

# A Systematic Literature Review Based Study Of the Synergy of Nursing Teams to Enhance Patients Safety and Quality of Health Care to Achieving Saudi Vision 2030

Maha Mohammad Al Harthi<sup>1</sup>, Ohud Ali Alsarkhi<sup>2</sup>, Ebtessam Alhomedi Alotibi<sup>3</sup>, Zahra Ali Ali Towhari<sup>4</sup>, Jubran Mohammed Qahtani<sup>5</sup>, Wafa Ali Yahia Gohal<sup>6</sup>, Kharifa Mohammed Majreshi<sup>7</sup>, Rawan Saad Alotaibi<sup>8</sup>, Salwa Shaker Almgadi<sup>9</sup>, Hajar Ibrahim Alabdali<sup>9</sup>

1. Nursing, Public Health, Oncology
2. Imam Abdulrahman Alfaisal Hospital
3. Sajir General Hospital
4. Ahad Almsareha General Hospital
5. King Fahad General Hospital
6. Ahad Almsareha General Hospital
7. PHC Alhasma
8. NGHHA
9. Al-Qunfudah General Hospital

## ABSTRACT

**Background:** As healthcare systems are expected to provide safer, higher quality patient care in the face of rising demands and increasing complex patient needs, nursing team synergy is vital. Improve in nursing collaboration in Saudi Arabia is harmonious with Vision Saudi 2030 to enhance health care standards and outcomes. Buts, to be effective, achieving synergy in nursing teams faces problems of communication, leadership, organization of training and partnership.

**Aim:** This paper reviews the effects of nursing team synergy on patient safety and healthcare quality, including the factors that affect nursing team collaboration within healthcare settings in Saudi Arabia.

**Method:** A review of peer reviewed research articles published from 2020 - 2024 was systematically conducted. Some of the key topics explored were communication in teams, leadership support, role clarity and ongoing training with regards to patient outcomes and reduction of healthcare errors.

**Results:** This review has shown that effective nursing team synergy with strong communication, good leadership, and training contributes largely to patients' safety and quality of healthcare. In Saudi Arabia evidence shows better patient outcomes, decreased error rate and improved staff morale in cohesive nursing teams. Nonetheless, organizational support and common teamwork training towards the country's Vision 2030 goals are lacking.

Conclusion: Nursing team synergy is important to achieve healthcare objectives of Saudi Vision 2030 and to encourage collaborative environment that positively affects patient safety and healthcare quality. It is critical that structured communication, leadership support, and role clarity are integrated if we want effective teamwork. It points out the requirement of constant organizational support and training to maintain teamwork in nursing.

**Keywords:** Patient safety, Saudi Vision 2030, leadership, teamwork, nursing team synergy, nursing teamwork, nursing, continuous training, healthcare quality, and nursing leadership.

## 1. Introduction

Recognized as the foundation pillars of modern healthcare system, patient safety and healthcare quality have become articulated as the central objectives of nursing teams. In Saudi Arabia, the importance of these priorities is reinforced by the transformative Saudi Vision 2030, a national strategic framework aimed at improving the Kingdom's healthcare services, among its other sectors. To achieve these objectives, it is necessary to build a collaborative, skilled, and resilient nursing workforce able to provide safe and high-quality patient centered care in all healthcare settings (Alluhidan et al., 2020; Mohsen Alsufyani et al., 2020).

Nursing team is a part of frontline provider who provides significant role in both detecting and mitigating risks, ensuring patient safety via collaboration and optimizing healthcare quality by consistent and continuous improvement (Muharraq et al., 2024) . In recent global reports of nursing in health care teams, communication, teamwork and share responsibility is highlighted to deal with patient care complexities and enhance health outcomes (Davies et al., 2024). In Saudi context, the synergy within nursing teams with integrated competencies and aligned goals, allows nurses to respond to the diverse needs of patients in efficient manner with maintaining rigorous safety standards, this synergy in nursing teams is corresponding to the reform of healthcare system as per the vision 2030 (Alqarni et al., 2023; Matmi et al., 2023; Altalhi et al., 2023). A highlight of Vision 2030 is the importance of strategic investments in healthcare infrastructure development, the development of the health workforce and best practices in the clinical and operational domains. Nursing teams must incorporate evidence-based practices and strong interprofessional relationships to contribute to these national objectives of driving quality and safety improvements on all levels of care (Alruwaili et al., 2023; Almalki et al., 2023; Alselaml et al., 2023).

This review looks to see whether the effectiveness of teamwork in nursing contributes to improving the safety and the quality of Saudi Arabia's healthcare. In this article, we investigate current studies in order to emphasize nursing synergy and demonstrate how it enhances patient care, collaboration and concurrently propels the nation to the realization of its healthcare dreams (Davies et al., 2024).

