

Nurse retention— a global crisis

Why undertake a collaborative project?

TRACS project overview

Mixed methods design: Partnership working throughout

Challenges and benefits of working collaboratively

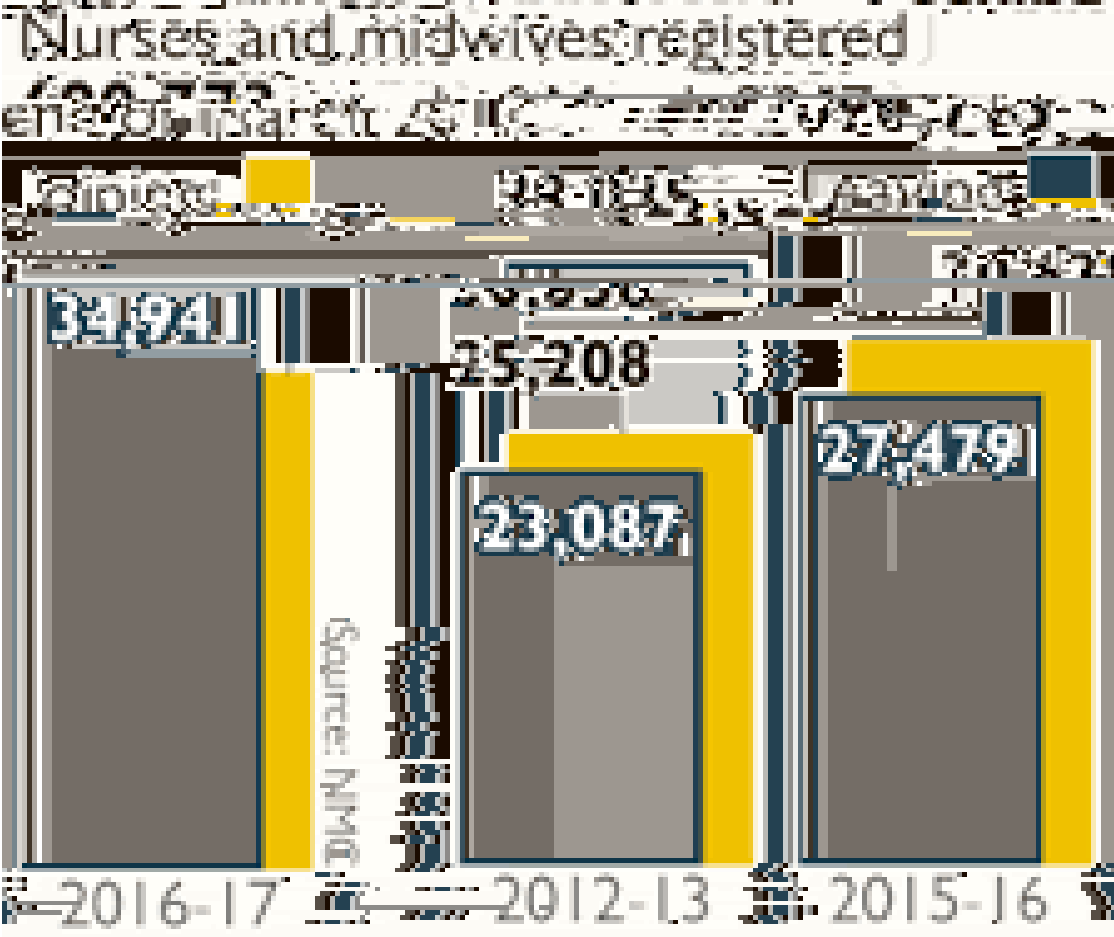
Project outcomes— including Support4Nurses web portal

Conclusions





# Leaving the profession





# Why do nurses leave the profession, other than retirement?

Working conditions

(eg. staffing levels, workload)

44%

A change in personal circumstances

(eg. ill-health, child care responsibilities)

28%

Disillusionment with the quality of care provided to patients

27%

Concern about being unable to meet revalidation requirements

26%

Leaving the UK

18%

Poor pay and benefits

16%

Top reasons for initially leaving

Lack of flexibility

Ongoing education and training opportunities

Daycare

Pressure in work

Source: The NMC's survey explains how the profession had fallen out of the register between July 2016 and May 2017.

