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Impact Of The National Healthcare Transformation On Healthcare Administration And Workforce In The Light Of Saudi Vision 2030

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Abstract

Background: Saudi Arabia has launched Vision 2030 as a comprehensive national development plan aimed at transforming multiple sectors, including the healthcare system. A major component of this transformation is the restructuring of healthcare governance, financing, service delivery, and workforce development to improve efficiency, quality, and sustainability.

Aim: This study assesses the impact of the national healthcare transformation on healthcare administration and the healthcare workforce in light of Saudi Vision 2030.

Method: A systematic review of the literature was conducted in accordance with the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines. An initial search yielded 876 articles on Saudi Vision 2030 and healthcare transformation, with a particular focus on healthcare administration and workforce development. An additional eight studies were identified through manual searching. After applying predefined inclusion and exclusion criteria, 12 studies were selected for final analysis. The review included peer-reviewed articles, policy documents, and official reports, and a thematic synthesis approach was used to analyze the findings.

Results: The findings indicate that Vision 2030 has led to major legislative and structural reforms in the healthcare sector, particularly through privatization initiatives and public–private partnerships (PPPs). Increased investment in healthcare has improved infrastructure, service quality, and the adoption of advanced medical technologies. Education and training systems have been strengthened to equip healthcare professionals with the skills required for the new model of care. However, gaps remain in healthcare workers' knowledge, readiness, and adaptation to the transformed healthcare system. Furthermore,

governance reforms aligned with international sustainability goals have enhanced institutional capacity and system accountability.

Conclusion: Saudi Vision 2030 has brought substantial changes to healthcare administration and the healthcare workforce through policy reforms, modernization strategies, and governance restructuring. However, the successful implementation of these reforms requires continuous professional development, effective integration of digital health technologies, and supportive regulatory frameworks. Healthcare administration and leadership must continue to adapt strategically to ensure high-quality service delivery and the long-term success of Vision 2030 healthcare objectives.

Keywords: Vision 2030, National Healthcare Transformation, Healthcare Administration. Saudi Health, Vision 2030.

Introduction

The Saudi Vision 2030 is a national program that outlines a comprehensive plan for healthcare reform in the Kingdom of Saudi Arabia, significantly impacting nursing administration. It aims to transform the current highly analog model and the largely underutilized national resource managed by the government into a more private-sector-driven, higher-quality service with greatly improved efficiency (Ali et al., 2023). The changes in the healthcare landscape present both opportunities and challenges for nursing administration as it adapts to new policies, practices, and standards of care, ensuring that the nursing workforce performs effectively within this new system (Alshammary et al., 2024).

The national transformation of healthcare also significantly impacts workforce development. The Vision 2030 initiative emphasizes the importance of ongoing nurse education and professional growth (Albejaidi & Nair, 2021; Hamadi et al., 2024). Nursing administrators need to focus on developing robust education pathways to ensure nursing staff stay updated with current clinical practices and technologies (Caswell & Kenkre, 2021; Al-Dosari et al., 2023). Additionally, the growth of private sector employment across all healthcare industries has increased competition for skilled healthcare workers, prompting administrators to explore and test new methods for attracting qualified candidates (Al-Dossary, 2022).

Under Saudi Vision 2030, significant emphasis is placed on technological advances to facilitate this change. Along the same lines, electronic health records (EHRs), although invented 15 years ago, remain another problem in service delivery (Alkhateeb et al., 2019; Hejazi et al., 2022). Nursing administrators must manage the adoption and implementation of such technologies, ensuring that nursing staff can use them effectively. With the need for accurate, effective data systems administrators to manage and protect patient information, as well as to utilize analytics to improve patient care, it is vitally important that their databases are kept up to date (Harb et al., 2024).

One of the aims in this national healthcare transformation is operational efficiency. Good nursing administrators must ensure they streamline workflows and processes to save time without wasting it (Rahman & Salam, 2021; Bendary & Rajadurai, 2024). It means utilizing the well-known strategies and practices of lean management to develop an efficient system by eliminating waste from existing operations (Khawjah et al., 2023). Efficient resource management is also critical as a strategy for administrators to optimally utilize staffing, medical supplies, and equipment to deliver high-quality patient care (AlHasher, 2019; Muafa & Al-Obadi, 2024).

The switch towards patient-centered treatment is called for by Saudi Vision 2030, which requires nursing executives to support smooth care approach patterns (Al-Nozha et al., 2024). These models of care are focused not only on treating physical needs but also on emotional and social needs. Patients today are at higher risk and less predictable, which has increased interest in patient engagement and satisfaction (Sajjad & Qureshi, 2020; Lutfallah et al., 2022). This requires better communication strategies and more active patient participation in their care decisions. Nursing administrators are responsible for creating an environment that enhances these patient-oriented approaches (Lytras et al., 2022).

