

# NURSING & MIDWIFERY

STRATEGIC RETENTION INITIATIVE NEWSLETTER



## NURSING AND MIDWIFERY RETENTION SURVEY



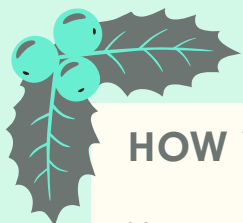
SCAN THE QR CODE

## CALL TO ACTION NURSING AND MIDWIFERY SURVEY - YOUR VOICE MATTERS

We have already collected lots of data on the Nursing and Midwifery workforces and we are now keen to hear your views on how things are and how things could be improved.

We are launching a survey and this is your opportunity to tell us about how things can be improved to both attract and keep Nursing and Midwifery staff within the HSC Trusts. We would really like to hear from you. Please scan the QR code with any smartphone to complete the survey. It should only take 5 -7 minutes of your time.

Should you feel that this survey or your current work situation causes you stress or distress, please contact your Trust Psychological Support Helpline, where you can avail of further advice and support.



## HOW WILL WE DO IT?

Nurses and Midwives are not only the largest workforce but also form the foundation stone for the Health and Social Care system here in Northern Ireland. Given the irreplaceable contribution which Nursing and Midwifery staff make to the HSC system, it is essential that we continue to attract new staff into the profession as well as understand what we can do to support staff to stay.

Of concern is that nationally, Health Education England (HEE) have suggested that the current single biggest workforce challenge is the inability of healthcare institutions to stop nurses leaving their jobs (Mitchell, 2018). In a recent news article, BBC NEWS NI quoted Rita Devlin, Acting Director of RCN in NI as saying “We need to look at a retention strategy straightaway for nursing because we are hemorrhaging nurses out of the system”.

It is important that we hear your views to understand if and why you are or may be considering leaving any of the HSC Trusts and more importantly what changes might encourage you to stay.

## WHAT HAPPENS NEXT?

This survey is part of a regional retention initiative and will be followed by small focus groups (one-off meetings) held within your Trust area (either face-to-face or Zoom) early in the New Year, when you will get an opportunity to give more detail on your suggestions, issues or concerns. These will be facilitated by Trust Psychology Staff who will ensure confidentiality in that no comment will be able to be linked to any staff member. A full report will be compiled for the Minister For Health Robin Swann MLA, based on what you tell us, backed up by relevant information from HRPTS, Finance and E Roster systems.

It is hoped to have the report completed by February 2022 and all information will be anonymised and not attributed to any individuals.

More information can be found by clicking [HERE](#)