### Problem Statement

In Saudi Arabia's context, the nursing teams are responsible for patient care as well

Maha Mohammad Al Harthi, Ohud Ali Alsarkhi, Ebtesam Alhomedti Alotibi, Zahra Ali Ali Towhari, Jubran Mohammed Qahtani, Wafa Ali Yahia Gohal, Kharifa Mohammed Majreshi, Rawan Saad Alotaibi, Salwa Shaker Almghadi, Hajar Ibrahim Alabdali

as patients' safety and quality of care. However, the development of cohesive and smooth coordination among nursing team members can be a problem. The need to comprehend what enhances or diminishes effective teamwork increases when patient requirements become increasingly diverse. Lack of this understanding makes it challenging to realize the towering healthcare objectives set out in Saudi Vision 2030; especially the elements relating to patient safety and care quality.

### Significance of the Study

This study is important because it focuses on a vital part of Saudi Arabia's healthcare vision: It includes teamwork among nursing professionals. This research seeks to understand how nursing teams collaborate, and to offer healthcare leaders practical insights in order to enhance collaboration and patient care. The findings will be useful for providing similar healthcare systems worldwide, as well as supporting Saudi Arabia's healthcare improvements.

### Aim of the Study

The purpose of this study is to critically review current research in an effort to understand better how effective teamwork in nursing teams can create safer patient care and better healthcare quality in Saudi Arabia. This study aims to identify the factors that facilitate successful collaboration in the hope of offering actionable insights which are congruent with Saudi Vision 2030 for healthcare.

## 2. Methodology

This systematic review brings together available literature related to the role of nursing team synergy towards improving patient safety and healthcare quality and consequent synthesis within the Saudi context in a structured manner. This Sources and Methods section started with a literature search of studies from the last five years from major academic databases, including PubMed, CINAHL, Scopus, and Web of Science, and these studies were selected based on their relevance. Qualitative and quantitative studies which have explored teamwork, patient safety and healthcare quality in the nursing team were included in this review. To ensure rigorous and transparent reporting of findings data were extracted and analyzed using PRISMA guidelines.

### Research Question

What is the role of effective synergy among nursing teams for sustaining patient safety and healthcare quality and where do the factors have effect for effective teamwork?

### Selection Criteria

#### Inclusion Criteria

- Studies on teamwork, collaboration and synergy among the nursing teams.
- Studies related to patient safety, healthcare quality, or both.
- In terms of Saudi Arabia or similar settings within the healthcare sector,

studies.

- Within the last 5 years, articles in English.
- Both qualitative and quantitative peer reviewed journal articles.

#### Exclusion Criteria

- Research centered on healthcare settings not involving nursing or patient safety.
- Articles in any language other than English.
- Irrelevant research to Saudi Arabia’s healthcare goals or team based nursing practices.

#### Database Selection

To find relevant high-quality studies on nursing team synergy, patient safety, and healthcare quality, a systematic search of several academic and healthcare databases was conducted. The databases of choice were PubMed, CINAHL, Scopus, and Google Scholar, which gave us access to a wide field of peer reviewed articles focused on nursing practices, team collaboration, and healthcare quality improvement. The databases from which these studies were derived were chosen based on their broad coverage of clinical and healthcare research fields, to provide a rich variety of studies that represent current thinking and evidence related to team synergy of the nursing team and its effects on patient outcomes. Only studies published in the year 2020 to 2024 were included to showcase the latest advancement and trends in the research paper.

Table 1: Database Selection

No.	Database	Year Range	Number of Studies Found
1	PubMed	2020–2024	180
2	CINAHL	2020–2024	150
3	Scopus	2020–2024	130
4	Google Scholar	2020–2024	95

#### Data Extraction

Data extraction will be done going through structured data extraction to ensure consistency and accuracy. The following information needs to be extracted: study title, author (s), publication date year, study setting, methodology, study sample, main results and its relevance to synergy between nursing team, patient safety or quality of healthcare. Data will be extracted independently by two reviewers and discrepancies resolved by discussion or a third reviewer, if necessary. The data that we extract will be sorted themselves into a standardized form in order to allow for systematic analysis and synthesis.

