

# Retaining the Seasoned Nurse

**Nursing Innovation Conference Presentation**

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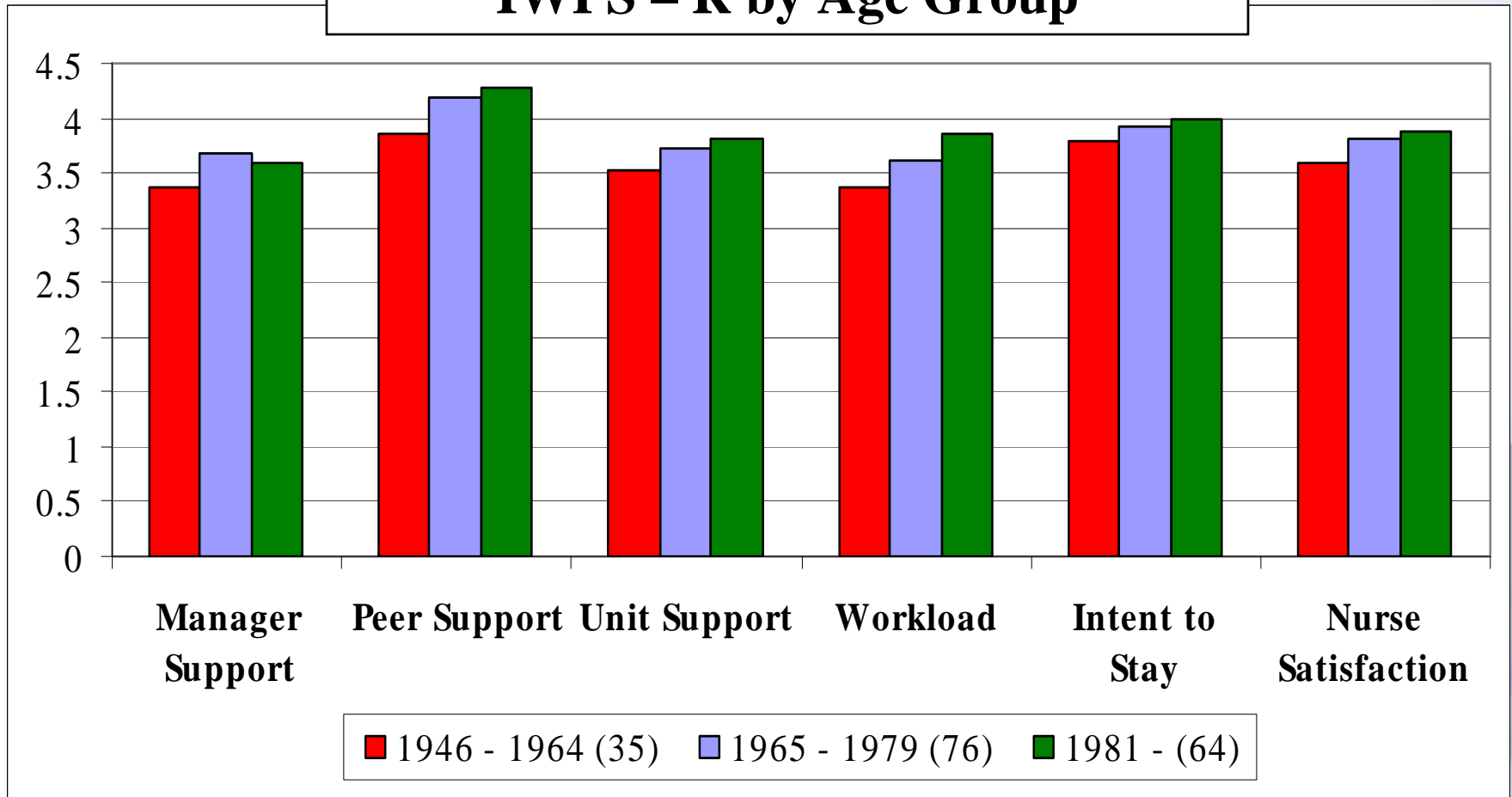
# Unit Selection

- Emergency Department
- Surgical ICU
- Post Anesthesia Care Unit
- Unit 51 – Surgical/Trauma
- Labor and Delivery



