Paper 6.4

Ashford and St. Peter's Hospitals NHS Foundation Trust

COUNCIL OF GOVERNORS
6th December 2017

TITLE	**Nursing and Midwifery Retention Programme**
EXECUTIVE SUMMARY	This paper provides a short summary of the Nursing and Midwifery Retention Programme
The Council is asked to:	Discuss the summary
Submitted by:	Louise McKenzie, Director of Workforce and Organisational Development
Date:	December 2017
Decision:	For Discussion

Nursing and Midwifery Retention Programme

Project leads: Louise McKenzie, Director of Workforce

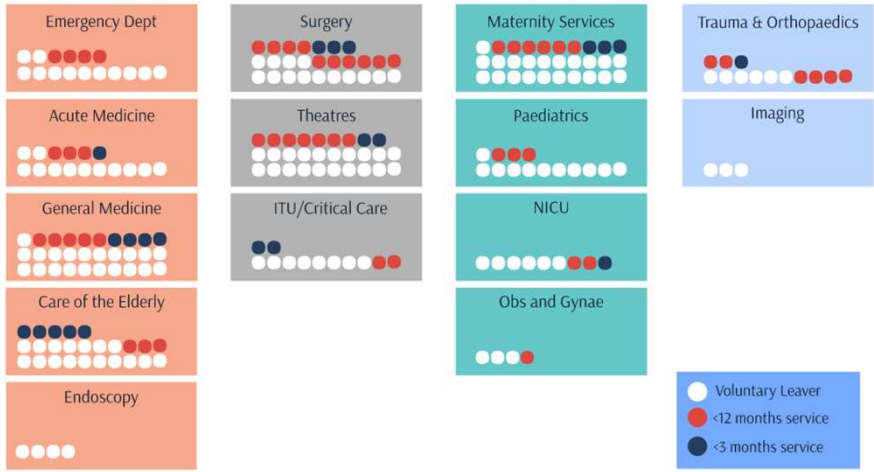
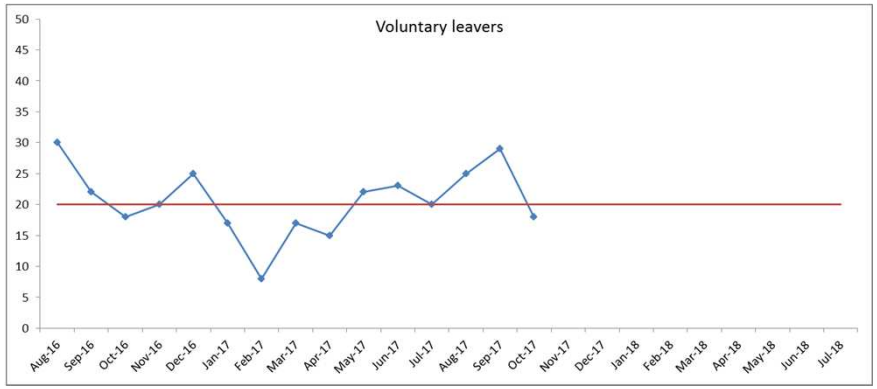
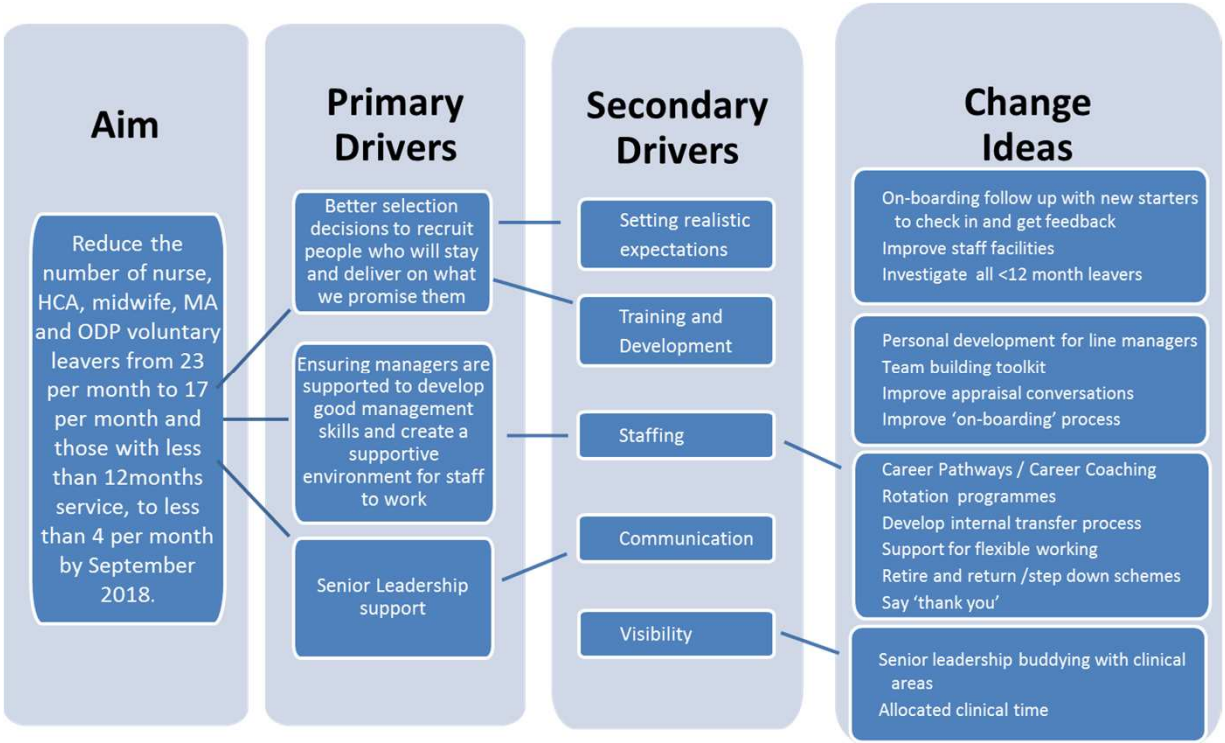
Ashford and St. Peter's Hospitals NHS
NHS Foundation Trust

Rationale:
ASPH has been highlighted by NHS Improvement as an outlier for staff turnover rates. A particular problem is staff leaving the Trust within 1 year of appointment. This is a patient safety issue as poorly staffed clinical areas can lead to poor quality care and errors.

Aim: To reduce the number of nurse, HCA, midwife, MA and ODP voluntary leavers to a maximum of 17 per month; and reduce the number of leavers with less than 12 months service to less than 4 per month by September 2018.

Measures:
i) Number of nursing, midwifery and ODP voluntary leavers per month

ii) Staff turn-over rates

Tests of change:
i) Understand root causes – focus groups, surveys and exit interviews
ii) Focus on induction and education and training
iii) Work at ward level to test changes

August 2016 to July 2017, 237 nurses, midwives, HCAs and MCAs voluntarily resigned: