

## PURPOSE

The purpose of this evidence-based practice project is to examine the impact of required paid counseling and mental health training for all staff nurses, and how it impacts retention rates each year.

## PICOT QUESTION

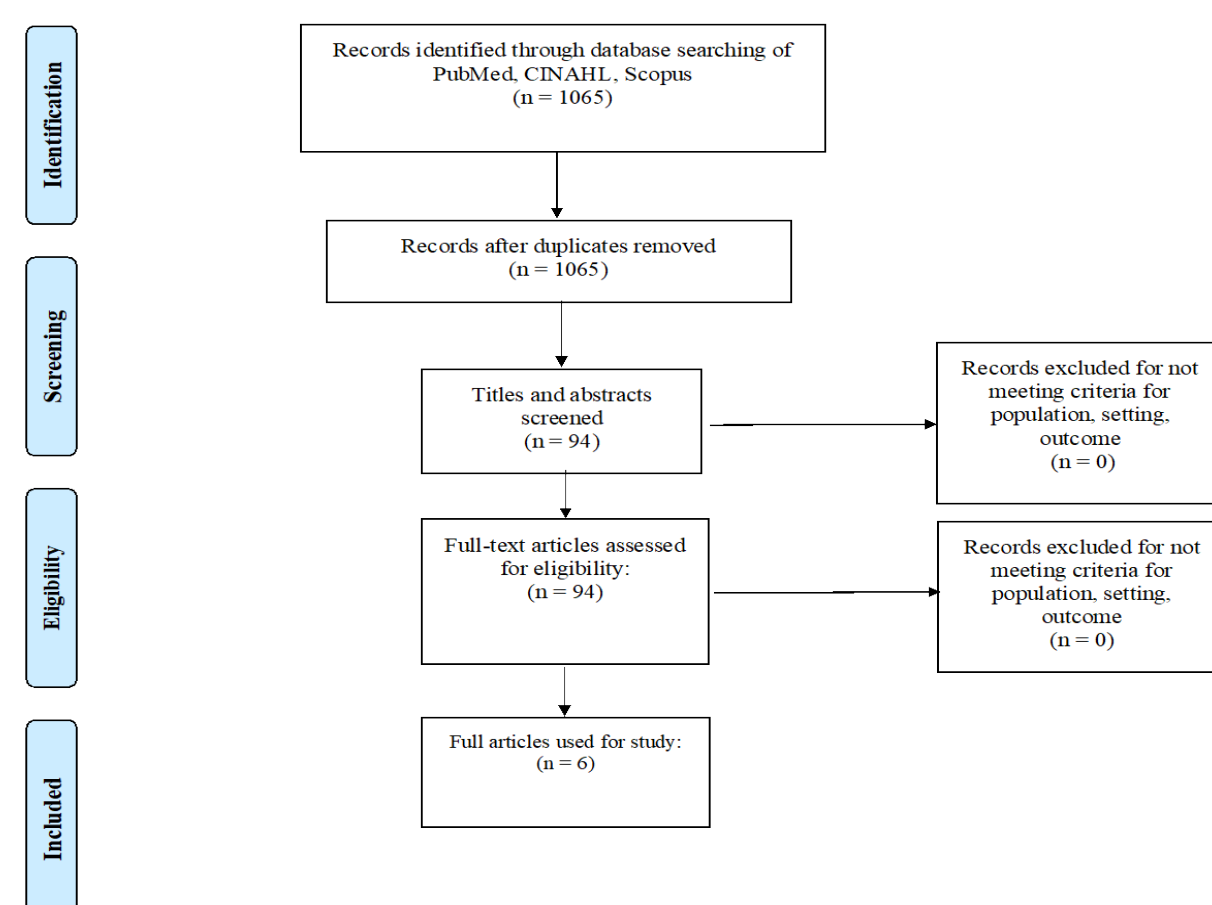
In staff nurses (P), how does requiring mental & emotional health support and training (I) compared to no emotional and mental health support & training (C) affect bedside nurse retention rates (O) within a one-year period (T).

## SIGNIFICANCE

- Our nation acknowledges we are in a national nursing crisis. According to the NSI National Health Care Retention & RN Staffing Report, “The turnover rate for staff RNs increased by 8.4% and currently stands at 27.1%.
- University Hospital does not have on site trained counselors for their stressed staff.
- The cost comparison to employing counselors on site is nothing compared to the cost of training new staff every 1 to 3 years.