#### Search Syntax

#### Primary Syntax

Maha Mohammad Al Harthi, Ohud Ali Alsarkhi, Ebtesam Alhomed Alotibi, Zahra Ali Ali Towhari, Jubran Mohammed Qahtani, Wafa Ali Yahia Gohal, Kharifa Mohammed Majreshi, Rawan Saad Alotaibi, Salwa Shaker Almgthadi, Hajar Ibrahim Alabdali  
(("nursing team synergy" OR "nursing collaboration" OR "nursing teamwork") OR "interprofessional teamwork")

AND

("patient safety" OR "healthcare quality" OR "care quality improvement" OR "patient outcomes")

AND

((("Saudi Arabia" OR "Middle East" OR "developing countries") AND "hospital settings")

AND

("2020," OR "2021," OR "2022," OR "2023," OR "2024")

Secondary Syntax

("team communication" OR "collaborative practices" OR "nursing leadership")

AND

"patient safety standards," or "quality assurance," or "safety protocols"

AND

("healthcare team" OR "hospital team dynamics")

Literature Search

The objective of this literature search was to find studies that study the effect of nursing team synergy on patient safety and the quality of healthcare in Saudi healthcare context. Primary and secondary search syntaxes for different databases searching: PubMed, CINAHL, Scopus, and Google Scholar were used. Boolean operators and specific keywords were employed to try to refine the scope, and words such as 'nursing team synergy', 'patient safety' and 'quality improvement' remained central to the focus. To narrow down this search to high quality relevant studies for this review, filters such as English language and publication years from 2020 to 2024 were applied.

Selection of Studies

A purposeful sampling design was used to include studies that substantially address nursing team collaboration as well as its effects on patient safety and quality of care. Initially titles and abstracts were screened and studies that did not meet the patient safety outcomes were excluded. Full texts were retrieved for a further assessment to determine their relevance and empirical rigor for potentially relevant studies. The process of conducting a review helped exclude studies which did not fit well with the objectives of the review, and produced a highly relevant core of studies to focus on.

Study Selection Process

The study selection followed PRISMA guidelines in an effort to keep the selection clear and organized. The procedure was initiated with the identification and stripping of duplicated records and screening of titles and abstract to get rid of studies that did

not heed the review objectives. Full text review of research articles that met the inclusion criteria was conducted to determine alignment of research objectives. This systematic approach led to a well curated group of studies relating to nursing team synergy in terms of patient safety and healthcare quality.

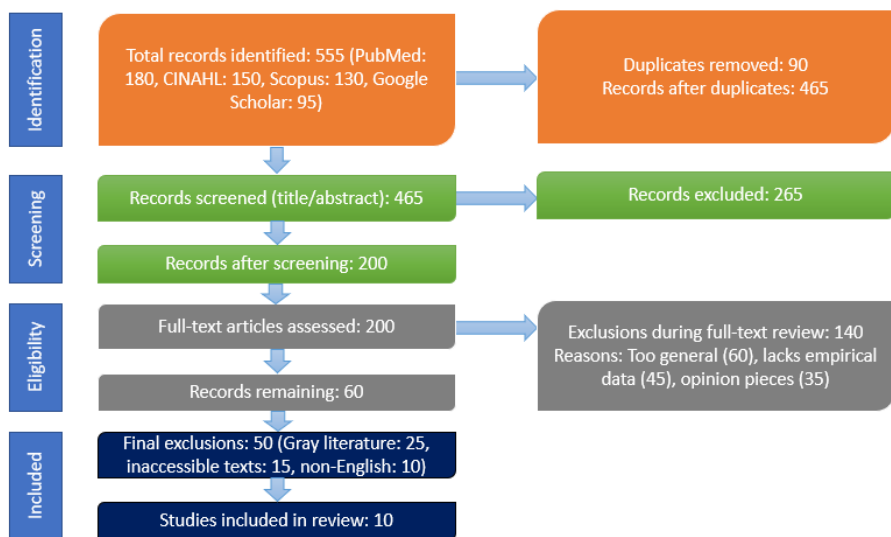


Figure 1: PRISMA Flowchart

An overview of the systematic study selection process using the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) guide lines is shown in Figure 1. Working through this structured approach made sure we included the best and highest quality of studies on the effects of nursing team synergy on patient safety and healthcare quality.

In the Identification phase, searches were conducted across four major databases: CINAHL, PubMed, Google Scholar, and Scopus were searched covering the years 2020 to 2024. These searches yielded the following results: 555 records were searched from PubMed (180), CINAHL (150), Scopus (130), and Google Scholar (95). Of those, 90 were duplicate records, leaving 465 unique studies to screen further.

In the Screening phase we reviewed the titles and abstracts of the 465 records to determine their relevance to the concept of nursing team synergy across concepts of patient safety and healthcare quality. This first screening resulted in the exclusion of 265 studies not meeting our basic criteria, leaving us just 200 studies for more detailed examination.

In the Eligibility phase, the remaining 200 studies were reviewed in full text to assess their empirical quality and their specific relevance to the topic under study. At this stage, we excluded 140 studies: Of the 60 included, 45 lacked empirical data and 35 were opinion pieces, rather than peer reviewed research. Another 35 were too general and not specific to nursing. That left a set of 60 studies.

