NOV 2021| ISSUE 1

NURSING & MIDWIFERY

Strategic Retention Initiative Newletter

WHY ARE WE DOING THIS?

A Regional Retention Plan will be developed to address the more immediate workforce issues impacting on the level of turnover in nurses and midwives and will inform and feed into the future retention strategy workstream aligned with the Nursing and Midwifery Task Group recommendations.

THE RETENTION PROGRAMME

The nursing and midwifery professions are feeling intense pressure still dealing with the impact of Covid 19 and facing what may be one of the most difficult winters the service has ever seen. Current vacancy rates are presenting a major challenge to the system as a whole and to morale within the professions.

Whilst pre-registration numbers are at an all-time high, and an international nurse recruitment plan is ongoing anecdotal evidence is pointing to underlying issues with retention. The Minister for Heath, Robin Swann, has asked that work be undertaken immediately to develop a regional retention plan to help relieve this pressure.

WHO IS WORKING ON THE PROGRAMME?

There are representatives from health and social care (HSC) organisations, trade unions and professional bodies working in partnership on this initiative, and we intend to engage extensively with all HSC nurses and midwives to better understand what would encourage you to stay in the HSC.

We intend to analyse a range of data sources and engage with you through survey and focus groups so that we can make a series of recommendations to the Department of Health and the HSC trusts to ensure you feel valued, cared for, supported, and encouraged to remain employed within the HSC system. Look out for updates on the initiative and see who represents your organisation through our updates on your Trust's social media accounts.

WHY ARE WE DOING THIS?

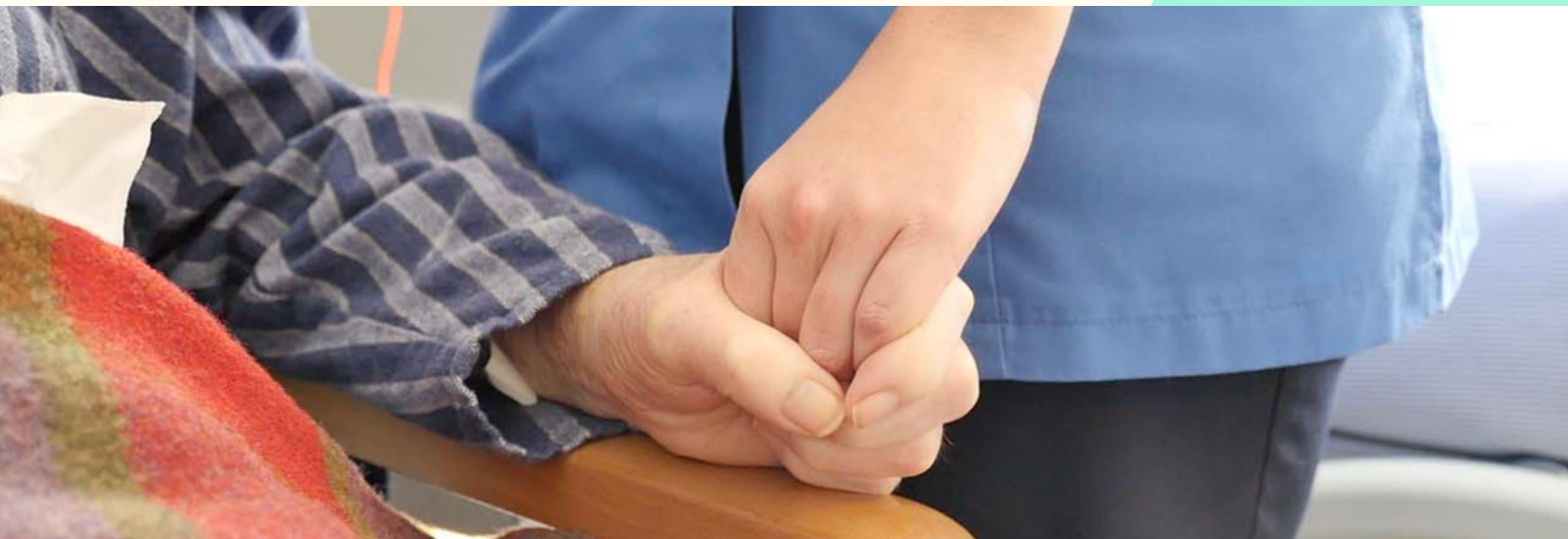
We want to better understand the issues you are facing so that we can develop an action plan to support and enable you to continue working for the HSC.

HOW WILL WE DO IT?

We will collate a range of data that will include vacancy and turnover rates, sickness absence levels and analyse E rosters. We will conduct a survey that will be confidential and encourage interaction through HSC trusts, trade unions, professional bodies, and social media platforms. We will also invite you to participate in focus groups.

A monthly newsletter will be issued to update on progress. The work will look at each area of nursing and midwifery practice, identify issues and make a series of recommendations to the Department of Health and HSC trusts.

WHEN WILL WE DO IT?

We have already started and have received some information from a variety of sources, this is helping us devise a questionnaire which we hope to share with you in the next few weeks.

An analyst group has been set up to interrogate the data and we hope to have a comprehensive picture of all the data by December 2021. The intention is to have the work complete and returned to the health minister by end of January 2022,