



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

BA BUSINESS MANAGEMENT

Assignment 2

Module: Managing People

Code: LCBB5004

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SUBMITTED ON THE 27th AUGUST 2023

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The causes and effects of employee attrition within the Nursing Industry in the UK

Attrition, which is often referred to as turnover, is a significant issue in the nursing industry in the United Kingdom. A company's "turnover rate" is the percentage of its workforce that leaves within a given period and is denoted by the phrase "turnover rate (Hossain, 2015)." Let's have a look at some of the things that either directly cause or contribute to the high turnover rates in the nursing profession in the United Kingdom.

Reasons of Employee Attrition

The nature of the work that nurses do often requires them to deal with difficult workloads, long shifts, and stressful surroundings. As a result, nurses may have feelings of burnout and dissatisfaction in their occupations, which may prompt them to seek employment elsewhere or perhaps leave the nursing profession completely. In light of the severity of their profession and the toll it can take on their personal lives, nurses may not always be appropriately rewarded with wages and benefits. If they are not provided with pay and benefits that are competitive with those offered by other employers, registered nurses may look for work elsewhere. The nursing sector is not recognized for its straightforward career paths (Deb, 2019). However, there are opportunities for professional growth and advancement. If a nurse is serious about progressing in her career, she can decide to quit her current position in favor of one that offers greater chances for promotion. The lengthy hours that nurses are expected to work, which sometimes include working evenings and weekends, may be taxing on their personal life and the connections they maintain outside of work. An imbalance between one's personal life and one's professional life might lead to employee turnover (NHS, 2023). If the environment at work is hostile, the leadership is weak, and management fails to give enough resources, then this might lead to turnover among nurses who are dissatisfied and disillusioned with their jobs. Because there are not enough opportunities for training and professional growth, some registered nurses may feel that they have reached a point in their careers where they cannot progress any further. These nurses may explore ways to improve their education and advance their careers (Adam, 2013).

Impacts of Employee Attrition

The high turnover rates in healthcare facilities have caused a serious shortage of qualified nursing staff, which has led to negative effects on patient care. This may result in an unneeded load being placed on the personnel as well as a decrease in the quality of treatment provided to patients. The ongoing requirement for healthcare facilities to recruit and train new nurses may be a significant time and resource drain on those facilities (Adam, 2013). A high staff turnover rate can drive up the cost of employing replacement workers and cause a drop in productivity while the new hires are being trained. A patient's health might quickly deteriorate if their treatment is interrupted. If the nurse who is caring for a patient is regularly replaced, the patient's overall satisfaction and health may deteriorate as a result. Employees who remain after a high turnover rate may have the impression that they are not recognized enough and that their workload is excessive, which can have a negative impact on morale. As a result, there is a possibility that this will initiate a vicious cycle of decreasing numbers (NHS, 2023). A healthcare company that has a poor reputation for having a high turnover rate may have difficulty hiring talented nurses and keeping them on staff. The credibility of the organization in the eyes of the public and of prospective customers may also be damaged. The departure of competent nurses may have an adverse effect on the quality of care that is provided because of the loss of their specialized knowledge and expertise.

Addressing Employee Attrition

Offering a competitive salary and benefits has been shown to be an effective way to recruit and retain competent nursing staff. Job satisfaction and employee retention may be boosted by encouraging a good balance between work and personal life and providing opportunities for flexible scheduling. Nurses are more likely to remain with a company that offers them opportunities for professional growth and success in their careers. Strong leadership may go a long way toward improving employee happiness and loyalty by cultivating a good and supportive workplace culture (NHS, 2023). Motivating and retaining nurses requires an environment where their efforts and contributions are recognized and appreciated. Workload pressure is reduced, and patient care is enhanced when nurses are assigned an adequate number of patients. If you want to know why people are leaving your company, you should conduct exit interviews with them. The nursing sector in the UK may increase staff happiness, boost patient care, and lessen the negative consequences of turnover by addressing the fundamental causes of attrition and implementing effective retention methods (Hossain, 2025).

Identify five monetary and five non-monetary existing retention schemes used by the NHS for Nursing professionals.

Five monetary retention programs for nurses working in the NHS:

To begin, nurses working for the NHS are eligible for regular salary increases that are based on their expertise, abilities, and length of service. The purpose of these raises is to encourage nurses to continue working in their existing jobs. Secondly, bonuses that are based on performance as well as financial incentives for working in areas that are tough for staff or filling positions in such areas. Thirdly, the phrase "relocation assistance" refers to the financial support that is granted to nurses who are prepared to migrate to areas that have staffing shortages (Adam, 2013). Fourthly, money given to nurses who agree to remain employed by the NHS for a predetermined length of time. These nurses typically work in specialties that are in high demand but in low supply. Fifthly, nurses should be allowed more discretion in setting their own work schedules and should be reimbursed well for any overtime they put in. This would be in addition to receiving fair compensation for their regular shifts.