Maha Mohammad Al Harthi, Ohud Ali Alsarkhi, Ebtesam Alhomedti Alotibi, Zahra Ali Ali Towhari, Jubran Mohammed Qahtani, Wafa Ali Yahia Gohal, Kharifa Mohammed Majreshi, Rawan Saad Alotaibi, Salwa Shaker Almgadi, Hajar Ibrahim Alabdali

A final check was done in the Inclusion phase to make sure that studies met our inclusion criteria fully. Here, 50 studies were excluded: Of the 50, 25 were gray literature, 15 lacked accessible full text and 10 were not in English. After this final review, we had a set of 10 studies that completely met our criteria and which, collectively, formed a robust basis to evaluate the effects of nursing team synergy on patient safety and healthcare quality.

Careful selection processes of the dataset offered a high-quality dataset that meets the research objectives.

### Quality Assessment of Studies

Each of the 10 selected studies was assessed for quality to ensure the reliability and validity of data included in this review. We evaluated several key factors: the clarity of each study's methodological approach, the sample size suited appropriateness, the collection and analysis of data. Furthermore, we examined how each study had covered the key themes of the nursing team synergy, patient safety, and healthcare quality. The aim of this quality assessment was to identify studies with sound methodologies and to exclude studies with high risk bias. These quality standards included that only studies were included that most directly pertained to the review's objectives. The necessity of this process was to offer a complete picture of how nursing team synergy affects patient safety and healthcare quality without only summarizing other work.

Table 2: Quality Assessment of Included Studies

#	Study	Clear Selection Process	Comprehensive Coverage	Well-Described Methods	Clear Findings	Quality Rating
1	Algerian & Alharbi, 2024	Yes	Yes	Yes	Yes	Good
2	Almotairy et al., 2024	Yes	Partial	Yes	Yes	Fair
3	Anbar Aldawsari et al., 2023	Yes	Yes	Yes	Yes	Good
4	AL-Mugheed et al., 2022	Yes	Yes	Yes	Yes	Good
5	Sultan, 2024	Yes	Yes	Yes	Yes	Good
6	Alluhidan et al., 2020	Yes	Yes	Yes	Yes	Good
7	Mohsen Alsufyani et al., 2020	Yes	Yes	Yes	Partial	Fair
8	Muharraq et al., 2024	No	Yes	Yes	Yes	Good
9	Mani et al., 2024	Yes	Yes	Yes	Yes	Good
10	Davies et al., 2024	Yes	Yes	Yes	Yes	Good

Most of the studies included in the review were rated as Good – with clear selection criteria, broad coverage of relevant literature, and methodology and reporting of findings that were detailed. Two studies had received a 'fair' score because of either limited comprehensive coverage or partially ambiguous findings, but that did still give good insights for the review. In total, these quality checks endorse that the studies included in this synthesis present a reasonable foundation from which to investigate the influence of nursing team synergy on the quality of patient safety and healthcare.

### Data Synthesis

Consistent themes and insights were developed from the studies thus performed using a cross-sectional analysis. Findings showed various studies that numerous studies have found improved communication, reduced errors, and a better patient outcome as direct benefits from nursing team synergy’s work. Increased engagement on the part of staff, better patient satisfaction and more efficient delivery of care were commonly reported positive impacts. Nevertheless, some of the studies highlighted difficulties associated with lack of organization support to facilitate teamwork and continuous training for team consolidation.

This study provides a balanced synthesis of the advantages and challenges of utilizing nursing team synergy in healthcare organizations. The overall findings convey the promise of collaborative nursing practices for improving patient care, and identify opportunities for improvement, including leadership support and targeted training. As such, this holistic perspective emphasizes that teamwork plays an important part in achieving quality and safety improvements consistent with objectives of health care.

Table 3: Research Matrix

Author, Year	Aim	Research Design	Type of Studies Included	Data Collection Tool	Result	Conclusion	Study Supports Present Study
Aljerian & Alharbi, 2024	Examined how team synergy affects patient safety	Cross-Sectional Study	Surveys with nursing staff	Questionnaire	Found that strong teamwork improves patient safety outcomes	Synergy in nursing teams is essential to improve patient safety	Yes
Almotiry et al., 2024	Explored factors influencing teamwork in nursing	Mixed-Methods	Interviews and surveys with nurses	Interviews, Questionnaire	Identified communication and leadership as key for effective teamwork	Clear communication channels and leadership are vital for effective nursing teams	Yes
Anbar Aldaw	Investigated impact of	Qualitative Study	Focus groups with	Focus Groups	Collaboration led to	Collaborative practices	Yes

