

What factors influence nurses' intentions to leave the adult critical care areas?

A systematic literature review

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Background

The shortages of specialist nurses has been an ongoing issue for many decades

Local, national and international issue

Financial implications

Impacts on staff morale, productivity, patient safety and quality patient outcomes

Gap in current/previous research

(Sawatazky et al 2015, Lu *et al* 2012, Hauck *et al* 2011 and Cortese 2012)

Systematic literature review

- Searching
- Quality appraisal
- Thematic analysis

Searching strategy was developed using the List, Keep and Delete approach

The following key words were used; intentions to leave, adult, nurses and critical care

Databases searched were;

BNI, CINAHL, PubMed, PsycINFO, Embase and Health B Elite

Data published in between 2005-2016

Last search was performed in May 2016

An alert has been created on databases to include new published studies

Additionally, comprehensive supplementary searching was performed

Databases

BNI-70
CINAHL-48
PsycInfo-14
HMIC-0
Health B Elite-1
Embase-46
Pubmed-98
Total= 277

Other sources

Searching specific journals-973
Hand searching reference list-3
Total= 976

Records after duplicates removed
 $1253 - 1214 = 29$

**Articles excluded due to
irrelevance= 14**

Studies included
13 cross sectional studies
2 qualitative studies
Total= 15

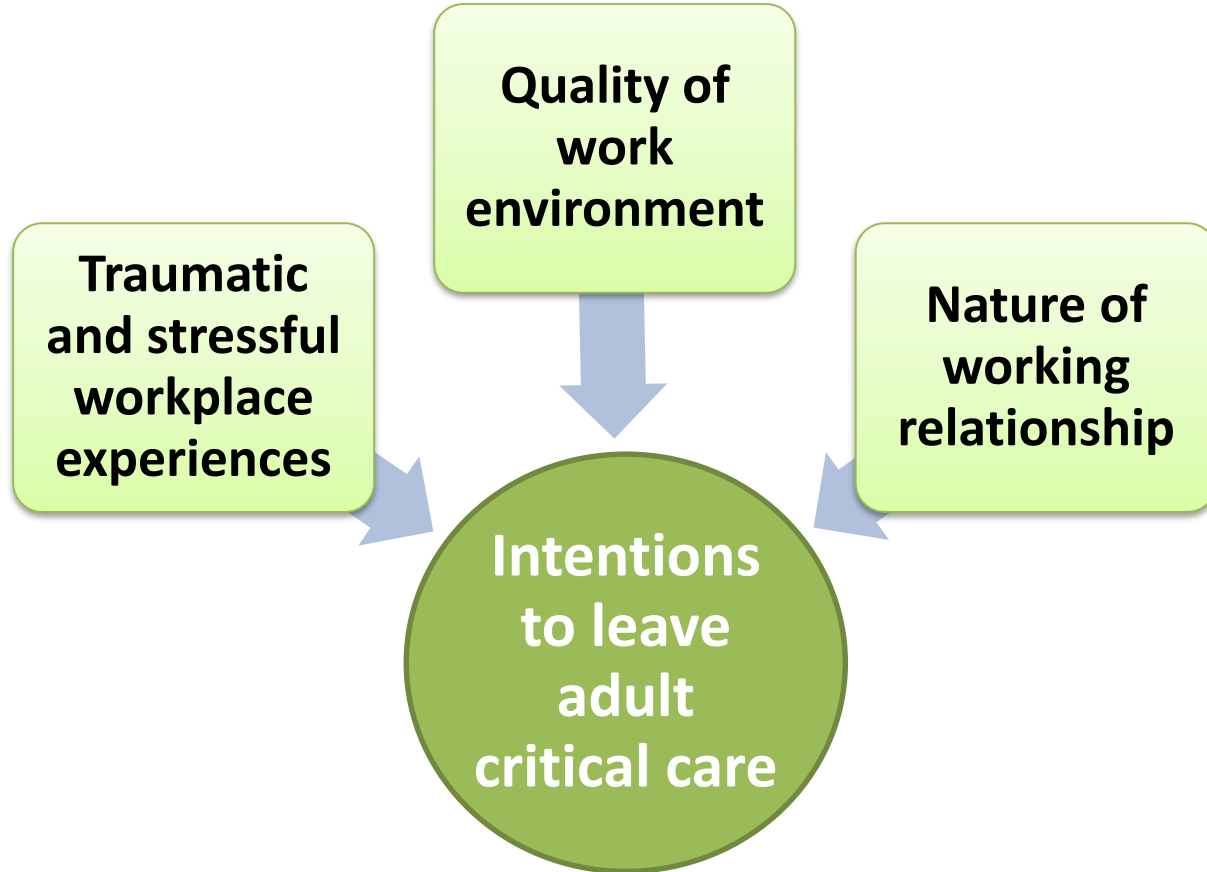
Following systematic searching;

All studies were critically appraised using the NICE-2012 qualitative and quantitative checklists

A detailed data summary was completed separately using Specialist Unit for Review Evidence (SURE 2016) checklist

A thematic analysis of the data was performed using Braun and Clarke (2006) thematic analysis.

Results



Results.....Cont.

Quality of work environment included;

- Factors positively influencing ITL ;
- Lack of education/development opportunities
- Off duty issues
- Inadequate staffing/nurse to patient ratio
- Pay
- Lack of respect and recognition
- Lack of autonomy and empowerment
- Providing less optimal care due to pressures to reduce costs
- Physical working environment
- Factors negatively influencing ITL;
- Good team work
- Environment where nurses can openly discuss and share their opinion
- Structured care pathway

Results.....Cont.

Nature of working relationships

Factors positively influencing ITL;

- Poor relationships with colleagues (nurses)
- Poor relationship with medical colleagues
- Conflicts among staff and disagreement with managers
- Not being involved in the decision making process by the trust, managers as well as by medical colleagues
- Poor relationships/conflicts with patients and their relatives

Results.....Cont.

Traumatic/stressful experiences

Factors positively influencing ITL;

- Largely associated with end of life care
- Care for a dying patient
- Decisions about terminating treatment and performing unnecessary interventions which are not in the best interests of the patients
- Other factors;
- Work pressure eg overwhelming paperwork, unnecessary inspections, unrealistic expectations

Conclusion and implications for further research

High nursing turnover is a global issue especially in highly skilled environments

This review has gained insight into the factors that influence nurses' intentions to leave the adult critical care areas

Critical care nurse leaders need to develop strategies to improve retention which may contribute to a more stable critical care nursing workforce, taking into account the findings of this review

Further research is needed to see how these themes may impact on critical care nurses.

What's next?

This review has been submitted for publication in the (BACCN Journal)

The review will be followed up by a two phase study;

Quantitative data collection and analysis from all critical care nurses across England

Qualitative data collection and analysis

Thank you