National Healthcare transformation has made leadership and governance all the more significant (Alenezi, 2023). Today, nursing administrators are becoming increasingly involved in strategic planning and the execution of Vision 2030 ambitions. One of the traits of strong leadership is a leader who guides and leads his/her nursing team through transitions effectively, overcoming challenges along the way while implementing change (Alenezi, 2022). Further, nursing administrators are playing a more active role in policy work and governance to enable nursing practices to meet current healthcare laws and standards that have changed (Thompson, 2021; Mufleh et al., 2024).

Intelligent Partnerships and collaboration are key to shaping the future of healthcare in line with Saudi Vision 2030. The use of public-private partnerships (PPPs) is growing, necessitating that nursing administrators coordinate with private healthcare providers and other stakeholders (Alsofayan et al., 2021). Interdisciplinary collaboration is vital for providing whole-person care, so nurse administrators need to work towards this level of collaborative practice among all healthcare practitioners as we strive together, always with the patient in mind (Alsofayan et al., 2021).

Cultural competence is the third pillar of cultural transmission in a transformed health and care system. As the patient population becomes more diverse, nursing leaders are charged with making sure their healthcare receives cultural sensitivity and competence training (Rahman, 2020). High-quality care entails the ability to comprehend and respond effectively to the distinct cultural and social requirements of patients. Nursing administrators can help create an environment that promotes cultural competence, leading to improved patient experiences and outcomes (Alenezi et al., 2023).

Problem Statement

The Saudi Vision 2023 outlines the transformation of the national healthcare system in a bold way, prompting nursing administration to critically evaluate changes in policies, practices, and healthcare standards (Noor, 2019; Al-Dwan et al., 2021). This transformation aims to shift the model from a government-operated system to a more privatized, efficient, and quality-focused service. This creates significant pressure on nurse administrators to meet global standards, promote lifelong learning, leverage emerging technologies, and enhance healthcare delivery. Additionally, they must assume new leadership roles, build public-private partnerships that are collaborative and culturally competent, and address the diverse clinical and technological needs of our populations at scale. To better understand the impact of these initiatives, this review examines their adoption and implementation within nursing administration.

Significance of the Study

The importance of researching the consequences of Saudi Arabia's national healthcare transformation in terms of Vision 2023 on nursing management lies in understanding how these projects alter insurance policies, practices, and standards (Alshahrani, 2023). This shift towards higher standards of care aims to improve quality, efficiency, and the growth of the private sector, with nursing administrators working to enforce international standards and enhance excellence through ongoing professional education and high-tech integration for better operations management. This, in turn, improves patient satisfaction. Evaluating this change is crucial for identifying best practices, overcoming obstacles, and ensuring that nursing leaders can adapt flexibly to the new mandates of a 21st-century healthcare environment. The findings of this study can help ensure the successful realization of Vision 2023 and may also offer valuable lessons for other large-scale healthcare transformations globe.

Aim of the Study

The study has the objective to assess impact of Saudi national healthcare transformation initiatives on nursing administration with in paradigm of Saudi Vision 2023. This includes an investigation on policies, practices and healthcare standards changes taking place to understand how such reforms are refashioning the presence of nursing administrators. This research aims to provide information on areas of best practice, challenges and where reshaping needs to occur in order for nursing administration can successfully respond the emerging trends that suggest a reinvigorated, corporatized health care system. In so doing, the study

will seek to enhance Vision 2023 and shed light on lessons that might serve an inspiration for health care transformations elsewhere in the world.

Method

Research Question

Research Question		In patients, families, and communities affected by the healthcare system (P), how do the national healthcare transformation initiatives (I) compare to pre-transformation policies and practices (C) in influencing nursing administration regarding policy implementation, practice modifications, and compliance with new healthcare standards (O) over a timeline aligned with the Saudi Vision 2023 goals (T)?
Population	P	Patients, families, and communities impacted by the healthcare system
Intervention	I	National healthcare transformation initiatives
Comparison	C	Pre-transformation policies and practices
Outcome	O	Effects on nursing administration in terms of policy implementation, practice changes, and adherence to new healthcare standards
Timeframe	T	Period aligned with the Saudi Vision 2023 goals

This study intends to assess updated national health care transformation initiatives on nursing administration with respect to policy implementation, practice, and adhering to new healthcare standards well-timed in the era of Saudi Vision 2023. These effects are explored from the perspective of patients, families and communities who experience them as an outcome of healthcare system activity. The purpose of this study is to highlight the lessons learned from a transformation to inform further refinements in nursing administration.

