Factors of Intent to Stay

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INTRODUCTION

Topic
Nurse Retention

Problem
The organizational health care system nurse retention rates are low and turnover rates are rising. Retention rates went from 83.2% to 72.7% from 2020 to 2021.

Team Members
Linda Hughlett- CNO
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Aim
The aim of this project is to increase the nurse retention rate from 72.7% to 75% in 6 months in the nurse population at Regional One Health.

METHODS

Plan
Develop a survey to assess the five factors of intent to stay. Survey nurses in direct patient care and have been employed for at least 6 months. Deliver the survey electronically.

Do
Collect the data from the survey.

Study
The survey questions are on an agreement scale. There is also an opportunity to have any qualitative comments at the end of the survey. The data from the questions will be organized and identify the factor that is the highest priority.

Act
Create a plan to incorporate the factors of intent to stay in a new retention strategy for nursing staff at Regional One Health. Make recommendations to Nursing Administrative team for increasing nurse retention.

Table 1

RESULTS

There were a total of 14 responses to the survey. After analyzing the data, it was identified from the survey results that the participants consider the teamwork factor to be the highest priority. The other factors of intent to stay are ranked from highest priority to least: Opportunity for progression, respect, flexible scheduling, and current pay.

IMPLICATIONS FOR PRACTICE

It is clear from the results of the survey that the current practices from Regional One Health are not in align with the nursing staff's priorities. Previously, Regional One Health has tried to increase nurse retention by incentive pay programs. This is not considered to be an affective intervention to increase nurse retention with the participants surveyed. The best form of intervention would be to capitalize on teamwork. One suggestion to increase nurse retention would be to implement mandatory huddle times on every unit throughout Regional One Health. It is currently not a practice that every unit participate in unit-wide huddles.

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