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Strategies to Retain Nurses and Prevent Turnover

Elizabeth Cooper

Masters of Science in Nursing, Winter 2022

Granite State College

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.

References available upon request

Questions?

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