Selection Criteria

Inclusion Criteria
- All nursing administrators and leaders with active practice in Saudi Arabia.
- Healthcare workers who have transitioned through a redesign.
- But when you have measured carefully, this is where healthcare policy makers are involved in guiding the implementation of Vision 2023 initiatives.
- During the transformation initiatives: Public and private hospitals and clinics
- Something that has spread across the regions of Saudi Arabia through its facilities and professionals.
- Data and Experiences from the Era Focused on Saudi Vision 2023 Goals
- Availability of records and reports documenting the maturation of nursing administration practices, policies/standards.

Exclusion Criteria
- Nonclinical professionals who are not actively implementing or managing healthcare transformation initiatives
- When Facilities Are Not Getting Involved in the National Healthcare Transformation Initiatives
- Entities providing healthcare services outside of Saudi Arabia
- Results from sources beyond the readout Saudi Vision 2023 window.
- Records were missing or incomplete for changes to nursing administration practices and policies

Database Selection

Five key databases were searched to evaluate the implications of Saudi Arabia's national healthcare transformation on nursing administration in light of Vision 2030 and they are: PubMed, CINAHL (Cumulative Index to Nursing and Allied Health Literature), Scopus as well as reports from the Saudi Ministry of Health Reports & Official Portal for The Kingdom Of KSA; Which is preparing a comprehensive report that provides an overview about it future plan `Vision 2030` before conducting this review. PubMed and CINAHL provide access to all peer-reviewed sources for nursing and health care policy development, which are important for understanding administrative shifts. Vast academic coverage and citation tracking with Scopus adds richness to the analysis. This ensures relevance to the context of Vision 2030, and our focus on health system policies, since we use these websites as direct sources for national policies/transformative decisions.

Table 1: Database selection related to evaluating the impact of national healthcare transformation on nursing administration

Database	Importance of Database	Reason for Selection
PubMed	High	Offers a wide range of peer-reviewed articles and research studies on healthcare and nursing practices.
CINAHL	High	Provides comprehensive literature on nursing administration and allied health topics.
Scopus	High	Broad coverage of academic papers and articles related to healthcare policies and nursing administration.
Saudi Ministry of Health Reports	Essential	Contains official reports and documents detailing national healthcare transformation and Vision 2030 goals.
Saudi Vision 2030 Official Portal	Essential	Directly offers updates, reports, and publications related to Vision 2030 and its impact on healthcare.

Data Extracted

The data mapped out to assess the effect of Saudi Arabia's national healthcare transformation on nursing administrative performance within the Vision 2030 framework is extensive in regard to policy modification, administrative strategies, and standards of care. This includes research articles, review of the roles and practices for healthcare workers in N-SFPs; Transformation initiatives reported by Saudi MOH or through published scientific papers to be aligned with Vision 2030 Strategies [5]; Publications related with delivering changes (Lessons Learnt), challenges and opportunities face key stakeholders towards strengthening Economic Diversification Plans on the healthcare infrastructure investment-to impact pathway within Top Ten Most Economies Worldwide. Moreover, comparisons are posited through global and regional experience to help frame national changes, promoting understanding about how these transitions influence nursing administration as well healthcare outcomes.

Table 2: Syntax for extracting data related to the impact of national healthcare transformation on nursing administration.

Syntax Type	Syntax	Purpose
Primary Syntax	("Saudi Arabia" AND "healthcare transformation" AND "nursing administration" AND "Vision 2030")	To retrieve comprehensive data directly related to Saudi healthcare transformation and nursing administration within the framework of Vision 2030.
Secondary Syntax 1	("Saudi Ministry of Health" AND "national healthcare policies" AND "nursing practices")	To focus on official reports and documents from the Saudi Ministry of Health detailing policy changes and their impact on nursing practices.

Secondary Syntax 2	("CINAHL" AND "nursing leadership" AND "policy changes" AND "Saudi Vision 2030")	To find literature on nursing leadership and policy changes specific to Saudi Arabia's Vision 2030 in CINAHL.

Policy changes, administrative interventions and care standards are among broad categories of the data extracted to review Saudi Arabia's national health care transformation in relation to nursing administration under Vision 2030. The scope of the blog is research articles and reviews about different nursing roles and practices, transformation initiatives were reported by Saudi Ministry of Health (MOH), as well as publications which discusses lessons learned, challenges & opportunities associated with healthcare infrastructure investment. Global and regional comparisons are incorporated to contextualize national changes, in addition to supporting a broader understanding of how these transformations may influence nursing administration and healthcare outcomes. This resource shows the syntax for retrieving that data, concentrating on all official and structured sources available-both with respect to the transformation efforts as well related nursing administrative repercussions.