# Initial Survey Results

IWPS – R by Age Group



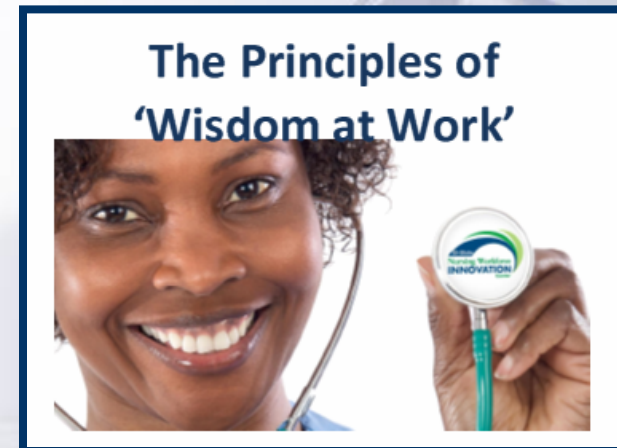
# Wisdom at Work

- Two Day Workshop
  - RWJF Principles of “Wisdom at Work”
  - Strategies to Support Staff to “Age in Place”
  - Best Practices for Retention
  - Panel Discussion
  - Brainstorming Session



# Intervention Planning

- How could work be more accommodating to the Experienced nurse?
  1. Ergonomics
  2. Mentoring
  3. Recognition



# Intervention Selection: **Safe Patient Handling Program**

- Survey Focus:
  - Unit Support
- Magnet Component:
  - Structural Empowerment
- Action/Progress
  - Multidisciplinary Team
  - Equipment Inventory
  - ROI Presentation in Development



# Intervention Selection: **Environmental Assessment**

- Survey Focus:
  - Unit Support
- Magnet Component:
  - Structural Empowerment
- Action/Progress
  - Soothing Steps Program
  - Ergonomist Consultant



## Intervention Selection: **Recognition**

- Survey Focus:
  - Intent to Stay
- Magnet Component:
  - Exemplary Professional Practice
- Action/Progress:
  - Tenure Nurses Reception
  - The Legacy Award
  - The DAISY Award
  - Career Ladder



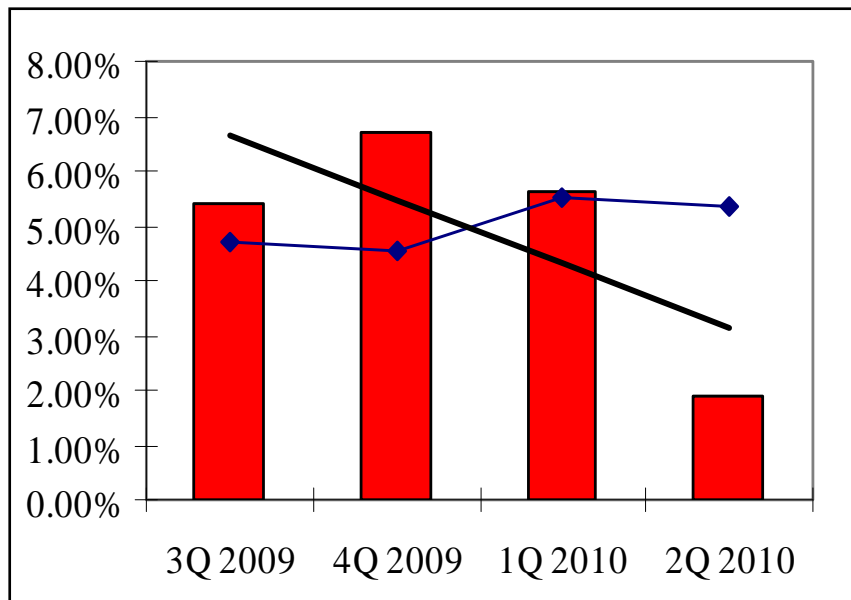
# Intervention Selection: Nurse Mentor Program

- Survey Focus:
  - Peer Support
- Magnet Component:
  - Exemplary Professional Practice
- Action/Progress:
  - Formal Mentor Training