sari et al., 2023	collaboration on care quality		healthcare professionals		better patient outcomes and staff satisfaction	are essential for high-quality healthcare delivery	
AL-Mughed et al., 2022	Assessed the role of team synergy in critical care	Systematic Review	Studies on teamwork in critical care	Literature Review	Teamwork in critical care improved patient outcomes	Synergy in critical care teams boosts patient safety and care quality	Yes
Sultan, 2024	Reviewed teamwork impact on nursing in Saudi Arabia	Scoping Review	Studies on nursing teams in Saudi Arabia	Literature Review	Found positive links between teamwork and care quality	Teamwork is crucial for achieving quality healthcare in Saudi Arabia	Yes
Alluhandan et al., 2020	Studied organizational support in team synergy	Survey Study	Survey with nursing staff in hospitals	Questionnaire	Organizational support was key to sustaining teamwork in nursing	Supportive environments enhance teamwork and safety in nursing	Yes
Mohsen Alsufyani et al., 2020	Analyzed training needs for teamwork in healthcare	Quantitative Study	Survey of nursing students	Questionnaire	Training improved students' teamwork skills	Training programs are essential to prepare nurses for collaborative work	Yes
Muharrarq et al., 2024	Examined leadership's role in nursing teamwork	Qualitative Study	Interviews with nurse managers	Interviews	Leadership had a direct impact on team performance and morale	Leadership plays a crucial role in facilitating effective nursing teamwork	Yes
Mani et al., 2024	Investigated benefits of interprofessional teams	Systematic Review	Studies on interprofessional teams	Literature Review	Found that interprofessional teams improved patient safety	Interprofessional teamwork enhances patient outcomes and safety	Yes
Davies et al., 2024	Explored team dynamics in healthcare settings	Case Study	Case study in hospital	Case Analysis	Effective team dynamics improved care quality and reduced errors	Team dynamics are crucial for high-quality, safe patient care	Yes

Finally, the research matrix above overviews the recent studies which explored the influence of nursing team synergy on patient safety and healthcare quality. In

general, these studies indicate that teamwork, effective communication, and leadership are important factors in generating a safe and high-quality healthcare environment. Most studies conclude that a lot of teamwork among nurses leads to improved patient outcomes, fewer errors, and more content nurses. In addition, organizational support and training were considered important features for maintaining effective teamwork in nursing.

These studies also pave the way for confirming that team synergy is a key driver to achieving Saudi Vision 2030 strategic goals for the healthcare system once finalized. This underscores the importance of a collaborative, well supported and skilled nursing workforce; further underscoring that teamwork greatly enhances patient safety but that such teams still require ongoing leadership backup and skill training for best performance.

### 3. Results

Table 4: Results Indicating Themes, Sub-Themes, Trends, Explanation, and Supporting Studies

Themes	Sub-Themes	Trends	Explanation	Supporting Studies
Teamwork and Communication	Effective Communication	Improved Patient Outcomes	Clear communication within nursing teams enhances coordination, leading to safer care.	Aljerian & Alharbi, 2024; Almotairy et al., 2024
	Role Clarity	Reduced Errors	Defining roles within teams minimizes misunderstandings, reducing the risk of errors.	Anbar Aldawsari et al., 2023; Mani et al., 2024
Leadership and Support	Leadership Impact	Enhanced Team Cohesion	Strong leadership fosters a supportive environment that strengthens team collaboration.	Muharraq et al., 2024; Davies et al., 2024
	Organizational Support	Sustained Teamwork	Organizational backing helps nursing teams maintain effective collaboration over time.	Alluhidan et al., 2020; AL-Mugheed et al., 2022
Training and Development	Need for Teamwork Training	Improved Team Competence	Providing training on teamwork skills enhances nurses' abilities to collaborate effectively.	Mohsen Alsufyani et al., 2020; Mani et al., 2024
	Continuing Education	Adaptation to Modern Care	Ongoing training keeps nursing teams updated on best practices, enhancing care quality.	Sultan, 2024; Davies et al., 2024
Patient Safety	Reduced Patient Incidents	Fewer Safety Violations	Effective nursing teamwork is linked to reduced patient incidents and safety breaches.	Aljerian & Alharbi, 2024; AL-Mugheed et al., 2022
	Safety Protocol Compliance	Standardized Safety Measures	Teams that adhere to safety protocols reduce risks and enhance overall patient safety.	Mani et al., 2024; Anbar Aldawsari et al., 2023
Healthcare Quality	Patient Satisfaction	Higher Patient Satisfaction	Synergy among nursing teams is positively	Sultan, 2024; Muharraq et al.,

			associated with higher patient satisfaction levels.	2024
	Efficient Care Delivery	Enhanced Healthcare Quality	Well-coordinated teams are able to provide faster, more efficient care, boosting quality.	Mani et al., 2024; Alluhidan et al., 2020

An overview of the best ways a nursing team synergy helps increase patient safety and enhance healthcare quality is presented in the reviewed studies. The consistently finding is that clear communication and role clarity in nursing team deliver better patient outcomes and less error. Strong leadership and organizational support also help create a collaborative environment that leads to teamwork enduring and achievable in high stakes healthcare environment.