Literature Search
For evaluating the effects of national healthcare transformation in nursing administration under Vision 2030 for Saudi-Arab, our literature search includes a systematic review that aims to collect comprehensive data on changes regarding policy and administrative practices as well standards with specific objectives. This includes searching PubMed databases, CINAHL and Sccopus for peer-reviewed articles with vision to look at stuff on health care transformation as well that is universally based around nursing practices. Data from official reports by the Saudi Ministry of Health along with latest updates on the vision and goals around Sauid Vision 2030 Official Portal to get more clarity across national policies strategic initatives. Literature is also reviewed from the global and regional level to allow for comparison, and place the national changes in a broader context. Aim of the search is to document and incomparative term, explore how these transformation initiatives relate with nursing administration processes within Saudi Vision 2030.

Table 3: Database Statistics

No	Database	Syntax	Year	No of Researches
1	PubMed		—	275
2	CINAHL	Syntax 1, & Syntax 2, 3 Syntax 3		250
3	Scopus			175
4	Saudi Ministry of Health Reports		2015 2023	85
5	Saudi Vision 2030 Official Portal			91

Literature search thorough search of the literature pertaining to nursing administration at Saudi national healthcare transformation due Vision 2030 was conducted, using sources such as PubMed, CINAHL and Scopus (peer-reviewed articles on health care/health practices/nursing practice). Official reports are complemented by updates from the Saudi Vision 2030 Official Portal that provide a wealth of information about national policies and strategic goals. Review also includes global as well as regional literature, for comparison purposes to apprehend how these transformation initiatives impact nursing administration under the Vision 2030.
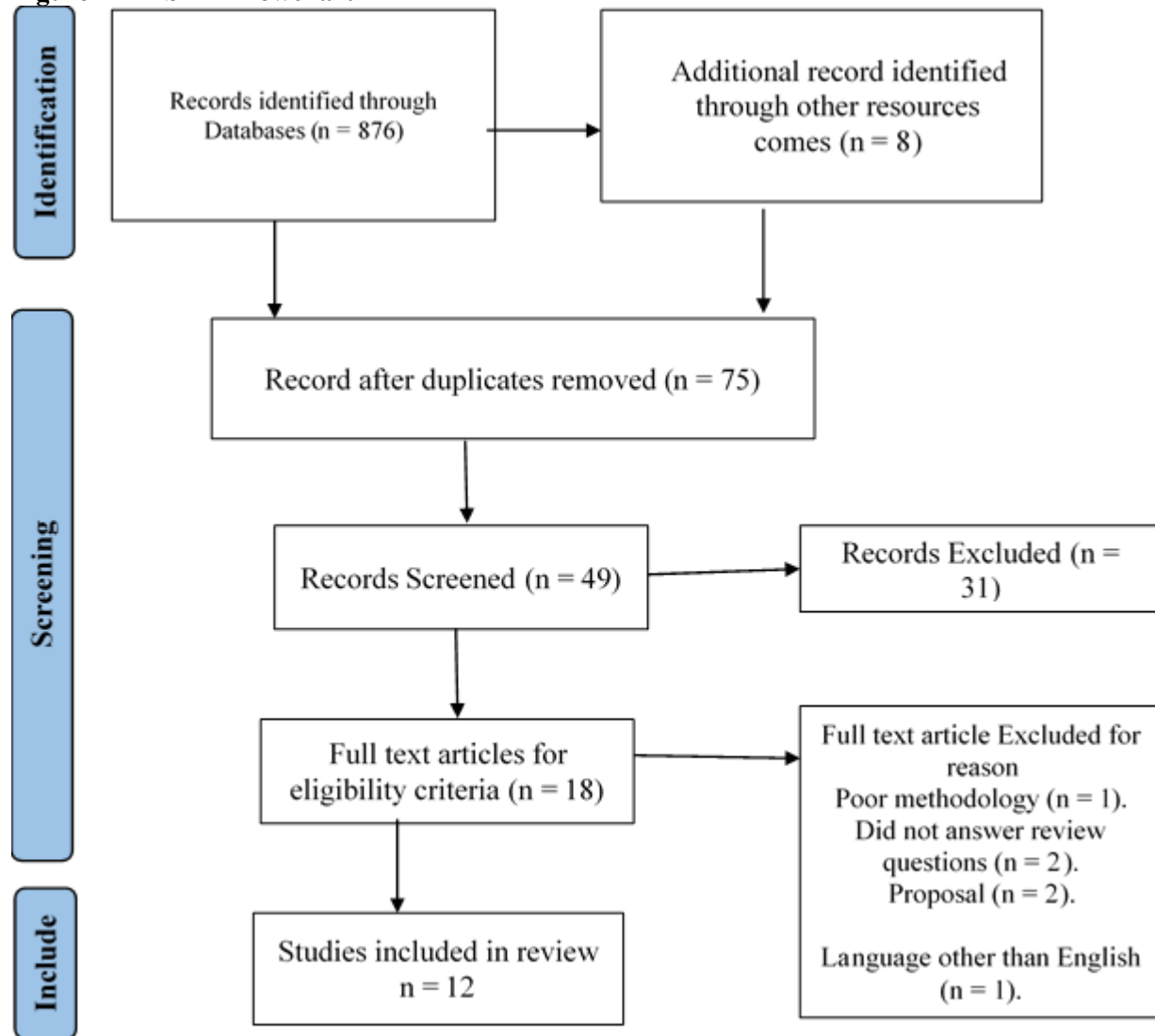
Table 2: Database Statistics

