



Is attrition of critical care registered nurses worsening?

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Background:

- ▶ 30 bedded Integrated Critical Care Unit – incorporating general and cardiothoracic specialties
- ▶ Unit employed, on average, 166 registered nurses (FTE 153)
- ▶ Local internal workforce data for the unit stated we retained 50.59% registered nursing staff (RNs) during a 5-year period

Data from 2019-2023



Aim of study:

Identify why registered nurses are leaving ICU and which band is affected more

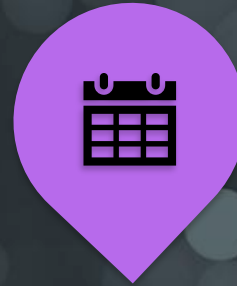
OBJECTIVES:

- Quantify RN attrition at a single centre ICU over 5-year period (2019-2023)
- Identify RN's reasons for leaving ICU
- Determine whether the attrition rate has recently worsened
- Identify level of experience and training the RN's have and explore their reasons for leaving ICU.
- Potential recommendations for staff retention based on attrition reasons

Research and Inclusion criteria



SECONDARY DATA
USE



2019-2023



REGISTERED NURSING
STAFF WITHIN
INTENSIVE CARE

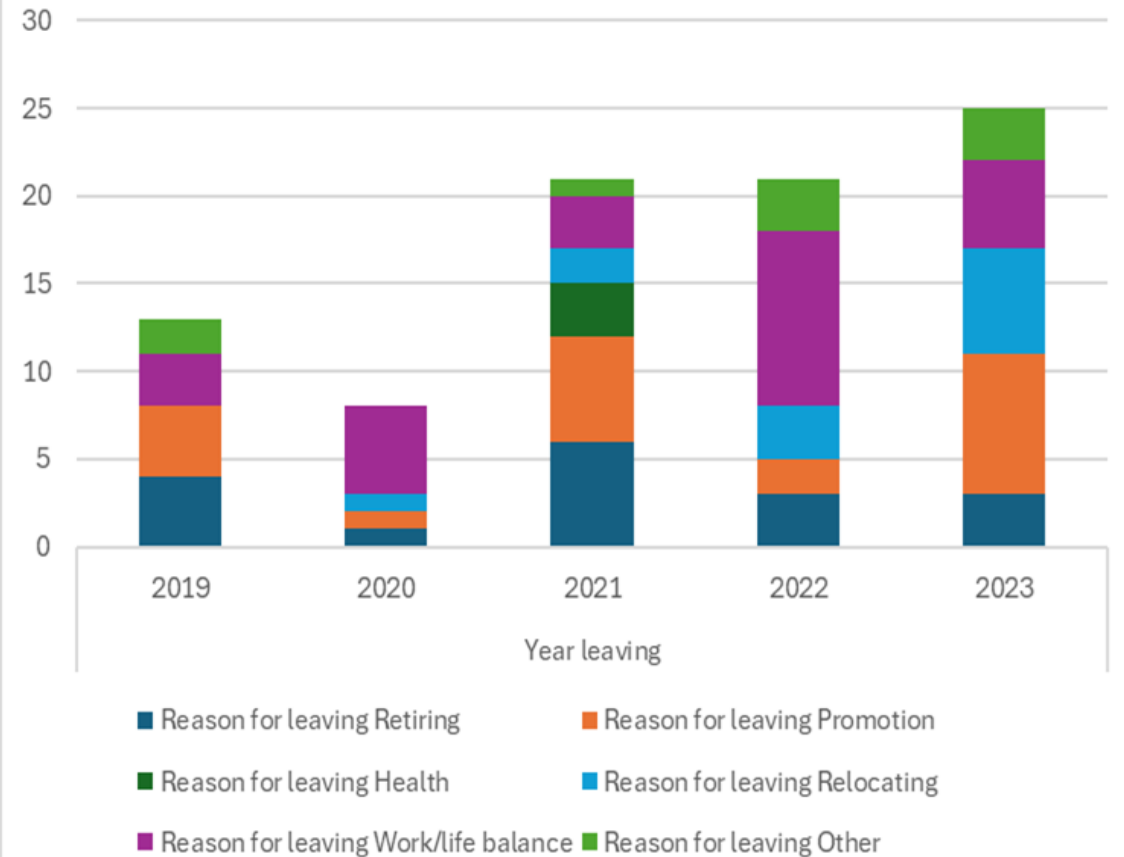


SAMPLE SIZE N=88

Year of leaving and reasons

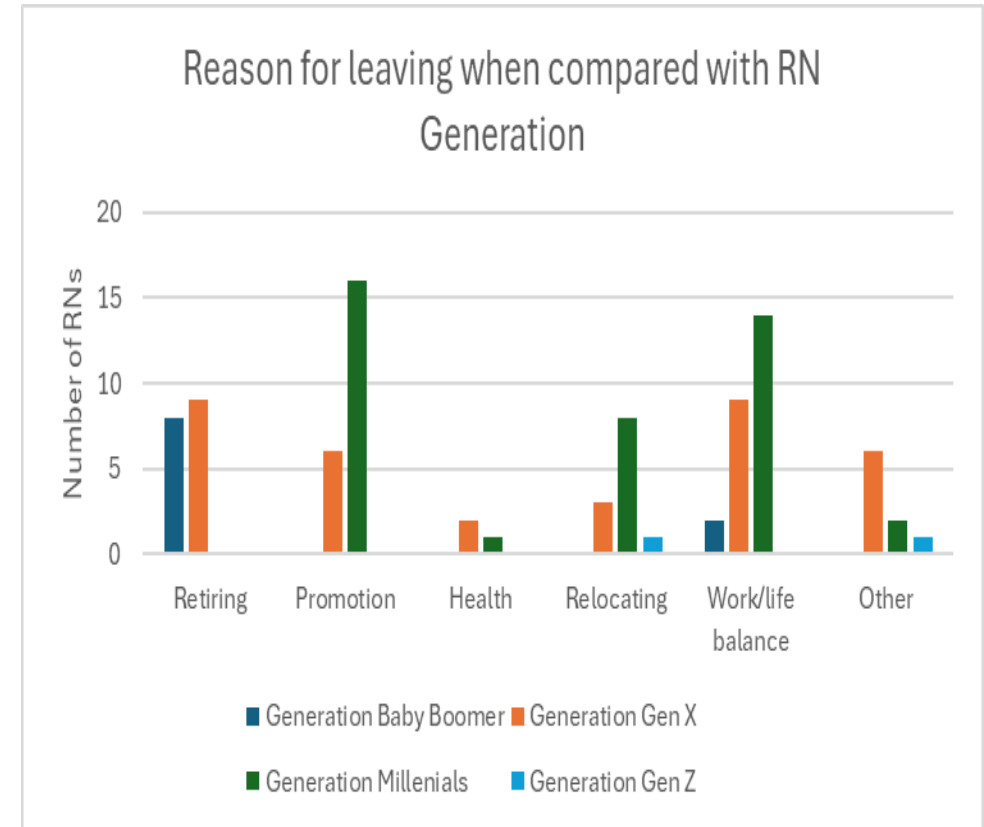
- ▶ Total number of RNs leaving by year
- ▶ Increase over the study period except for 2020
- ▶ Given reasons for leaving:
 - Retirement
 - Health
 - Work/life balance
 - Promotion
 - relocation