Five non-monetary retention programs for nurses working in the NHS:

First and foremost, the potential for advancement in one's nursing career, participation in programs designed to boost one's professional competence as well as one's level of satisfaction in their job, and the possibility of further educational pursuits. Second, it is an excellent approach for cultivating a culture of recognition and respect for the nurses who offer care to patients if awards are handed out, public mention is provided, and praise is given to the nurses for their job. If this occurs, a culture of recognition and respect will develop (Adam, 2013). Thirdly, if you offer nurses flexible schedule choices like part-time work or job sharing, you may assist them in striking a better balance among their professional and private lives. This is especially helpful for those nurses who have families. Four, via participation in a variety of programs such as these, newer nurses who are just starting out in their professions have the opportunity to get advice and motivation from more seasoned nurses. Fifthly, Including Doctors in Decision Making, Seeking Out Their Opinions, and Creating a Workplace That Encourages Collaborative Problem Solving are All Important Considerations (NHS, 2013).

Evaluation

Financial incentives may be helpful in attracting new nurses and retaining the ones we already have, but it's possible that they won't be enough to overcome the problems that cause high turnover rates. Financial incentives may help with employee retention in the short term, but they do not address problems such as discontent with job or exhaustion in the workplace. Long-term use of non-monetary retention strategies, such as aid with career development and work-life balance, can enhance the satisfaction of nurses and their likelihood of staying with an organization. This can boost retention rates. However, their value may shift depending on the particulars of the workplace as well as the culture of the business in which they are implemented. In most cases, the best results may be obtained through the application of a comprehensive plan that includes incentives that are both monetary and non-monetary. For instance, a more enticing retention plan may be developed by offering pay increases in addition to opportunities for professional growth and recognition. The National Health Service (NHS) is required to conduct routine evaluations of the effectiveness of these retention initiatives using statistical analysis and the feedback of nursing professionals. By carrying out this study, we will be able to determine which initiatives are successful and which ones need further effort (NHS, 2023). Last but not least, if you want to retain your nurses working for you over the long haul, you need to take action to reduce the amount of work they have to perform and prevent them from being burned out. Increases in staffing levels as well as other types of help can lead to increased levels of job satisfaction and retention among nurses.

Short term and long-term recommendations to improve nurse retention in order to lower nurse attrition rate in the UK

Reducing the high turnover rate of nurses in the UK healthcare system is dependent on better retention strategies for nurses. In order to do this, the following suggestions have been provided:

Short Term

It is critical to offer pay and benefits bundles that are competitive with the market to entice and keep nursing professionals. It is important to conduct pay reviews at regular periods to ensure that salaries remain competitive. A Show of Appreciation and Recognition for the Staff It is essential to regularly recognize and express gratitude to nurses for all the hard work and commitment they put in (Hunsaker and Alessandra 2016). Establishing award systems and giving public recognition to work that is above and above is an effective way to boost morale. Give nurses the option to determine their own work hours so that they may better accommodate their lifestyles and the things that interest them. This might lead to a more favorable work-life balance as well as a reduction in stress. When working in an environment that makes them feel valued and respected, nurses can accomplish their jobs more effectively. Encourage two-way conversation and feedback to facilitate efficient issue solutions. Give nurses opportunities for continued training and education so that they may hone their skills in their chosen profession and become more knowledgeable in the sector. There is a possibility that this will increase prospects for promotion as well as overall job satisfaction. Develop programs that promote both mental and physical well-being simultaneously (Hunsaker and Alessandra, 2016). Because nursing is a challenging profession, it is essential for employers to make sure their employees have access to psychological support and a variety of stress-management strategies. Develop programs that provide new nurses with mentorship to make the transition from student to working nurse easier. Nurses who have expertise and can provide patients with guidance and assistance can make their patients feel less isolated. During times of high traffic, it is best to hire contract nurses or offer overtime pay to existing staff.

Long Term

Promote and uphold safe ratios of nurses to patients to reduce nurses' caseloads and the likelihood of burnout. Changing policies and working together with healthcare authorities may be necessary.

Create well-defined and well-structured routes for nurses to advance in their careers. Positions of leadership, sub-specialization, and advanced practice nursing are all examples. Conduct ongoing surveys and analyze the results to determine the root reasons of nurse turnover. Put this data to use by creating more targeted retention tactics. Leaders in the healthcare industry should be taught to be encouraging and sympathetic to foster a productive workplace environment. Insist that higher-ups address nurses' worries after hearing them out. Diversity and Inclusion in the Workplace: Strive to increase representation from underrepresented groups in the nursing workforce. Recruit from a wide range of people and foster an atmosphere that values individual contributions (Hunsaker and Alessandra, 2016). Campaigns should be launched to increase general knowledge of nursing's value and effect on healthcare systems. Boost nursing's public profile to interest and retain more people in the profession. Encourage partnerships between healthcare facilities, educational institutions, and governing authorities to tackle retention issues head-on. Nurses will be able to devote more time and energy to caring for patients if they have the resources to spend less time on paperwork and more time with them (Adam, 2013). These proposals, both immediate and long-term, are intended to help the healthcare system in the United Kingdom keep more nurses and reduce turnover, which will lead to better care for patients.

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