Boosting RN Retention on an Inpatient Oncology Unit

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Baseline Data

Separation Rate: 36%

Why do nurses prefer outpatient?
Preferred hours: M-F, no weekends, no holidays, better patient outcomes

When did they leave inpatient?
Experience ranged from 1.7 to 20 yrs

Quality of Care in 2008?
• CLAB rate: 9
• Medication errors: 26
• Press Ganey: 92.9
• Unit morale: poor

Implementation Timeline
2/08 - Unit Professional Practice Council formed
10/08 - Scheduling committee subgroup formed from 7W Professional Practice Council
Monthly Journal Club with CE’s
1/09 - 2 years no weekends program initiated
Autonomous scheduling practices
Monthly Good Grief Center programs initiated
4/09 - Oncology Nurse Mentoring Program Initiated

Outcome Results

Where we are now:
• CLAB Rates 09: 5 (9)
• Medication Errors: 22 (26)
• Press Ganey: 93.7 (92.6)
• Separation Rate: 7.6% (36%)
• Unit morale: GREAT!

Where we are going 2010:
• Separation rate 2010: 0%!
• Reaplying for grant to fund oncology mentoring program
• 7W selected to participate in caregiver distress creative writing workshop
• Project: Improving clinical partnerships with our designated ICU

Conclusions

• Schedule, Continuing Education Opportunities, mentoring programs and accessibility of tangible coping mechanisms are important to new RN’s and seasoned RN’s alike
• Having an attainable incentive for new RN’s to work towards and recognition of experienced RN’s is crucial
• Seasoned RN’s feel empowered and rewarded for the time and hard work they have committed to 7 West

Bibliography

• Gaddis, S. and E. Cates (2009). “Should I stay or do I go now: eight ways to increase loyalty and retention.” New Mexico Nurse, 54(1): 7-7

As a result our separation rate dropped to 7.6% in 2009 and three months into 2010 we have lost 0 RN’s! RN Separation Rate = #of RN’s who quit/avg # of staff nurses. (Gess, 2008)

From this project we learned that scheduling, continuing education opportunities, and access to effective coping strategies are important in retaining experienced RN’s.