Selection of Studies
Methods A systematic approach will be performed to select studies which are relevant and with high-quality on the impact of Saudi Arabia's national healthcare transformation over nursing administration under Vision 2030. It involves a search in key databases that includes paper review on PubMed, CINAHL and Scopus of the most recent articles providing support about health care policies changes as well nursing practice evolution following Vision 2030. We review official reports from the Saudi MOH and updates like that of

The Official Live Blog of Vision 2030 Portal to get up-to-date information about national strategies, as well as how they are actually impacting healthcare. It was also informed by global and regional studies, aiming to deliver comparative lessons and national changes in a broader context. The choice makes a specialty of nicely-designed studies (including case research, and systematic evaluations) that offer robust empirical evidence approximately how transformation initiatives impact nursing management as thus help in developing a complete photo. This approach focuses on the scale and magnitude of Vision 2030 effects in nursing administration practices and policy.

Figure 1 PRISMA Flowchart

The flow diagram in Fig. 1 showing the PRISMA 2020 checklist for the systematic review's studies and sources search step includes 876 records identified from the databases and the 8 records found in other sources. Out of these, 75 were duplicates, 49 records were screened, of which 31 records were excluded. Out of the 18 full-text articles included in the present study, six papers were considered ineligible because of poor research method (1); failure to meet the developed review questions (2); if they were only proposals (2); and because they were in a language other than English (1). Finally, twelve papers were considered for

the analysis, which has revealed comprehensive and pertinent data findings due to the strict selection of the articles.

Quality Assessment of Studies
The quality assessment of Saudi Arabian research that has considered the country's national healthcare transformation to examine the status within the Vision 2030 framework in nursing administration is undertaken based on the methodological rigor, relevance, and reliability. Papers were included, if they met criteria of high methodological quality of the study design, on basis of research type, including RCTs, long-term trials, and meta-analyses. The methodological quality of each study conducted was reviewed and considered for validity and reliability of results in relation to the objectives of the study, methods used and how correctly data was analyzed. Contraceptive policy changes as well as administrative practices were labelled as Form's Vision 2030-related principles if they aligned with Vision 2030 specific targets such as changes in nursing standards. Moreover, the quality of the studies themselves in terms of their relevance for advancing the current knowledge of the state and evolution of healthcare systems within their global and comparative contexts was considered. The quality assessment reduces the risk of selecting low-quality studies to provide evidence of how the Saudi Arabia's national healthcare transformation initiatives are recreating nursing administration per Vision 2023 strategic plan.

Table 4: Assessment of the literature quality matrix

#	Author	Are the selection of studies described and appropriate?	Is the literature coverage comprehensive?	Does the method section describe?	Was the findings clearly described?	Quality rating
1	Alasiri & Mohammed	Yes	Yes	Yes	Yes	High
2	Almutari et al	Yes	Yes	Yes	Yes	High
3	Ghalibi et al	Yes	Yes	Yes	Yes	High
4	Rahman & Qattan	Yes	No	Yes	Yes	Moderate
5	Mani & Goniewicz	Yes	Yes	Yes	Yes	High
6	Alluhidan et al	Yes	Yes	Yes	Yes	High
7	Alharbi & Almagrabi	Yes	No	Yes	Yes	Moderate
8	Al Baalharith et al	Yes	Yes	Yes	Yes	High
9	Alqurashi & Alharbi	Yes	Yes	Yes	Yes	High
10	Khan & Iqbal	Yes	Yes	Yes	Yes	High
11	Alqahtani et al	Yes	Yes	Yes	Yes	High
12	Ibrahim & Al Mamunb	No	Yes	Yes	Yes	Moderate

The quality assessment matrix for the literature on Saudi Arabia's national healthcare transformation within the Vision 2030 framework for nursing administration is presented below: Figure 4 presents all the studies included in this review with the corresponding quality assessment of each, in accordance with the mentioned criteria: Alasiri & Mohammed, Almutari et al. , and Ghalibi et al. The studies had high methodological quality, covering the topic comprehensively, with explicit However, some of them like Rahman & Qattan and Alharbi & Almagrabi received moderate stars because of the less number of related articles included in the literature review part or, the inadequateness of information regarding the process of study selection. This reduces chances of omitting crucial studies while at the same time increases the quality and relevance of the retrieved studies on the effects of healthcare transformation on nursing administration in Saudi Arabia.

