



Helping nurses stay

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

Transition



Issues

Personal life changes Career indecision Newly qualified

What can help

Flexible working
Coaching
Career clinics
RN career pathway
Internal transfer schemes
Preceptorship
Practice educators

Resilience



Issues

Workplace stress
Feeling you can't cope

What can help

Health and wellbeing nurse Clinical supervision Mindfulness

Authentic leadership



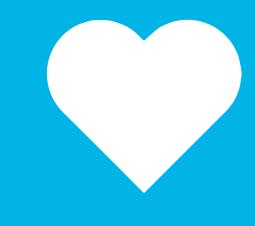
Issues

Feeling devalued
Poor role models
Negative culture

What can help

Team-based closed
Facebook group
Clinical leadership
development
Staff engagement groups
Authentic leadership
action learning sets

Commitment



Issues

High RN turnover
Concern about care standards
Release for staff development

What can help

Nurse retention strategy
Freedom to speak
up champions
Protected staff
development time

Support



Issues

Work-life balance Inequitable staff development opportunities

What can help

Health and wellbeing service
Education department open sessions and website
Joint university/NHS career clinics

http://support4nurses.uk/

One-stop-shop support portal for RNs