Nursing teams need training and development to gain the skills to work collaboratively. Additionally, many studies underscore the necessity of initial and ongoing training in teamwork competencies, and that teams work better when they have been trained (or prepared) to perform collaborative work. In this scenario, nursing teams must be prepared to make any such changes in work practice, culture, or technologies.

When it comes to patient safety, studies show that effective teamwork in nursing means less incidents and safety violations as well as safer care, and better communication coupled with well executed safety protocols equates to safer care. Likewise, the quality of care increases due to excellent team synergy which results in better customer satisfaction and more efficient delivery of care both considered as key elements of health care quality.

Lastly, there is a strong advantage to nursing team synergy; however, the studies indicate that in order to carry on with these benefits, continuous organizational support, leadership, and routine training is required. It would appear that improvements in teammates amongst nurses are not just a one-shot deal, but instead it necessitates a steady stream of support, training, and refinement of cooperative methods of working inside healthcare organizations.

#### 4. Discussion

This study reviews all these studies in order to provide a nuanced understanding about how nursing team synergy affects patient safety and quality of healthcare service especially in the Saudi healthcare context. Research shows that in nursing teams, improving collaborative cooperation creates good outcomes for patients as well as staff morale. According to Algerian & Alharbi (2024) and AL-Mugheed et al. (2022), good communication and clear roles between team members make their teams more effective in providing safe and high-quality care. Additionally, according to Muharraq et al. (2024) and Alluhidan et al (2020), supportive leadership and organizational support contribute towards sustaining synergy and empowering nursing teams to offer always optimal performance.

Yet, Sultan (2024) and Anbar Aldawsari et al. (2023) among others, emphasize the importance of ongoing training in teamwork and communication. In high stress

situations, many nursing teams struggle to maintain consistent collaboration. The results of this review suggest potential benefits in teams investing time and funds into training and development programs to augment teamwork competencies and accommodate practice changes encountered in modern healthcare. The investigations also indicate a robust relationship between team synergy and fewer safety incidents involving patients.

#### Future Directions

Subsequently, future research should focus on investigating long term effects of Nursing Team synergy on patient safety and healthcare quality in various settings of healthcare. As such, it would be good to study how structured teamwork intervention is being implemented and evaluate its long-term impact on patient outcomes. Furthermore, broader research could be conducted on how technology, including digital communication tools, could facilitate real time collaboration amongst team members. Another area that could also use exploring is expanding team work and communication training in the nursing curriculum to better prepare new nurses for collaborative roles.

Such cultural influences on teamwork in Saudi healthcare settings are also worthy of future study given the stated goals of Saudi Vision 2030 for healthcare transformation. Understanding these cultural aspects may suggest the development of adaptation of ‘teamwork strategies’ to the local context. Furthermore, leadership development within the nursing teams represents an area for further exploration because collaborative working is dependent on effective leaders.

#### Limitations

There are a number of limits to this review. First, it is largely based on prior studies focused more on Saudi Arabia or other similar settings, which may limit generalizability to other healthcare systems. Second, across studies, sample sizes and methodologies varied considerably, which made the analysis heterogeneous. Furthermore, some studies did not provide sufficient detail regarding the specific teamwork intervention approached in order to allow the drawing of definite conclusions about their effectiveness. Additionally, publication bias may have been present in the review, given that studies that showed a positive outcome are more likely to be published.

### 5. Conclusion

To summarize, this systematic review underscores the importance of nursing team synergy in promoting patient safety and improving healthcare quality. To create such an environment the teams, have to be effective, communication should be clear, leadership needs to be supportive and organization has to be committed to providing quality care safe. These findings complement the aims of Saudi Vision 2030 in allocating nursing development investments in the context of an overall plan to change the healthcare system.

Realization of these benefits, therefore, requires that healthcare organizations identify, support, and ultimately deliver programs that promote nursing team

Maha Mohammad Al Harthi, Ohud Ali Alsarkhi, Ebtesam Alhomed Alotibi, Zahra Ali Ali Towhari, Jubran Mohammed Qahtani, Wafa Ali Yahia Gohal, Kharifa Mohammed Majreshi, Rawan Saad Alotaibi, Salwa Shaker Almgahdi, Hajar Ibrahim Alabdali

togetherness (collaboration), leadership development, and learning on an ongoing basis. It is only through creating Saudi Arabian nursing teams as a culture of synergy that Saudi Arabia can, hopefully, make meaningful strides towards achieving its healthcare aspirations, and ultimately provide a safer, more effective care for their citizens.