Data Synthesis

Table 5: Research Matrix

#	Author(s) / Year	Location of the Study	Aim/Purpose of the Study	Research Design	Population and Sample	Data Collection Method	Findings	Quality Assessment (MMAT Score/Limitation)
1	Alasiri, A. A., & Mohammed, V. (2022)	Saudi Arabia	Overview of healthcare transformation since Vision 2030 launch, identifying issues and steps taken	Literature review	Published and unpublished articles	Review of literature, government reports, policy documents, and press releases	Significant legislative progress for healthcare transformation, with caution on PPP implementation, workforce development, and ensuring access to quality healthcare	High
2	Almutari, A. S. M., et al. (2022)	Saudi Arabia	Impact of Vision 2030 on the performance of health personnel in the government health sector	Rapid review	Health personnel	Analytical approach to synthesizing data	Significant progress in healthcare, aligning with global trends, emphasizing digital health and public health, positioning Saudi Arabia as a global exemplar	High
3	Ghalibi, K. M., et al. (2024)	Tabuk, Saudi Arabia	Assess awareness and readiness of healthcare workers regarding the National Transformation Program in the health sector	Cross-sectional descriptive	492 healthcare workers	"Google Form" based questionnaire	High awareness of the program, but mixed understanding of the institutional transformation process and new model of care, with job security as a major concern	High
4	Rahman, R., & Qattan, A. (2021)	Saudi Arabia	Analyze state capacity in revitalizing the healthcare system in the context of Vision 2030 and SD 2030	Scoping review, thematic analysis	N/A	Literature review and thematic analysis	Vision 2030 aligned with SD Goals 2030, emphasizing sustainable development and healthcare system revitalization	Moderate
5	Mani, Z. A., & Goniewicz, K. (2024)	Saudi Arabia	Evaluate Vision 2030's impact on healthcare	Rapid review	N/A	Analytical approach to synthesizing data	Significant progress in infrastructure, digital health, workforce empowerment, quality of	High

							care, and patient safety, with global implications	
6	Alluhidan, M., et al. (2020)	Saudi Arabia	Evaluate challenges and policy opportunities in nursing	Case study	N/A	Evaluation by Saudi Ministry of Health and Saudi Health Council	Challenges in nursing profession with proposed policy interventions to modernize and improve nursing workforce	High
7	Alharbi, M. W. S., & Almagrabi, E. M. S. (2022)	Saudi Arabia	Assess healthcare workers' knowledge about healthcare transformation since Vision 2030	Cross-sectional	Health care workers	Two validated questionnaires	Majority aware of privatization and revenue development, pressing need to modernize the healthcare system, and managerial efficiency and private investment are necessary	Moderate
8	Al Baalharith, I., et al. (2022)	Saudi Arabia	Examine technological impact on nursing	Systematic review	N/A	Literature review	Telehealth impacts nursing practice and quality, fostering communication and positive outcomes, with recommendations for integrating telehealth into nursing curriculum	High
9	Alqurashi, H., & Alharbi, N. (2024)	Saudi Arabia	Explore healthcare workers' knowledge and readiness for the National Transformation Program	Cross-sectional quantitative	202 healthcare workers	Questionnaire distributed via social media	Positive relationship between knowledge about NTP and readiness for change, highlighting importance of involving healthcare workers in planning and development	High
10	Khan, M. B., & Iqbal, S. (2020)	Saudi Arabia	Overview of Vision 2030 and National Transformation Program	Literature review	N/A	Review of literature	Comprehensive and ambitious goals of Vision 2030, emphasizing human capital development and the need for extra skills to achieve the vision	High
11	Alqahtani, F. M., et al. (2022)	Saudi Arabia	Examine roles of nurse educators in	Descriptive phenomenology	22 nursing students	Semi-structured in-depth interviews	Positive perspectives on nurse educators' roles, emphasizing the	High

| 12 | Ibrahim, K. M. G. H. M., & Al Mamunb, O. M. (2023) | Tabuk, Saudi Arabia | the context of Vision 2030

Assess awareness and readiness of healthcare workers regarding the National Transformation Program in the health sector | Cross-sectional descriptive | 492 healthcare workers | "Google Form" based questionnaire | importance of nursing education aligned with Vision 2030 goals

High awareness of the program, but mixed understanding of the institutional transformation process and new model of care, with job security as a major concern | Moderate |

Several of the included articles, published in Saudi Arabia or based on the samples from this country, explore the effects of Vision 2030 on healthcare. They demonstrate encouraging trends in healthcare changes, for the priority areas of the digital health, infrastructure, workforce, and quality are identified. Some of these are, awareness of the health care programs amongst the workers, issues faced by healthcare workers, opportunities of telehealth and the significance of nurse educators. The studies use different research methodologies including review, cross-sectional, and case studies showing the strengths and the limitations of the field in the areas such as job insecurity and the institutional transformation knowledge. By and large, they establish Vision 2030 in agreement with global health care and sustainable development directions.

