

Helping nurses stay

Key points from the TRACS project: www.bournemouth.ac.uk/research/projects/making-tracs-improve-nurse-retention

<p>Transition</p> 	<p>Issues</p> <ul style="list-style-type: none"> Personal life changes Career indecision Newly qualified 	<p>What can help</p> <ul style="list-style-type: none"> Flexible working Coaching Career clinics RN career pathway Internal transfer schemes Preceptorship Practice educators 	<p>Resilience</p> 	<p>Issues</p> <ul style="list-style-type: none"> Workplace stress Feeling you can't cope 	<p>What can help</p> <ul style="list-style-type: none"> Health and wellbeing nurse Clinical supervision Mindfulness
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<p>Authentic leadership</p> 	<p>Issues</p> <ul style="list-style-type: none"> Feeling devalued Poor role models Negative culture 	<p>What can help</p> <ul style="list-style-type: none"> Team-based closed Facebook group Clinical leadership development Staff engagement groups Authentic leadership action learning sets
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<p>Commitment</p> 	<p>Issues</p> <ul style="list-style-type: none"> High RN turnover Concern about care standards Release for staff development 	<p>What can help</p> <ul style="list-style-type: none"> Nurse retention strategy Freedom to speak up champions Protected staff development time 	<p>Support</p> 	<p>Issues</p> <ul style="list-style-type: none"> Work-life balance Inequitable staff development opportunities 	<p>What can help</p> <ul style="list-style-type: none"> Health and wellbeing service Education department open sessions and website Joint university/NHS career clinics
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<http://support4nurses.uk/>
One-stop-shop support portal for RNs