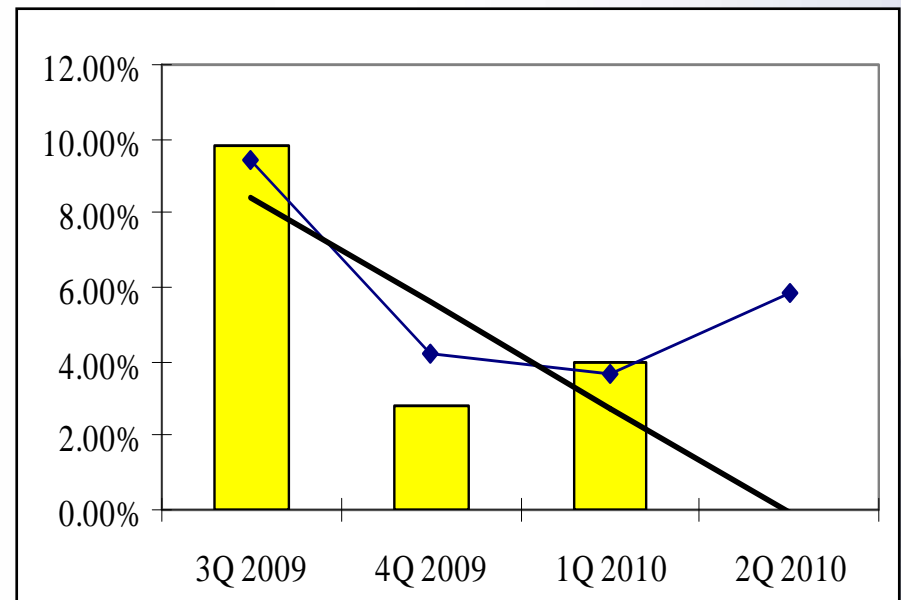


# Outcomes – Retention: Total Nursing Turnover: % of Total FTE's

Emergency Department



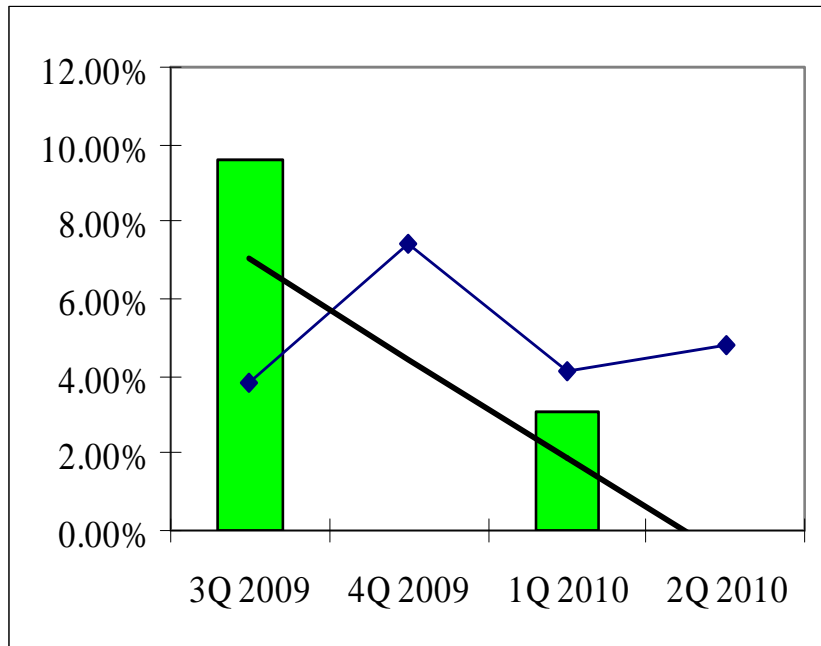
Surgical ICU



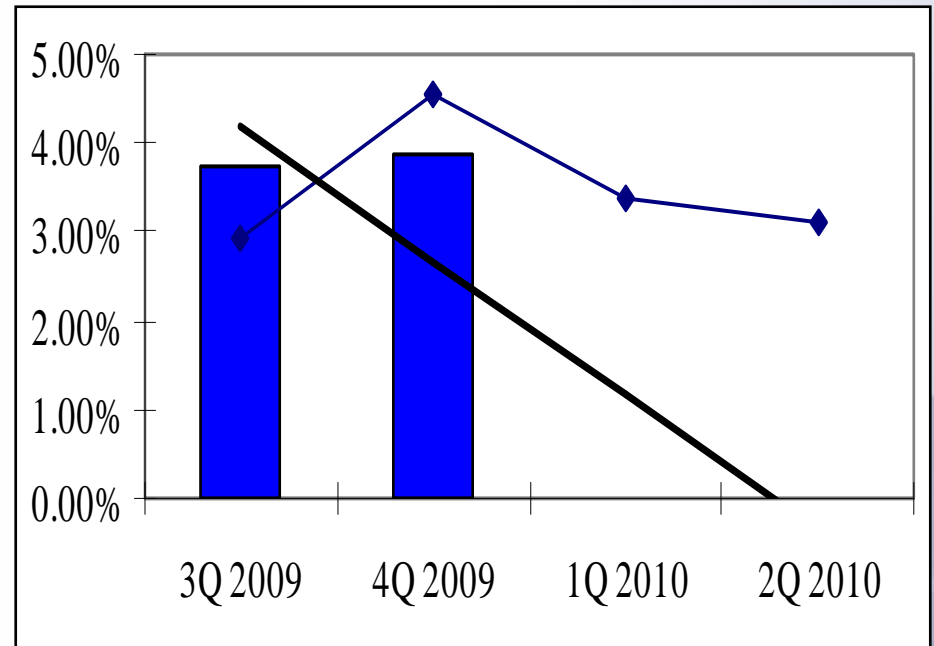
—◆— Benchmark: Magnet Mean

# Outcomes – Retention: Total Nursing Turnover: % of Total FTE's

Unit 51



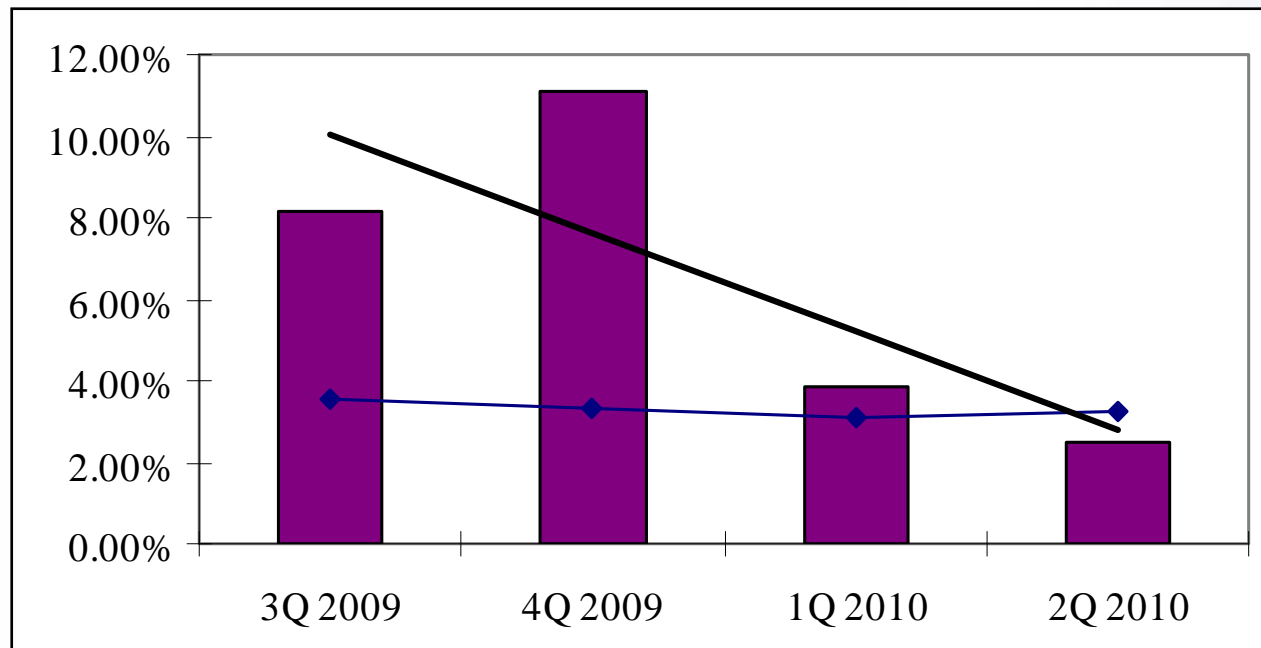
PACU



Benchmark: Magnet Mean

# Outcomes – Retention: **Total Nursing Turnover: % of Total FTE's**

Labor and Delivery



—◆— Benchmark: Magnet Mean

# Survey Results: Retest

- Total KU
  - Only 1 Statistically Significant Change (Initial: Retest)
    - Intent to Stay – Among Generation X (SICU)
- Med/Surg
  - All 6 Categories > National Average
  - Nurse Manager: Clinical Leadership Award (AMSN)

# Looking Forward

- Safe Patient Handling Program
- Ergonomics Team Formation
- Hardwiring Recognition
- Hardwiring Mentor Program
- Management Training
- IWPS-R Retest



# Questions?