RN reason for leaving compared by Year

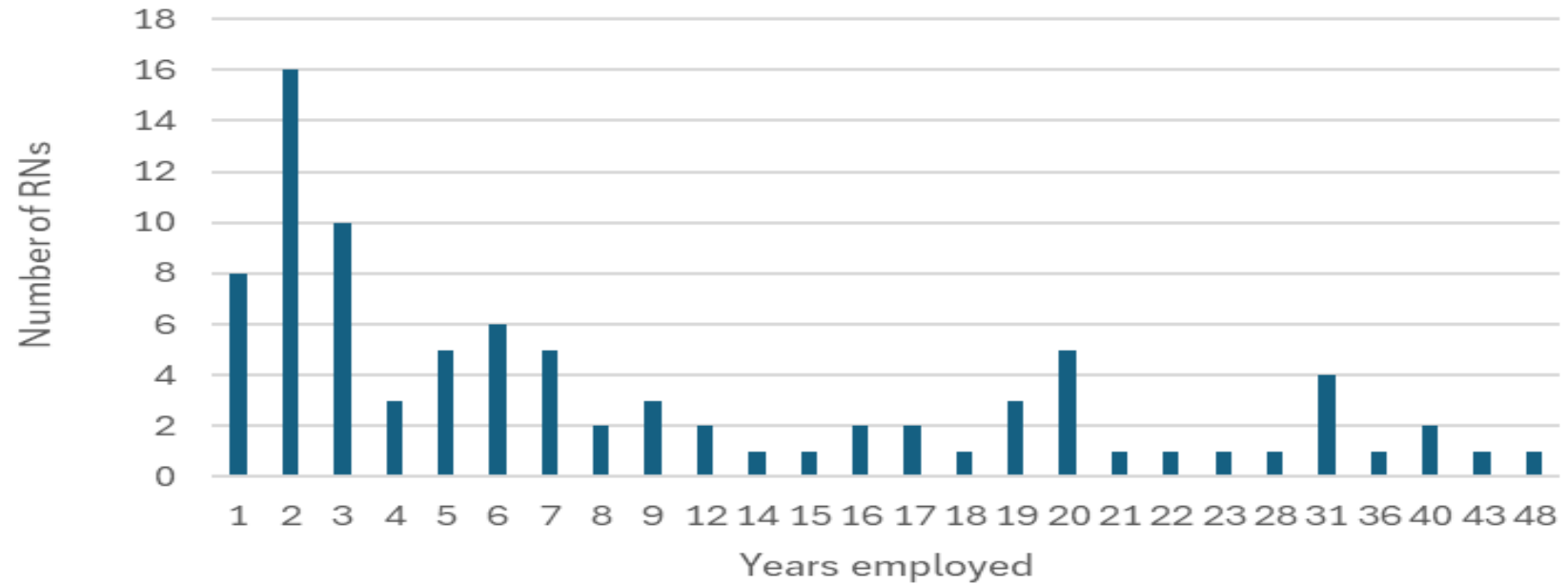


Age and generation findings

- Previously unseen 4 generational workforce
- Baby boomers born pre-1965
- Gen X born between 1965-1980
- Millennials born between 1981-1996
- Gen Z born between 1997 – 2012