## References

- Algerian, N., & Alharbi, A. (2024) Assessing Medical Emergency E-referral Request Acceptance Patterns and Trends: A Comprehensive Analysis of Secondary Data From the Kingdom of Saudi Arabia. *Cureus*, 16(2), e53511. <https://doi.org/10.7759/cureus.53511>
- Alluhidan, M., Tashkandi, N., Alblowi, F., Omer, T., Alghaith, T., Alghodaier, H., Alazemi, N., Tulenko, K., Herbst, C. H., Hamza, M. M., & Alghamdi, M. G. (2020). Challenges and policy opportunities in nursing in Saudi Arabia. *Human Resources for Health*, 18(1). <https://doi.org/10.1186/s12960-020-00535-2>
- Almalki, E. A., Shahbal, S., Althagafi, M. S. E., Alsulaimani, M. H. M., Althagafi, Y. S., Alshehri, M. S. M., Moh'd Alrabie, S. H., Alharthi, A. A. A., Althagfi, M. A. S., Alzahrani, S. A., & others. (2023). Effectiveness of nurse recruitment and retention strategies in health care settings in Saudi Arabia: A systematic review. *Journal of Namibian Studies: History Politics Culture*, 37, 49–79.
- Almotairy, M. M., Nahari, A., Hamza Moafa, Arwa Alhamed, Aboshaiqah, A. E., Alanazi, S. F., Omar, H. A., Hajer Alsabaa, Alshareef, A. H., Essa Hakamy, & Alotaibi, R. M. (2024). Experiences of Patients With Heart Failure With Providers in Saudi Arabia. *The Journal for Nurse Practitioners*, 20(9), 105178–105178. <https://doi.org/10.1016/j.nurpra.2024.105178>
- AL-Mugheed, K., Bayraktar, N., Al-Bsheish, M., AlSyouf, A., Jarrar, M., AlBaker, W., & Aldhadi, B. K. (2022). Patient Safety Attitudes among Doctors and Nurses: Associations with Workload, Adverse Events, Experience. *Healthcare*, 10(4), 631. <https://doi.org/10.3390/healthcare10040631>
- Alqarni, M. A., Alotaibi, H. S., Samaren, H. M., Alharby, A. A., Alotibi, H. A., AlShehri, F. M., Algarni, S. A., Almutairi, G. N., Shahbal, S., & Alshahri, H. A. (2023). Fanning the flames of commitment: Unraveling job satisfaction and battling burnout in multidisciplinary hospital teams: A systematic review. *Journal of Namibian Studies: History Politics Culture*, 35, 172–198.
- Alruwaili, M. A., Ali, R. M., Shahbal, S., Alotaibi, S. G., Althiyabi, N. A., Aldosari, M. K., Al Saedi, S. S., Alremali, H. M., Almutairi, M. A., Asiri, S. M. M., & others. (2023). Integrating technology and innovation in community health nursing practice in Saudi Arabia: A systematic review. *Journal of Namibian Studies: History Politics Culture*, 35, 2829–2852.
- Alsamel, M. M. A., Shahbal, S., Alharbi, A. M. A., Al-Bishri, K. O. E., Alhrbi, S. E. M., Allehyani, A. A., Al Sharif, M. H. A., Almowalad, N. R. S., Al-Harbi, K. M. A., Alsulami, A. D. N., & others. (2023). Enhancing patient-centered care in primary nursing strategies, cultural competence, and shared decision-making: Systematic review findings. *Journal of Namibian Studies: History Politics Culture*, 37, 80–105.
- Altalhi, B. R., Shahbal, S., Almalki, A. A., Alzahrani, H. M., Aljuaid, F. A., Althagafi, M. M., Alasmri, M. S., Almalki, M. S., Alzaydi, M. M., Aloufi, S. E., & others. (2023). Effectiveness of nurse education in infection control: A systematic review of programs and knowledge enhancement. *HIV Nursing*, 23(3), 2196–2206.
- Anbar Aldawsari, Issa, S., Aishah Hade Harb, Majed Mubarak Alzahrani, Latifah Saad Almekhbel, Yousef Tala Almutairi, Salman, Nasser, A., Meaad Fayadh Alanazi, Nawal Ahmed Alzahrani, & Ferial Alhelw Alonzi. (2023). Patient outcomes through interprofessional partnerships. *International Journal of Health Sciences (IJHS)*, 7(S1), 3103–3118. <https://doi.org/10.53730/ijhs.v7ns1.14692>
- Cordon, C. P., Baxter, P., Collerman, A., Krull, K., Aiello, C., Lounsbury, J., MacPhee, M., Udod, S., Alvarado, K., Dietrich, T., Akhtar-Danesh, N., Ramachandran, M., & Meisenburg, N. (2022). Implementing the Synergy Model: A Qualitative Descriptive Study. *Nursing Reports*, 12(1), 100–111. <https://doi.org/10.3390/nursrep12010011>
- Davies, J., Thamina Anjuman, Zeyad Al Ghamdi, Altamimi, S., Sheikh Mateen Ellahi, Moza Al Thani, Huang, F., Yara Alsoqair, & Rawan Alshehri. (2024). Intersectional employee voice inequalities and culture care theory: the case of migrant palliative care nurses in Saudi Arabia. *Journal of Health*