## SEARCH METHODS

Figure 1: The PRISMA Flow Diagram of the Literature Review for Amy Larson



## EVIDENCE-BASED PRACTICE SUMMARY TABLE

Citation	Study Design	Level of Evidence	Comments
Duru, D. C., & Hammoud, M. S. (2022). Identifying effective retention strategies for front-line nurses. <i>Nursing management</i> (Harrow, London, England : 1994), 29(1), 17–24. <a href="https://doi.org/10.7748/nm.2021.e1973/">https://doi.org/10.7748/nm.2021.e1973/</a> .	Case study design and qualitative approach	V	Effective communication, respect, competitive financial compensation, benefits and proper recognition are the main strategies that senior leaders can use to retain nurses.
Huan-Fang Lee, Chia-Chi Kuo, Tsair-Wei Chien, & Yu-Rung Wang. (2016). A Meta-Analysis of the Effects of Coping Strategies on Reducing Nurse Burnout. <i>Applied Nursing Research</i> , 31, 100–110. <a href="https://doi.org/10.1016/j.apnr.2016.01.001">https://doi.org/10.1016/j.apnr.2016.01.001</a> .	Systematic review with meta-analysis	V	Coping strategies can reduce nurse burnout and maintain between 6 months and one year.
Phillips, J., Palokas, M., Christian, R., Harris, J., & Hinton, E. (2021). Emotional intelligence in nurse managers as it relates to staff nurse job satisfaction and retention: a scoping review. <i>JBI evidence synthesis</i> , 19(12), 3238–3267. <a href="https://doi.org/10.11124/JBIES-20-00299">https://doi.org/10.11124/JBIES-20-00299</a> .	Experimental and Quasi-experimental study design and systematic review	VI	Nurse managers mental health intelligence will increase retention rates of their staff nurses.
Robinson, J., Engward, H., Godier-McBard, L., & Jones, K. (2022). Does registered nurse involvement in improving healthcare services, influence registered nurse retention? <i>Journal of Research in Nursing</i> , 27(6), 545–557. <a href="https://doi.org.proxy.missouri.edu/10.1177/174498712111058853">https://doi.org.proxy.missouri.edu/10.1177/174498712111058853</a> .	Correlation design study	V	Nurses want to feel a part of the big picture. Retention rates are based on many physical and tangible topics, but all nurses are stressed but still want to be used in the field.
Slusser, K., Knobf, M. T., Linsky, S., Kaisen, A., Parkosewich, J., Sterne, P., Johnson, C., Carley, J., & Beckman, B. (2022). A Focus Group Study of Retirement-Age Nurses: Balancing Tension and a Love of Nursing in a Changing Healthcare Environment. <i>JONA: The Journal of Nursing Administration</i> , 52(12), 646–652. <a href="https://doi.org.proxy.missouri.edu/10.1097/NNA.0000000000001226">https://doi.org.proxy.missouri.edu/10.1097/NNA.0000000000001226</a> .	Qualitative study with focus groups	VI	Older nurses want to have love of patient care, less computer stress, flexible schedules and helpful upper management.

## IDENTIFIED THEMES & PRACTICE IMPLICATIONS

- We need short term and long-term mental health interventions for nurse retention.
- We need to equip and support nurse managers and those that lead staff nurses.
- We need hospitals to implement policies for mental health support and training.
- We need to continue what Florence Nightingale started with, to do no harm, but we will not be able to do that if our nurses are in a harmful state mentally and physically.

How can we care for our patients when we are not caring for ourselves.



## RECOMMENDATIONS

- Evaluate nurse retention rates every year after having required mental health support and training.
- Evaluate stress levels and job satisfaction with paid on-site trained counselors for University Hospital.
- Plan strategies and training sessions with counselors for addition support for those staff nurses that would like more than the required paid twice a year sessions.
- Counseling sessions would be confidential, but counselors can evaluate trends and needs and make those pieces of information available for supervisors and administration.

## CONCLUSIONS

- Mental health support and training, with an on-site trained counselor, will improve staff nurse retention rates.
- The patients, supervisors, administration and entire hospital will benefit if nurses are mentally healthier and stay on their unit for longer time periods.
- Retention rates increasing will help with continuity of care and much better patient satisfaction.

## REFERENCES

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