

Case studies

Widening Access to Professional Development Opportunities to improve
Nursing Staff Retention

Staff Retention-what has been tried

1. Promotion
2. Retirement pathway
3. BAME diversity
4. Apprenticeships, secondments
5. Professional development (various courses), though this has been restricted overtime as funds within the NHS are limited.

Why is this not working?

- 1.Strong desire for work life balance on the increase
- 2.Availability of funded courses
- 3.Not enough information on how to change careers

Case study 1: Side ways development

- ▶ Nurse Trudy, currently working as a band 6 clinical nurse part-time for the last 10 years.
- ▶ Primary care giver for her husband
- ▶ Has a poor sickness record
- ▶ Has regular appraisals manager is worried, she is not happy, has no real career prospects in her current role, research has been an area of interest but does not know where to start.
- ▶ Managers meet to discuss and agree to allow her a period of shadowing, which is successful. She is able to build on existing skills.
- ▶ 6 months later she joins a research team able to provide her flexibility, and professional development.
- ▶ she is now thriving, developing with no sickness recorded.

Case Study 2: Development posts for new recruits

- ▶ A post has been advertised at band 7 with no suitable candidates
- ▶ Post is agreed to be re-advertised as a band 6 developmental post, candidate will have to meet set competencies and then move to band 7
- ▶ Jane has applied and been offered the role, at interview she has made her abilities and skills known.
- ▶ Training has been agreed and set for when she starts her new post.
- ▶ So far training is going well with regular meetings.

Case Study 3: HCA to Nursing

- ▶ John started as an 18yr old washing dishes in a nursing home to earn some money.
- ▶ Developed an interest in HCA work, took on a role and was offered some courses and training.
- ▶ Developed an interest in nursing and joined a nursing school while still working as a HCA.
- ▶ He is now a qualified A&E nurse
- ▶ He has felt supported but says knowing where to start was by far the hardest thing, there should be more information as circumstances are not the same for everyone.

why widen Access?

- ▶ with an aging work force succession planning is important
- ▶ Professional development should be offered as part of regular appraisals
- ▶ Departmental strategies should include clear professional development plans, these should have regular reviews.
- ▶ Learning should be ongoing
- ▶ More funded courses.

Any questions?

- ▶ Thank you
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