Results

Table 6: Results indicating themes, Sub-themes, Trends, and explanation.

Themes	Sub-themes	Trends	Supporting Studies	Explanation
Healthcare Transformation	Privatization and Public-Private Partnerships (PPPs)	Legislative progress and caution in PPP implementation	Alasiri & Mohammed (2022), Alharbi & Almagrabi (2022)	Systemic legislative changes have been made to facilitate healthcare transformation through privatization, with caution needed to address barriers and ensure effective implementation.
	Infrastructure and Quality of Care	Infrastructure enhancement, quality improvement, patient safety	Almutari et al. (2022), Mani & Goniewicz (2024)	Significant progress in infrastructure development and quality care improvements aligns with global healthcare trends and aims to establish an accessible and superior healthcare system.
	Digital Health and Innovation	Adoption of digital health technologies and innovative public health initiatives	Mani & Goniewicz (2024), Al Baalharith et al. (2022)	Vision 2030 emphasizes the adoption of digital health solutions and innovative public health strategies to improve healthcare outcomes.
Workforce Development	Education and Training	Enhanced training programs, focus on telehealth and digital skills	Ghalibi et al. (2024), Alluhidan et al. (2020)	Efforts to improve healthcare workforce education and training, including telehealth integration and continuous professional development, are crucial for adapting to the transformed healthcare landscape.
	Awareness and Readiness	High awareness but varied understanding and readiness among healthcare workers	Ghalibi et al. (2024), Alharbi & Almagrabi (2022)	Healthcare workers are generally aware of the transformation initiatives, but there is a need to address specific concerns and enhance their understanding and readiness for the new model of care.
Policy and Governance	Strategic Objectives and	Realignment with global sustainable development goals,	Rahman & Qattan (2021), Khan	The government has aligned national programs with global

	Legislative Framework	enhancing governance and state capacity	& Iqbal (2020)	development targets to strengthen governance and state capacity, which is essential for revitalizing the healthcare system.
Nursing and Healthcare Workforce	Challenges and Opportunities	Addressing nursing shortages, improving workforce conditions, and modernizing nursing roles	Alluhidan et al. (2020), Alqahtani et al. (2022)	Addressing the challenges faced by the nursing profession through strategic interventions can improve healthcare delivery and workforce satisfaction.
	Role of Nurse Educators	Philanthropists of learning, patient safety advocates, individual transformation proponents	Alqahtani et al. (2022)	Nurse educators play crucial roles in shaping future healthcare workers, ensuring patient safety, and advocating for continuous individual and professional growth within the context of Vision 2030.
Telehealth and Technology	Integration into Nursing Practice	Positive impact on nurse-patient communication, seamless care, and educational advancements	Al Baalharith et al. (2022), Almutairi et al. (2024)	The adoption of telehealth technologies has transformed nursing practice, improving communication, care delivery, and educational opportunities for healthcare workers.
Public Health and Safety	Public Health Initiatives and Patient Safety	Emphasis on proactive public health measures and patient safety enhancements	Mani & Goniewicz (2024), Almutari et al. (2022)	Vision 2030 prioritizes public health initiatives and patient safety to build a robust healthcare system capable of addressing future challenges.

Discussion

The selected nation of focus is Saudi Arabia The Effect of Saudi Arabia's Vision 2030 The effect that Saudi Arabia's Vision 2030 has on the nation's health and nursing administration is significant. Transforming the country's healthcare through vision 2030 focuses on improving the quality of the outcome of the healthcare, balancing the input and output of healthcare and ensuring lasting health care services. Based upon the following effects, this discussion will then explore the shifts in the field of nursing administration, inclusive of changes in policies, practices, and healthcare governance as well.

Healthcare Transformation

One of Vision 2030 goals is the privatization and PPPs of the healthcare system of the Kingdom of Saudi Arabia. Research conducted by Alasiri & Mohammed (2022) and Alharbi & Almagrabi (2022) prove the existence of the substantial legislation in this area. However, there is some level of conservatism when it

comes to the actual usage of these strategies with regards to the relevant barriers. Such legislative changes are expected to serve the interest of creating competition on health care delivery system with emphases placed on the private sector.

