

Subtopic 1: Nursing Leaders, Retention & Recruitment in the Workforce

After reading the article by Lavoie-Trembley and colleagues, answer each of the following questions.

1. How and why significance is the issue with nursing retention?

- Access to care, quality and quantity of health care are dependent on an adequate workforce; these are threatened with concerns of nursing shortages
- World-wide, including Canada, an ageing population and larger burden of diseases (such as chronic diseases) increase health care needs. For Canadians, 1 in 3 live with at least one chronic disease
- Globally, it is predicted that there will be a shortage of 2.5 million nurses by 2030
- In Canada, there is a predicted national shortage of 60,000 full-time nurses by 2022

2. What is turnover, why is it important, and what are some key factors influencing nursing turnover?

- Turnover is the rate at which employees leave an organization; sometimes this is referred to as an exit rate
- Turnover is expensive for health care organizations and includes costs such as recruitment, replacement, hiring, orientation, decreased productivity and potential errors
- Like intention to leave, job satisfaction is a primary influencer of whether one stays in their job

3. Reflect on the “Future Solutions” proposed by Lavoie-Trembley and colleagues. Considering these, what do you see as the role of nursing leaders in retention and recruitment?

- Making evidence-informed decisions to support staffing models, that consider workloads/staffing levels, and align budget to ensure sufficient staffing
- Promote a healthy work environment. This is a complex strategy and need, that involves many considerations, including but not limited to: adequate staffing, safe working conditions, professional autonomy, teamwork, ability to influence decision-making, authentic leadership, and professional development opportunities
- Practice transformational leadership