

## Scholars Collaborative Workshop Group II

<b>Working title:</b>	Best Practices to Retain Hospital Nurse Workforce: Policy Review of the Health Care Strategies in Five European Countries.
<b>Name and email addresses of Group members:</b>	PhD, MSc; B.Nurs, RN, RDN, RHV, RNT <b>Moira Attree</b> University of Manchester, United Kingdom School of Nursing, Midwifery & Social Work moira.attree@manchester.ac.uk Coordinating Professor, PhD, MSc, RN <b>Marta Lima Basto</b> University of Lisbon, Portugal mlimabasto@netcabo.pt MScN, RN, PhD candidate <b>Mervi Flinkman</b> University of Turku, Finland mervi.flinkman@utu.fi PhD, MSc, BA, RGN, RPN, RM <b>Breeda Howley</b> UCD School of Nursing, Midwifery and Health Systems, Health Sciences Centre, University College Dublin, Belfield breeda.howley@ucd.ir Assistant professor BA, MScN, PhD candidate <b>Lisbeth Uhrenfeldt</b> University College VIA, Nursing Studies Randers, Denmark LU@SYGEPLEJEVID.AU.DK MScN, RN, PhD candidate <b>Riitta-Liisa Ääri</b> University of Turku, Finland riitta-liisa.aari@turkuamk.fi
<b>Name and email address of chair</b>	MScN, RN, PhD candidate Mervi Flinkman <a href="mailto:mervi.flinkman@utu.fi">mervi.flinkman@utu.fi</a>
<b>Rationale for study/paper</b>	<p>Nurses are the largest group of health care professionals providing direct patient care. Nurses are playing important role in determining both the quality of patient's care and the cost of health care services.</p> <p>Average age of population and nursing population is rising, healthcare technology expands in fast pace and patients are more demanding and quality aware: all of this creates continuing and rising demand for nursing service (ICN 2004).</p> <p>In many countries, at the moment, there is an increasing evidence of imbalances in nurse's supply and demand (ICN 2004, Simoens et al. 2005). At the same time with this global nursing shortage, many nurses are having intention to leave profession. In Hasselhorn (2003) study, conducted in 11 European countries, 15.6 % of nurses considered leaving nursing few times a month or more often.</p> <p>There is found to be a link between adequate nursing staffing level and positive care outcomes (Clarke &amp; Aiken 2003, Rafferty et al., 2007). Availability of nurses is a major determinant as to why outcomes differ among hospitalized patients and nurse-staffing ratios is important explaining variation in hospital mortality and failure-to-rescue rates (Aiken et al. 2002, Clarke and Aiken 2003, Rafferty et al., 2007).</p> <p>Nurse staffing levels have consequences for the quality of care. This</p>

means e.g. nurses capability to use their clinical and professional competence to provide best possible care for their patients. Rafferty et al. (2007) concluded in their article:

*“There is an urgent need for action by health systems and hospital leaders internationally to implement strategies, which promote the retention and sustainability of the registered nurses in the workforce. Shortage is not just about numbers but also about how the health system functions to enable nurses to use their skills effectively”* (Rafferty et al 2007: 181).

## **Aim of study/paper**

Aim is to produce a policy review to International Journal of Nursing Studies journal.

*Policy reviews are reviews of published literature and policy documents, which inform nursing practice, the organisation of nursing services, or the education and preparation of nurses and/or midwives.*

This study focuses on strategies (so called “best practices”) in relation to retaining RNs in the hospital workforce in five European countries.

### **Following questions are addressed in the policy review:**

1. What kind strategies/best practices Denmark, Finland, Portugal, UK and Ireland implement through their health care systems, to promote the retention and sustainability of the registered nurses?
2. What kind strategies/best practices Denmark, Finland, Portugal, UK and Ireland implement on regional level (including hospital level) to promote the retention and sustainability of the registered nurses?

These strategies are investigated and discussed in two levels:

1. Health care systems level.
2. Regional level.

Through content analysis similarities and differences between the strategies in the five countries are examined and discussed.

#### **Definition of Best Practice**

*'Best Practice' refers to practice that is based on the best evidence available including the results of research of any design; reports of representative or expert committees; government reports and policies; and, in the absence of these, the opinion of representative groups, respected authorities or individuals. (Pearson 2007.)*

## **Time line for work process**

The group work through e-mail and by telephone in the period from October to January 2008.

**First dead line:** 17 September 2007. Deadline for submitting abstracts to RCN International Nursing Research Conference.

**First meeting:** The group can plan to meet in February 2008 in EANS scientific meeting to discuss issues from the paper and write further together.

**...Second meeting:** Group will present an oral presentation and meet in 8 - 11 April 2008 RCN International Nursing Research Conference in Liverpool, England, UK.

**Last dead line:** The Policy review is ready for submission in May 2008.

## **Outcome**

Policy review in International Journal of Nursing Studies.

Oral presentation/Poster presentation in 8 - 11 April 2008 RCN International Nursing Research Conference.