange allowance (17%), and 7% were employee complaints. 2018 national issues involve total lawsuits yearly bonus 4%, roughly 2.2% to 3.5% request change or cancellation.*

### **Conclusion**

*Overall, the research findings highlight the importance of creating safe and fair work environments, offering appropriate compensation and benefits, and ensuring effective organizational communication and management practices. Failure to do so can result*

## **INTRODUCTION**

The employee's sense of entitlement to the allowance even though there was no legal document; the employee's thought of getting the financial allowance through the legal system; the employee's lack of confidence in the financial and human resources staff at their place of work; the employee's low salary, work pressure, and feeling of being different from others; the employee's delay in promotions, courses, and development programs; and the employee's disregard for the pe

[1]. The Opening Statements Since the beginning of the health-care industry, legal disputes over the financial rights of medical professionals have been an important discussion topic. [2]. The Aseer region in Saudi Arabia is not an exception; similar to other parts of the country, it has had its share of judicial conflicts related to the matter. This retrospective cohort study tries to determine what causes these kinds of lawsuits in the Aseer region. The goal is to fully understand what causes financial disputes between health practitioners and health-care institutions [3]. In Saudi Arabia,

health-care professionals, like doctors, nurses, and other allied health professionals, work in a highly regulated setting subject to a complex legislative framework. This includes the environment in which they practice [4]. The regulatory framework consists of various laws, rules, and policies that have the dual purpose of preserving the rights of health-care professionals and ensuring that patients receive the highest possible quality of health-care services. Despite the existence of these laws and regulations, disputes regarding the financial rights of health-care professionals are extremely common and can have numerous causes [5]. The intricate nature of the health-care industry's billing and reimbursement systems is one of the most important contributing factors. To ensure they are paid appropriately for their services, health-care organizations and practitioners must successfully negotiate a convoluted web of regulations, policies, and processes. The situation can be difficult to navigate when dealing with different insurance companies and third-party payers, which can be the case with private health-care providers [6]. The high cost of medical services may also play a role in financial disagreements. Costs associated with medical care tend to be quite high in Saudi Arabia, putting pressure on individual physicians and health-care organizations. The costs may result in billing and reimbursement disagreements because medical professionals may believe they are not adequately reimbursed for their services [7]. A third element that can play a role in the development of financial disagreements is the absence of clear and consistent communication between health-care practitioners and organizations. Communication breakdowns are possible at several stages of the health-care process, from the initial patient intake and assessment to the diagnosis and treatment. Because of these breakdowns, there is a potential for misunderstandings and arguments regarding invoicing and payment [8]. To summarize, it is abundantly obvious that the intricate and multifaceted disagreements over financial matters involving medical care necessitate a holistic approach to comprehending and resolving the underlying reasons for the conflict. By comparing the amount of risk and labor that an individual's employment entails to the amount of risk and labor for which their base income already compensates, it is possible to calculate the person's amount of hazard pay. All provincial government money transferred to Ontario hospitals between 1997 and 2002 was spent on hospital salaries. Compared to other health-related industries and the economy as a whole, hospitals pay their full-time employees a consistent wage [9]. Once public workers begin working in a public office in Kuwait, they are entitled to the rights that the law grants them and is also required to perform some of their assigned job duties. This contributes to the regular and steady operation of the public utility and increases the burdens on the state as a sponsoring state and its responsibility in providing job opportunities for citizens [Citation needed]. This includes achieving the decent life that the constitutional project aspires to and, in the absence of various income sources, covering the general budget to ensure payment of the salaries of the largest possible number of applicants for public office, particularly those who hold higher degrees. Additionally, this includes achieving the decent life that the constitutional project aspires to. Hence, one of her ideas was to exercise her entitlement to recommend mandatory retirement in accordance with the situation [10]. Egypt controls the discretionary power that the administration possesses in making administrative decisions. The judges used natural control as one of the techniques available to them to exercise this form of control. This includes searching for the existence of the discretionary power and the way to direct it, after which the judiciary exploits the defect of the power deviation as one of the tools to control the discretionary power, which is common in judicial applications in the Emirates (Case in point: [11]). In the midst of this jurisprudential battle, we do not find the administration or the administrative law standing in the position of negativity and neutrality but rather rage [12]. With increased understanding and clarity on the disbursement rule, this study's purpose was to improve the policy and process of the allowance system. According to Weber, the number of cases that are not warranted will decrease if there is an open and transparent announcement regarding all financial rights and awareness.

#### **MATERIALS AND METHODS**

After receiving ethical approval from the Aseer Health Research Ethics Committee under the number REC-19-11-2022, we used a retrospective cohort study design in this study for one year. Following the official request to the law department to provide the data required for all lawsuits in the Aseer health record, the data collected was one calendar year in length and included all financial rights for employees. The main finding of this study was the total number, percentage, and types of lawsuits. The data source and all variables in the data collection were changed. We used this study design to eliminate sources of bias that might have occurred if we had used a survey. We gathered all financial rights lawsuits in the calendar year and grouped them by case

type. For all study variables, descriptive statistics (frequency and percentage) were used in the statistical analysis. All correlated variables were subjected to bivariate analyses.

