



Improve the retention rate of new nurses in the ward

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INTRODUCTION

The shortage of nursing manpower is a common problem faced by medical institutions around the world. The trend of nursing manpower loss, increasing willingness to leave, and the global nursing manpower gap caused by the new crown epidemic and population aging. New nurses not only face the pressure of changing roles, but also face the pressure and challenges of clinical nursing. The successive loads often make new nurses feel great pressure and frustration.

The literature points out that there are many factors affecting the retention of nursing staff, including organizational factors such as nursing leadership and management, education and career development opportunities, work support and team atmosphere, personnel factors such as age, education level, work experience, and nursing supervisor ability and support, work experience, etc. Work environment factors such as team relations and cohesion.

The reasons for wanting to leave the job in order of 1. Insufficient ability to assess disease care, 2. Insufficient professional knowledge and skills, 3. Heavy work pressure, 4.If you do not get enough support from your peers, you will not be sure of your self-ability, and you will have problems with reality shock and role uncertainty

AIM

Reduce the turnover rate of new nurses in the ward

METHOD

- 1-1 Case discussion arrangements.
1-2 Nursing record teaching arrangement.
1-3 First-aid drug card for the production unit.
1-4 Small cards related to making electric shock devices.
1-5 Make a large number of common drip cards.
2-1 Practical implementation of common technical operations.
2-2 Give PGY teachers teaching responsibilities.
2-3 First aid teaching: preparation of endotracheal tube, correct buckling of BVM, teaching of endotracheal tube fixation, electric shock with electric shock device and teaching of TCP operation, etc.
2-4 Respirator teaching:
3-1 Set up PGY tutors and teachers group: Assign PGY tutors and teachers from each new student unit to provide group counseling for learning business gap, spiritual improvement, and difficulties in learning adaptation, forming a tacit atmosphere of family belonging and mutual guidance and learning to avoid Labeling way accuses missing.
3-2 Adjust independent time.
4-1 unit holds monthly birthday dinners. Through direct interaction, it creates a warm and supportive environment to promote team cohesion and cooperation, jointly create a positive and high-quality workplace, and increase the willingness to stay.
4-2 Exclusive nursing clinical teachers provide one-on-one counseling and teaching, and record.
4-2 The head nurse conducts talks with new recruits twice a month and when necessary
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RESULTS

- 1.The retention rate of new recruits for at least three months is 100% (6/6).
2.First aid-related cognition and skills for newcomers, all newcomers can complete BLS skill operations independently.
3.Increase the positive feeling of teamwork, mutual assistance and cooperation atmosphere for newcomers, and the monthly mentors will have individual talks with newcomers to understand their feelings

CONCLUSIONS

1. Continuously track the completion rate of newcomers' learning experience every month, and immediately remind and correct if any incompleteness is found.
2. Continue to track the adaptation situation of newcomers every month, and replace mentors to assist when necessary.