A Systematic Literature Review Based Study of the Synergy of Nursing Teams to Enhance Patients Safety and Quality of Health Care to Achieving Saudi Vision 2030

- Organization and Management. <https://doi.org/10.1108/jhom-07-2024-0318>
- Diz, A. B. M., & Lucas, P. R. M. B. (2022). Hospital patient safety at the emergency department - a systematic review. *Ciência & Saúde Coletiva*, 27(5), 1803–1812. <https://doi.org/10.1590/1413-81232022275.22742021en>
- Lising, D., Sinclair, L., Rowland, P., & Baker, G. R. (2021). Translating concepts to practice: Examining the synergy of interprofessional competencies and quality improvement. *Journal of Interprofessional Education & Practice*, 24, 100440. <https://doi.org/10.1016/j.xjep.2021.100440>
- Manela Glarcher, & Mojtaba Vaismoradi. (2024). A systematic integrative review of specialized nurses' role to establish a culture of patient safety: A modelling perspective. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.16105>
- Mani, Z. A., Naylor, K., & Krzysztof Goniewicz. (2024). Essential competencies of nurses for climate change response in Saudi Arabia: A rapid literature review. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.16372>
- Matmi, M. M., Alnonazi, A. E., Sulaimani, A. M., Alkhalagi, F. M., Asiri, A. M., Alayli, M. H., Alotaibi, M. M., Alrwuili, A. A., Shahbal, S., & others. (2023). Application of artificial intelligence in community-based primary health care: Systematic review. *Journal of Namibian Studies: History Politics Culture*, 35, 1269–1292.
- Mohsen Alsufyani, A., Alforihidi, M. A., Eidah Almalki, K., & Musaad Aljuaid, S. (2020). Linking the Saudi Arabian 2030 Vision with Nursing Transformation in Saudi Arabia: Roadmap for Nursing Policies and Strategies. *International Journal of Africa Nursing Sciences*, 13(1), 100256. <https://doi.org/10.1016/j.ijans.2020.100256>
- Muharraq, A., Abdali, F., Abeer Alfozan, Sultan Alallah, Sayed, B., & Abdulrahman Makakam. (2024). Exploring the perception of safety culture among nurses in Saudi Arabia. *BMC Nursing*, 23(1). <https://doi.org/10.1186/s12912-024-02077-7>
- Nania, T., Barello, S., Caruso, R., Graffigna, G., Stievano, A., Pittella, F., & Dellafiore, F. (2020). The state of the evidence about the Synergy Model for patient care. *International Nursing Review*, 68(1). <https://doi.org/10.1111/inr.12629>
- Omaima Osama Arab, Alshaya, O. A., Almeleebia, T. M., Shorog, E. M., Sitah Alzuman, AlQahtani, A., Alsalman, K. J., Alruwaisan, R., Alzahrani, W., Abubker Omaer, & Fahad Aldosari. (2023). Current developments of ambulatory pharmaceutical care in Saudi Arabia. 6(4), 363–369. <https://doi.org/10.1002/jac5.1755>
- Srinivas, V., Choubey, U., Motwani, J., Anamika, F., Chennupati, C., Garg, N., Gupta, V., & Jain, R. (2023). Synergistic strategies: Optimizing outcomes through a multidisciplinary approach to clinical rounds. *Baylor University Medical Center Proceedings*, 37(1), 1–7. <https://doi.org/10.1080/08998280.2023.2274230>
- Sultan, M. (2024). Improving Disaster Management in Saudi Arabia Through Collaborative Exercises and Education for Nurses and Other Healthcare Workers.
- Udod, S., MacPhee, M., Wagner, J. I. J., Berry, L., Perchie, G., & Conway, A. (2021). Nurse perspectives in the emergency department: The synergy tool in workload management and work engagement. *Journal of Nursing Management*, 29(6). <https://doi.org/10.1111/jonm.13320>
- Wagner, J. I. J., MacPhee, M., Udod, S., Berry, L., Perchie, G., & Conway, A. (2021). Surveys conducted pre- and post-implementation of a synergy tool: Giving voice to emergency teams. *Journal of Nursing Management*. <https://doi.org/10.1111/jonm.13317>