Total number of respondents: 4,544

Of these, 2,240 did not cite retirement as a reason for leaving.

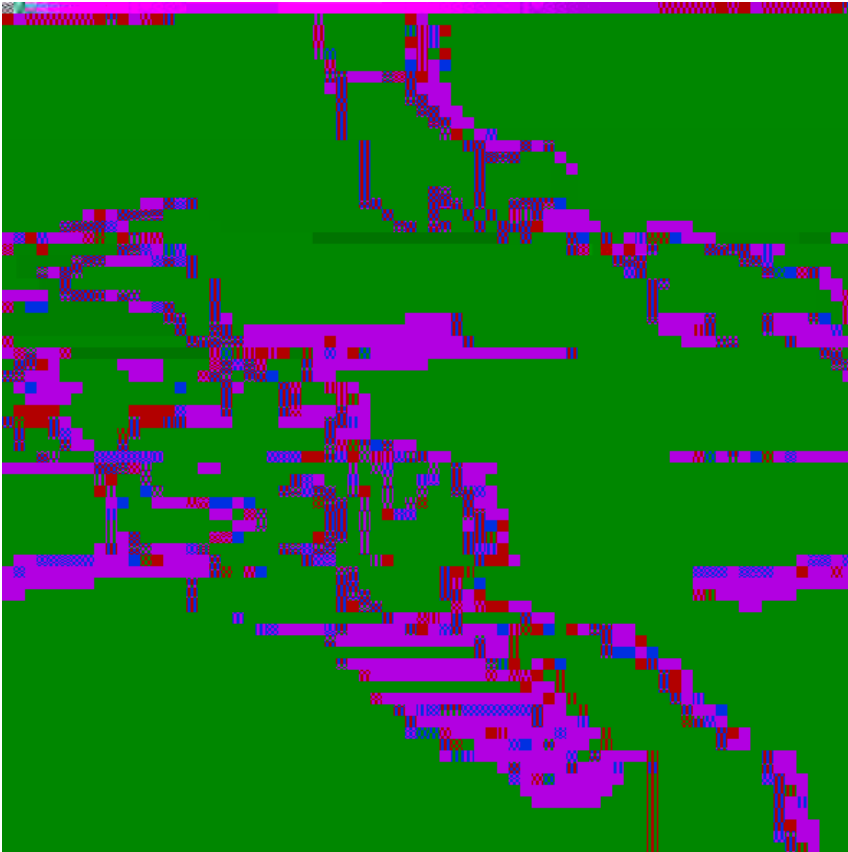
For this group, these are the top reasons for leaving.

Figures are rounded - total may not equal 100%



## Applicants & acceptances for nursing courses in the UK

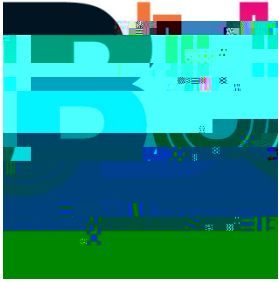
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A **Wicked Problem** is a problem that is difficult or impossible to solve because of incomplete, contradictory, and changing requirements that are often difficult to recognize. It refers to an idea or problem that can not be fixed, where there is no single solution to the problem.







