Workshops: Staff Development

Why is staff development important in retaining nurses?

-Career paths; investment; feeling valued; life-long learning; value and improving self and others

-Career development; aspirations; improve confidence; personal development; creates more flexible teams

-Harnessing energy

-Freedom to act and make lasting change

-Job satisfaction

-Learner and professional autonomy

-An individual drive for structured learning

-Confidence, consolidation

-Workforce planning- what do we need staff to develop in?

-Talent management, but bringing out the best in all- link to workforce planning

-Service needs-models of care

-Career progression- somewhere to go

-Feeling valued and invested in (time, relevant, protected time, high level appraisal, training needs and analysis, money)

What are your experiences of the role of staff development in retention?

-Nurse L and D manager; RCN accredited preceptorship; tailor made courses/skills updates; nursing times modules

-Encouragement is key; personal circumstances impact on this; attitudes toward development; yearly appraisal/ balanced approach

-Staff doing training and then leaving, learning contract doesn't hold up.

-Staff signed up to training prior to joining then lots of staff out at that time.

-Leadership vs. Clinical

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-Poor staff engagement

WLB

-Is education getting our nurses ready for NQN?

Solutions:

-Backfill to release for training

-Train lower bands- take time to get to trained positions

-Incentive

-Employing staff influx- E & T can't cope

-B teams ED 1 in 6 weeks; 1 day dedicated

-Organisational mapping

-Potential talent management

-Structured strategic planning in line with national drives

-More flexible working; best use of different contracts

-Equitable and private and other employers

-Make the best use of our retirees

-Mentor-coach- once confident in doing this it should be a natural part of the day/placement, leading to happier students and better recruitment/retention.