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Introduction

Attrition of nurses has increased over the last few years and that was why shortages have happened in the hospitals which has caused problems in managing the work properly. There were so many reasons for which the nurses had to leave their work at the hospital. This report has discussed about the things for which the nurses leave their work and different types of methods have been discussed to increase the retention of the nurses in the hospital.

Causes and Effects of Nurse Attrition

There were so many reasons available for why the nurse in the UK were leaving their work and that's why the amount of nurses were reducing with time. Due to their turnover from their work, so many problems were happening in the nursing industry. The causes for which the nurses were leaving their work were discussed below:

Work Stress

During working hours the nurses had to do a lot of work as so many people come to the hospital and they had to continuously work for them. This often leads to too much pressure for the nurses and the workload becomes increased for which they had to do overtime. Due to the stress at their work, they were unable to manage their personal time for which they becomes frustrated in their work (Kinman et al., 2020). That's why they leave their workplace and search for other professions rather than nursing.

Shortage of Staffs

Due to the pressure of work, many of the employees were leaving their work and that's why the number of employees was getting reduced with time. As the number of employees was reduced the remaining had to work for long hours to serve the people that go there. As the load of work gets increased for the remaining people, they lost their interest in their job and for this, they were unable to do the work properly in the hospital. The shortage of staff in the hospitals leads to dissatisfaction among the nurses and they leave their work.

Low Payment

The people that work as a nurse in hospitals often get a lower payment for their work. As the load of work was so much for the employees, low payment discourage them from their work and this also unable to mitigate their needs for which they had to leave their work. Based on the qualities of the people, remuneration should be provided cause low remuneration also leads to leaving their work as a nurse and finding a better workplace rather than this (Buchan et al., 2019).

Lack of Development

The nurses that work in the hospital don't get an opportunity to train themselves for the betterment of their careers. As they don't have the opportunity to excel in their skills they become unsatisfied in their job and don't show interest to do their work properly in the hospital. They also don't have the opportunity to work with others outside the hospital as they had to spend a lot of time in the hospital and don't get time to do work outside the hospital. Without enhancing their skills they will not be able to get into a good position in the future and that's why they leave their jobs frequently.

Managing Work Life

The nurses had to do a lot of work in their working place and sometimes they had to give more time to the patients based on their condition. As the nurses had to do over time, they were unable to provide time for their families and they also don't get the opportunity to give time to themselves as well. For this reason, they were unable to manage their personal life along with their work and this leads to dissatisfaction with their work. Also, spending a lot of time in the hospital often makes them tired and they were unable to take rest properly for which they were unable to concentrate on their work (Permarupan et al., 2021).

The effects of the nurse attrition were discussed below:

Increased Cost

When the nurses leave their work, the company has to recruit new people and give them training about the work. This costs a lot for the company as they had to about the things and had to arrange new training sessions for them. The company also had to spend a lot of money on the advertising of their job post and they had to take interviews with the people that wants to join their hospital.

Discontinuation of Care for the Patients

When any nurse leaves their job, a problem for the patient happens as they get regular treatment from that nurse and if that nurse leaves the job then the continuation of the care gets hampered due to this. The new nurse might take care of the patient but the patient might not be satisfied with the work of the new nurse (Jones and Michael Gates, 2007).

Negative Impact on the Employees

When the nurses leave their jobs, it will also impact the people that were doing their work in the hospital and their work will be increased due to the due to the shortage of the people. They will also think about the instability in the work which will negatively impact the work of the remaining employees.

Monetary and Non-Monetary Schemes at NHS

In the NHS, they do so many things for the retention of their employees and the employees were also becoming satisfied with their work in the office. The monetary schemes that were used by the NHS were discussed below:

Increment of Payment

The nurses that were working in the NHS, get increments in their remuneration based on the performance of their work and their salary gets increased every year. As their salary was getting increased so they become more interested in doing the job for a long time and their working efficiency also gets increased due to this. The nurses that work in the NHS get a bonus based on their performance in their work and when the employees get the reward based on their work they feel recognised in the office and that's why they become more interested in their work in the hospital. The other employees in the company also become interested in their work as the company gives recognition to the people for their work (Broadbent et al., 2003). The students that were doing the nursing profession sometimes do their studies besides this. The company has taken the initiative to pay the loan of the students that were doing their studies besides the job. As the students were getting the chance to pay their debts they become interested in doing work in NHS. The employees in the company get a retention bonus after a certain period and this helps them

become motivated in their work in the company. This also increases the financial security of those people and they become more interested in doing their work effectively.

Provide Assistance for Housing

The nurse that works in the NHS gets financial assistance for their housing and this helps the people a lot because a lot of money was required for living in the house. The nurse can move their workplace and after their movement, they can get support from the company regarding their housing (England and Improvement, 2016).

The things mentioned above were the monetary retention schemes and without these things, they also offered some non-monetary retention schemes which help the employees in doing work in work in the company for a long time. The non-monetary schemes were discussed below:

Flexible Working Environment

The people that work in the NHS get a flexible working opportunity and some of the employees also do their studies besides their job. They also get the opportunity to do part-time in the NHS which helps them manage their personal work with their job life. The nurses in the NHS get the opportunity to train themselves with the new things that come to the market and they were able to increase their skills which helps them in doing the work properly and it also gives them the opportunity to go to new positions in the future. The company arranges the training that will help them in the future for the development of themselves in their work (Coombs et al., 2003). The company arranges opportunities for the newly joined nurses to get mentorship from the experienced nurses and this helps them in understanding the work in the hospital properly and they also feel supported inside the hospital.

Recognition of Work

The company provides recognition to the people that do good performance in the company and this recognition helps them in getting motivated in their work. They also become satisfied after getting recognition from the company. The nurses sometimes become frustrated due to the pressure in their work and for this, they were unable to do their work properly (Castledine, 2003). That's why the company arranges programs where the nurses get the opportunity to learn stress management and they can improve their performance in the work through this.

Recommendations for Retention of Nurse

There were so many reasons for which nurses leave their jobs in hospitals. To improve this thing some recommendations were provided so that the nurses don't leave their jobs from the hospital. The short-term recommendations were:

Addressing the Workload

When the amount of work gets increased the hospital should hire more people and they will also talk with the existing employees to manage their work with different strategies inside the hospital.

Enhancing the Communication

The communication between the nurse and the top management should be clear and precise and the nurse should be informed about their work properly. They should give the nurses the opportunity to give their opinions about different problems in the hospital.

Giving Sufficient Dayoffs

The hospital should provide enough days off to the nurses and in case of an emergency, they should arrange for extra nurses in their hospital so that they can provide necessary things to the patients in the hospital.

The things that were described above will help in the short-term retention of nurses. Without these things, there were also some long-term retention recommendations provided below:

Addressing the Payment

The salary of the nurses should be reviewed after a certain period and they should be provided with a competitive amount that reflects the value of their work.

Creating a Good Working Environment

The company should create a positive working environment for the nurses where they will be able to get respect for their work, get support and get strategies for managing their stress during their work. Thus the culture of the work will become more friendly to the nurse in the hospital.

Conclusion

The report has discussed different types of methods both monetary and non-monetary methods for retaining the nurses in the hospitals. Among the methods, one of the main things was the increase in the payment of the nurses and managing the workload so that they can efficiently work in the hospitals. Following things properly, the retention of nurses will get increased and the work will also get effectively done in the hospitals.

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