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Strategies to Retain Nurses and Prevent Turnover

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Background/Significance

❖ The "Great Resignation"

❖ Why are nurses leaving healthcare?

  ✓ Role of the pandemic
  ✓ Stress
  ✓ Increased nurse-to-patient ratios
  ✓ Lack of support

Implementation

❖ Reviewed the literature about burnout and retention.

❖ Collaborated with unit managers of a medical-surgical unit at a New Hampshire hospital.

❖ Surveyed staff about their experiences.

❖ Interviewed a Nurse Retentionist in a different NH hospital.

❖ Developed recommendations for staff education, a new role, and a quiet space for breaks on the unit.

Recommendations

❖ Develop the role of Nurse Retentionist to assist in retaining staff in the hospital setting.

❖ Educate about stress management techniques such as deep breathing, mindfulness and gratitude – incorporate into morning meeting.

❖ Create quiet space for reflection, away from chatter and meal prep to practice stress management skills.

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Questions?

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