

Armed Forces Hospital Taif Region Prince Sultan Military Hospital



RETAIN TO SUSTAIN A Strategic Approach to Nurse Engagement

Background and local problem:

The nursing literature highlights challenges in defining turnover and emphasizes the global nurse shortage, calling for research to address factors impacting retention. With 17% of nurses expected to retire, urgent strategies are needed to recruit and retain 4.7 million additional nurses, acknowledging the intricate interplay of organizational, professional, and personnel elements in promoting job satisfaction and retention.

local problem

Prince Sultan Military Hospital's Nursing Department grapples with a substantial turnover issue, evident in the arrival-to-exit ratio of 0:50 by the close of 2022. This staffing challenge has impacted patient care domains, particularly those related to high patient acuity, leading to subpar results in evaluating Nurse Care, such as Hospital Acquired Pressure Injury. Concurrently, staff satisfaction rates are notably declining, as indicated by assessment and survey results.

Aim

To decrease staffing shortage to less than 45% at the end of 2023.

Conclusions

Retain to Sustain: A Strategic Approach to Nurse Engagement in Prince Sultan Military Hospital-Taif" has successfully demonstrated the positive impact of implementing various strategies and interventions to improve nurse engagement. The project has significantly increased nurse satisfaction and overall engagement levels by implementing regular communication channels, recognition programs, professional development opportunities, and improved work-life balance initiatives. This has resulted in a decrease in turnover rates and an increase in the length of tenure for nurses in Prince Sultan Military Hospital-Taif strategies and interventions to improve nurse engagement. The project has significantly increased nurse satisfaction and overall engagement levels by implementing regular communication channels, recognition programs, professional development opportunities, and improved work-life balance initiatives. This has resulted in a decrease in turnover rates and an increase in the length of tenure for nurses in Prince Sultan Military Hospital-Taif.

INTERVENTION

- 1 Staff engagement activities
- 2 Rewards and recognitions
- 3 Promoting a Culture of Civility
- 4 Adaptation of Policies
- 5 Strategic Nurses support

Results