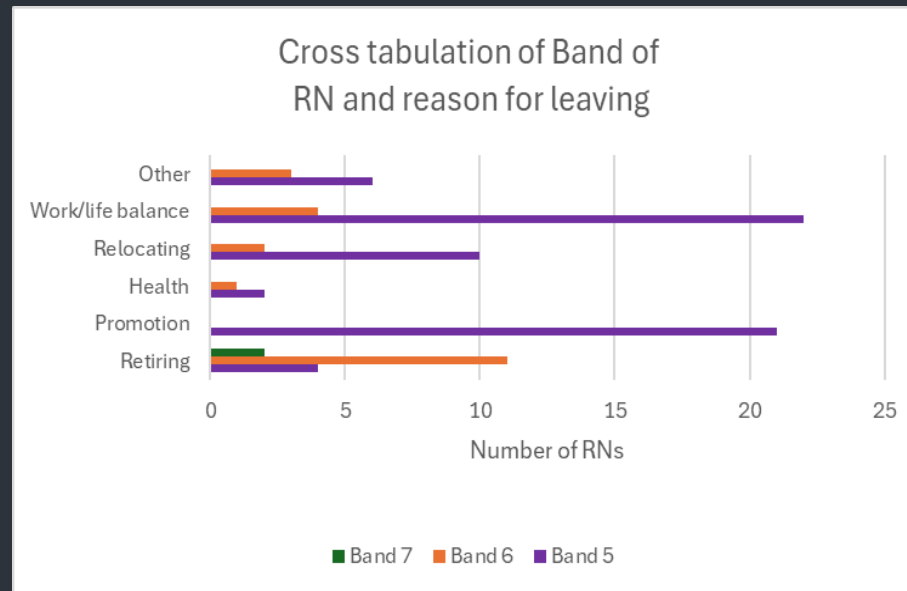
RN Length of service when leaving ICU



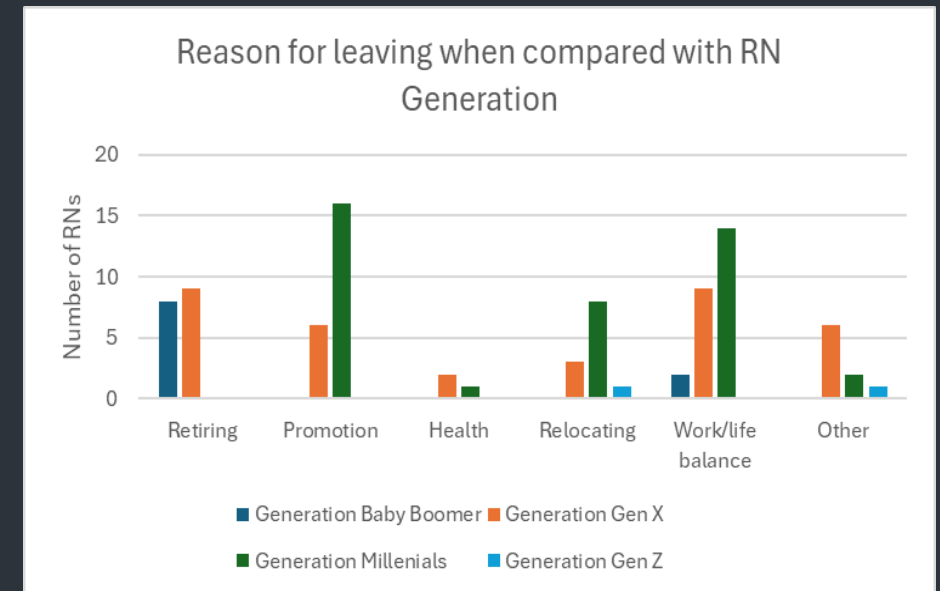
34 Registered Nurses left ICU between 1 and 3 years of employment. Work/life balance was by far the biggest contributing factor for RNs leaving during this time frame, followed by promotion. These 2 factors alone providing reasons for 89% of RNs leaving between 1- and 3-years' service.

Statistical testing and significant results

Band 5 nurses seeking better opportunities for work/life balance or promotion.



Baby boomers and older Generation X RNs leave as they reach retirement age. Millennials and younger Generation X RNs seek promotion or improved work/life balance



Tests of Between-Subjects Effects

Dependent Variable: Nurse ID

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	38487.231 ^a	4	9621.808	43.652	<.001
Intercept	107982.705	1	107982.705	489.898	<.001
YEARLEAVING	38487.231	4	9621.808	43.652	<.001
Error	18294.769	83	220.419		
Total	231044.000	88			
Corrected Total	56782.000	87			

a. R Squared = .678 (Adjusted R Squared = .662)

Results of Two-way Anova test

Null hypothesis being tested: Year will have no effect on number of nurses leaving.

Rejected – there is a relationship therefore attrition was worsening over time.

Recommendations

Structured development strategies for RNs

Greater opportunities for flexible working conditions

Address pay and/or promotion at a national level

Further research



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Questions?

Thank you

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