Serves urban and rural population of 550,000

South of England: tourism key industry

High % of older people

10% RN standing vacancy

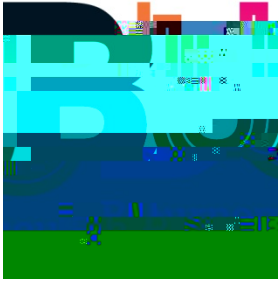
Older Person s medicine directorate (OPM) highest staff turnover (11.72%)

Low participation rate OPM nurses

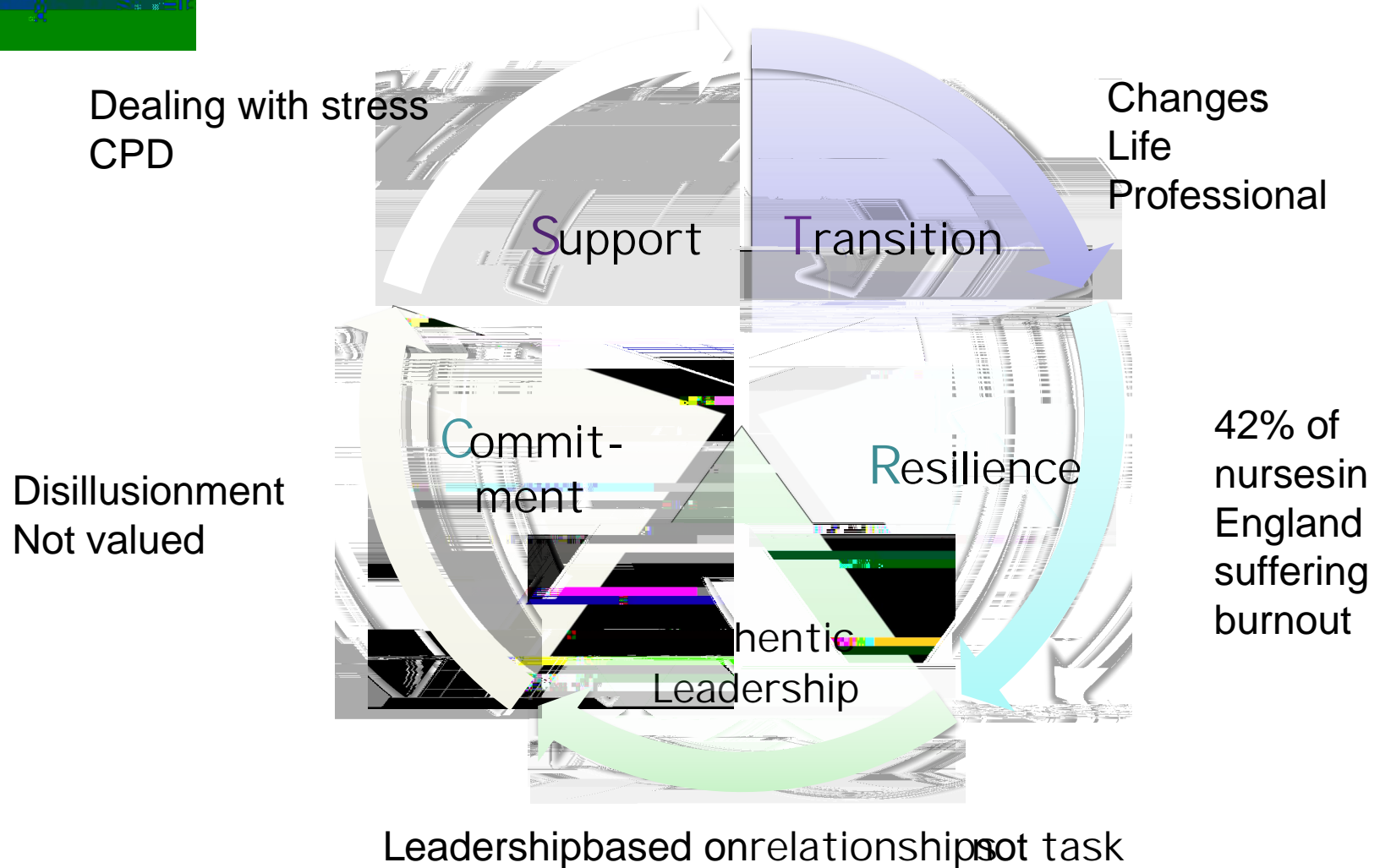
Absentee (sickness), monthly staff turnover, % of vacant posts higher in OPM