### RESULTS

The data presents the frequency and percentage of various types of cases received. The most common type of case is “Instead Of Infection Risk Harm,” accounting for 55.79% of the cases. This indicates that a significant number of individuals are concerned about the risk of infection and the potential harm associated with it. The second most common type of case is “Unclassified,” with a frequency of 472, accounting for 16.97% of the total cases. The case type data are listed in Table 1, and the cause of the employees making cases is in Figure 1.

Type of Case	Frequency	Percent
Instead Of Infection Risk Harm	1,552	55.79%
Unclassified	472	16.97%
Normal Exchange Allowance Work	200	7.19%
Annual Bonus	110	3.95%
Off-Duty Allowance	61	2.19%
To Improve	54	1.94%
Cancel A Decision	39	1.40%
Psychological Allowance	38	1.37%
Violations	29	1.04%
Bonus Allowance	26	0.93%
Present A Defense	24	0.86%
Objection	21	0.75%
Deportation Allowance	18	0.65%
Resolution	17	0.61%
Scarcity Allowance	16	0.58%
Practice Allowance	15	0.54%
Sabbatical Allowance	14	0.50%
Grievance	13	0.47%
Forensic Allowance	12	0.43%
Allowance Regarding Upgrades	11	0.40%
Institutions	10	0.36%
Reconsidering	10	0.36%
Instead Of Covenant	10	0.36%
Fines	10	0.36%

Table 1 : Descriptive analysis for study variables

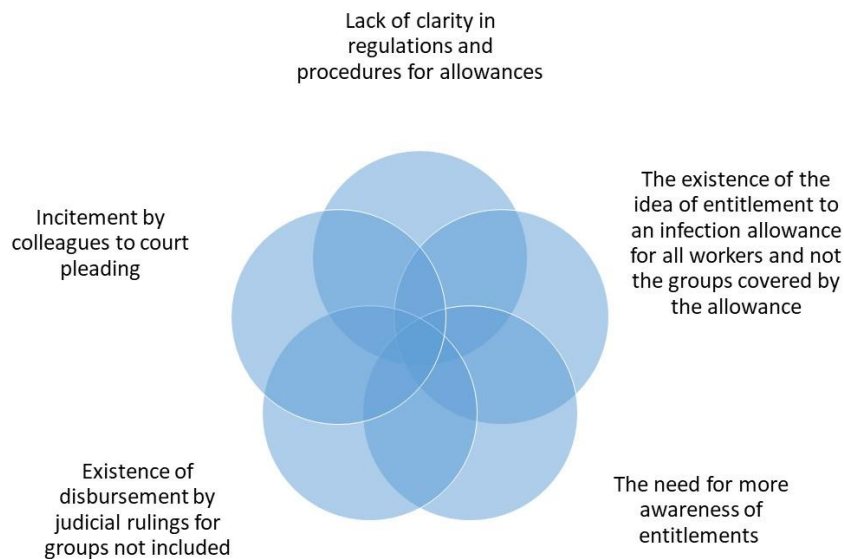


Figure 1: Show the employee causes to open cases

### DISCUSSION

The research findings show that the total number of lawsuits in one year was 2,782, indicating a significant level of legal disputes. Among the cases, infection risk and harm allowance were the primary issues, accounting for 55.8% of cases (1,552). This indicates serious concerns about the safety of the work environment and the level of compensation offered to employees who may have suffered harm or illness due to their work. The fact that 17% of cases did not have a specific classification is concerning, as it suggests that other issues may not be adequately documented or addressed. This lack of clarity could make it more challenging for organizations to identify and rectify underlying problems, potentially leading to more significant legal issues in the future. The fact that 7% of employees complained about normal exchange allowance work is also an important finding. This indicates that there may be issues related to employee compensation and benefits, which could impact job satisfaction and potentially lead to legal disputes. The national issues related to the annual bonus in 2018, which affected 4% of cases, is also a noteworthy finding. It suggests that broader economic or societal factors may be at play, impacting employee satisfaction and potentially leading to future legal disputes [14]. Finally, the fact that 2.2% of cases were related to a request for improvement or decision cancellation and 3.5% were related to a request for improvement suggests that there may be issues related to communication and management within organizations [15].

### CONCLUSIONS

The study demonstrates how crucial effective leadership and communication strategies are for avoiding and resolving legal conflicts. The research findings highlight how critical it is for organizations to provide working environments that are both safe and fair, provide appropriate compensation and benefits, and ensure that effective communication and management practices are in place. If this is not done, it could lead to legal disputes, which are expensive and damaging to the organization and the employees.

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