

## **Workshops: Staff Development**

### **Why is staff development important in retaining nurses?**

- Career paths; investment; feeling valued; life-long learning; value and improving self and others
- Career development; aspirations; improve confidence; personal development; creates more flexible teams
- Harnessing energy
- Freedom to act and make lasting change
- Job satisfaction
- Learner and professional autonomy
- An individual drive for structured learning
- Confidence, consolidation
- Workforce planning- what do we need staff to develop in?
  - Talent management, but bringing out the best in all- link to workforce planning
- Service needs-models of care
- Career progression- somewhere to go
- Feeling valued and invested in (time, relevant, protected time, high level appraisal, training needs and analysis, money)

### **What are your experiences of the role of staff development in retention?**

- Nurse L and D manager; RCN accredited preceptorship; tailor made courses/skills updates; nursing times modules
- Encouragement is key; personal circumstances impact on this; attitudes toward development; yearly appraisal/ balanced approach
- Staff doing training and then leaving, learning contract doesn't hold up.
- Staff signed up to training prior to joining then lots of staff out at that time.
- Leadership vs. Clinical
- £



-Poor staff engagement

WLB

-Is education getting our nurses ready for NQN?

***Solutions:***

-Backfill to release for training

-Train lower bands- take time to get to trained positions

-Incentive

-Employing staff influx- E & T can't cope

-B teams ED 1 in 6 weeks; 1 day dedicated

-Organisational mapping

-Potential talent management

-Structured strategic planning in line with national drives

-More flexible working; best use of different contracts

-Equitable and private and other employers

-Make the best use of our retirees

-Mentor-coach- once confident in doing this it should be a natural part of the day/placement, leading to happier students and better recruitment/retention.