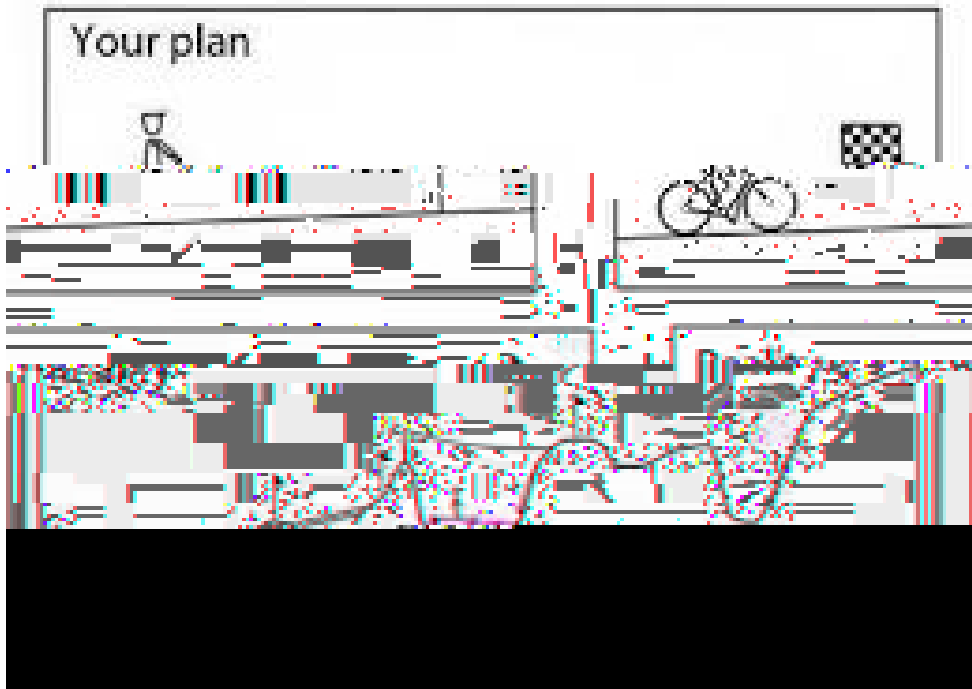
Key issues: resources, valuing work, appraisals, communication





# Evidence base around nurse retention identified five recurring factors





Measure/intervene  
measure: result

Engaging in real-world  
research

Engaging with wicked  
problems

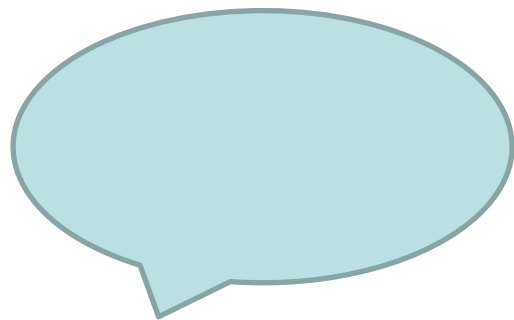
Scope measure with  
control/consult  
collaborative interventions  
measure