Another Vision 2030 goals is the healthcare infrastructure and the quality of care for chronic illnesses. The strengthening of health facilities and focus on the quality of treatment is important. Pursuant to Almutari et al. (2022) and Mani & Goniewicz (2024), the funding is in infrastructure enhancement and activities in patient safety and quality enhancing measures. These improvements reflect the international health care initiatives that seek to make new and better health care services more available to the public. The focus on top quality care for the patients requires a new look at the nursing roles and responsibilities by encouraging efficient and quality delivery of services.

Further Vision 2030 goals is the Digitalization and Innovation in Health Care**.** Thus, digital health technologies and versed public health strategies belong to Kenya Vision 2030. Mani & Goniewicz (2024) and Al Baalharith et al. (2022) in their papers call for the promotion of digital solutions in health to improve the results. Cos, such technologies assist in enhanced patient care, minimisation of admin work and hence, efficient delivery of health care. Appendix B Managing change: IT and nursing administration H Nursing administration is compelled to enhance the utilisation of these instruments in nursing practices, and thereby guarantee that the healthcare workers are knowledgeable in the use of the instruments.

Workforce Development

The training of human resource in health especially healthcare workers is deemed central in the achievement of Vision 2030. Supporting training activities operated by healthcare workers have to concentrate on such areas as telehealth and other related digital competencies. As cited by Ghalibi et al. (2024) and Alluhidan et al. (2020), on the topic of preparation for professionals to work in today's healthcare environment, there are actions being taken to equip health care workforce by enhancing the educational and training programs.

Therefore, Vision 2030 goals is the awareness and readiness. Albeit healthcare workers' awareness of added transformation initiatives is relatively high, their comprehension and preparedness differ. Works conducted by Ghalibi et al. (2024) & Alharbi & Almagrabi (2022) demonstrate that despite the healthcare workers' overall knowledge of these changes, deficits in specific aspects and overall preparedness for the new model of care have to be addressed. It has been established that nursing administration must ensure that it provides adequate and efficient training to its staff as well as offer support for continuing education so as to close these gaps.

Moreover**,** Vision 2030 goals is the policy and governance related to Workforce Development**.** It is clear that Vision 2030 requires a radical shift in the healthcare policies and leadership to modernized ones. Strategic goals have been reoriented with international sustainable development goals, described by Rahman & Qattan (2021) and Khan & Iqbal (2020). These changes improve governance, and the state's competence, which is critical in rebuilding the healthcare sector. The direction of nursing administration implies compliance with these changes and the proper organization of the work of healthcare workers in accordance with new provisions.

Nursing and Healthcare Workforce

It is imperative to understand and work on challenges as well as prospects within the sphere of nursing. In their papers Alluhidan et al, (2020) & Alqahtani et al. (2022) reflects on a shortage of healthcare workers, enhancing the quality of the workforce, and the contemporary development of the nursing profession. Various strategies proposed in Vision 2030 are designed to encourage working healthcare workers, thus, increasing their job satisfaction and, consequently, the rate of retention.

Nurse educators are a key component to this are of practice. As Alqahtani et al. (2022) also mentioned, they are the learners' benefactors, patient safety champions, and agents of change. Their role in preparing future healthcare workers and in maintaining the continuing professional development concept aligns with Vision 2030.

Telehealth and Technology

Special attention should be paid to the use of telehealth and technology in the practice of nursing and other healthcare fields, as they have changed the approaches to communication between a nurse and a patient, the ways healthcare workers deliver care, and educational options. Findings by Al Baalharith et al. (2022) and Almutairi et al. (2024) align with the extant literature and demonstrate the benefits of telehealth for nursing and other healthcare fields' practice. Nursing administration and other healthcare fields need to support healthcare workers in implementing these aspects to make sure they are familiar with the technologies.

Among the aspects addressed under Vision 2030 are public health gains and patient advocacy. Mani and Goniewicz (2024) and Almutari et al. (2022) consider increasing activities associated with prevention and intervention, as well as strengthening patient safety. These serve the purpose of a broad health care entity whose objective is to develop a sustainable health care system that can respond to future advancements. Nursing administration and other healthcare fields play a critical role in the execution of such plans, as they emphasize patient safety and healthcare quality.

Conclusion

healthcare fields, including Nursing administration, lab technicians, and other paramedical healthcare staff, are affected by the healthcare transformation outlined in the Kingdom of Saudi Arabia's Vision 2030. The processes lead to alterations in policies, practices, and healthcare governance, and thus require an overall reconsideration of nursing's roles and tasks. This change process entails the application of digital health technologies, improved workforce competencies, and the right policies. Thus, nursing administration must respond to these changes and embrace the management of compliance, CPD, and patient safety to provide high-quality care. In essence, Vision 2030 claims to focus on competencies important to nations in their efforts to improve the lot of their citizens, and thus, nursing administration's ability to adapt and lead in the dynamic healthcare environment will be key to achieving Vision 2030 goals.

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