

## Staffing Committee Retention Recommendations

The following recommendations have been contributed by the Staffing Committee members to help promote nurse retention. This document will be updated periodically as new ideas are developed.

1. Extend nursing careers
  - a. Offer part-time employment
  - b. Offer varying shift lengths (4, 6, 8, 10, 12 hours)
  - c. Offer flexible schedules to those working toward BSN
  - d. Move into other less strenuous employment such as case management and combine with mentorship of less experienced nurses
  - e. Provide pay experience differentials for those in high-demand specialty roles
2. Conduct exit surveys to determine why nurses are leaving and make adjustments according to feedback.
3. Employers pay nurses placed on-call their regular hourly wage due to the nature of personal impact of on-call status. This course of action would increase morale and ensure that staff are ready and available.
4. The Committee recommends that employers involve employees in the development of staffing plans to work towards instituting a work week of a maximum of 40 hours comprised of day shifts of 8 or 10 hours and evening shifts of no more than 8 hours as recommended by the National Institute of Occupational Safety and Health Nurse Training Program. This work could also include the following:
  - a. Shift coverage to account for ill staff
  - b. Technology upgrades to support positive and healthy staff ergonomics
  - c. Retention packages
5. Nurse to patient ratio should be monitored to insure appropriate staffing coverage.