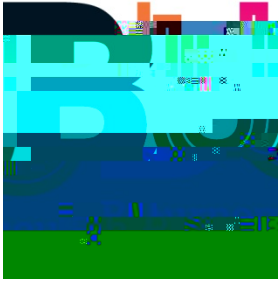
Rapid contextual change



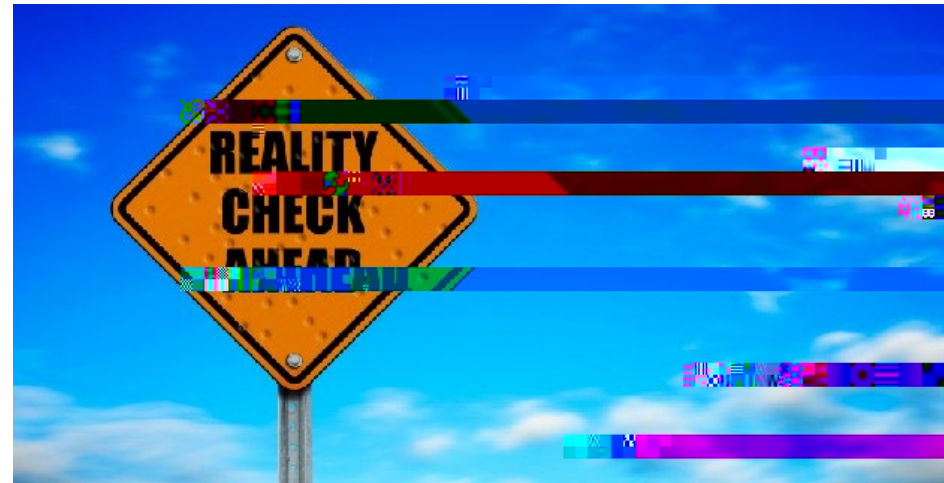


# Challenges and benefits of working collaboratively: RBCH project manager

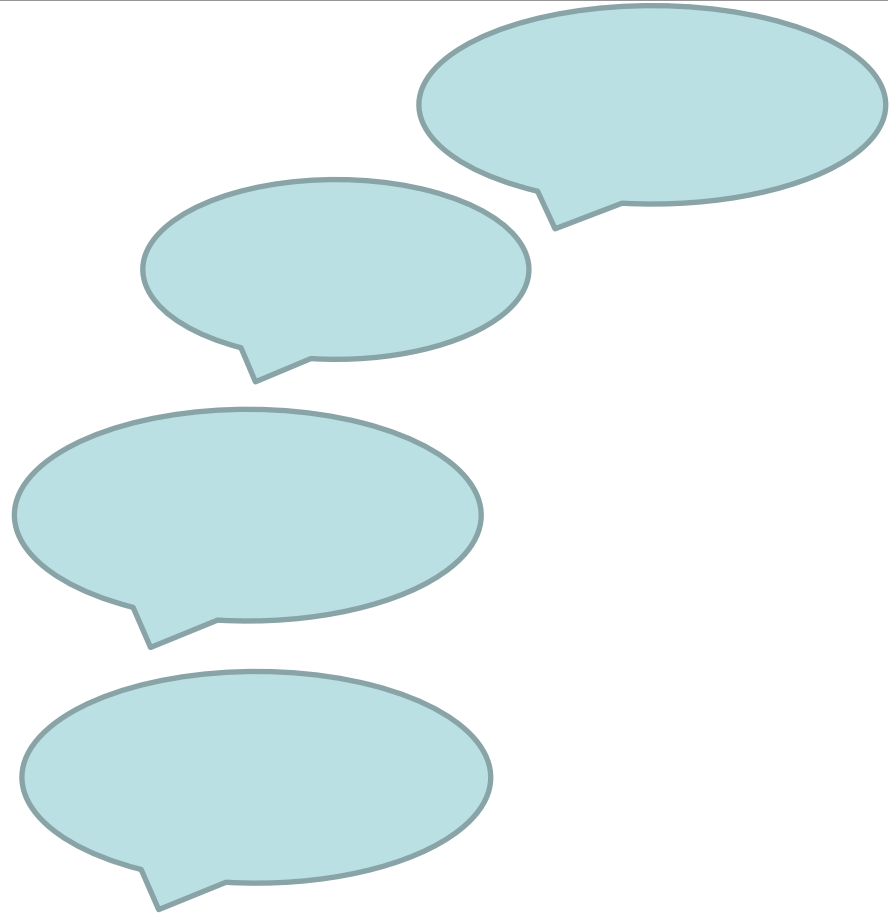
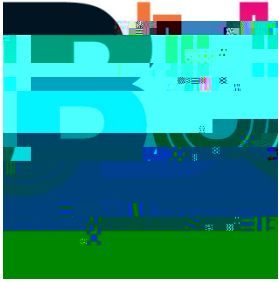




Keeping grounded  
Building trust; shared  
humanity  
Feeling safe  
Sounding board  
Differing priorities;  
Same goal  
Expanding horizons  
Sharing knowledge and  
experience









# Transferability







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