

# Helping nurses stay

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

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