

MATURE NURSE RETENTION SURVEY PROJECT

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BACKGROUND INFORMATION:

Research defines the “mature nurse” as any nurse over the age of 45. Forty-one percent of nurses are 50 years or older, with 82% of this subgroup anticipating retirement in the next decade. The average age of the perioperative nurse is 52.

OBJECTIVES OF PROJECT:

The purpose of the MNRS Project is to determine the needs of this population at Good Samaritan Hospital, present results to Nursing Leadership, and provide strategies and recommendations related to retention.

PROCESS OF IMPLEMENTATION:

The project utilized an existing survey created by a nurse leader with permission from the author. The survey was posted on-line and available to 365 nurses meeting criteria with 183 responding. This created a robust survey response rate of 50%. Information collected included demographics such as age, practice area, role, years in nursing, current employer, and intent to remain with employer. Nurses were asked to rank the following six categories related to mature nurse retention: scheduling flexibility, ergonomics and environment, technology, redesigned role, benefit and retirement plans, and recognition. There was also an area to free text responses related to stress and retention.

STATEMENT OF SUCCESSFUL PRACTICE:

The findings of the study, which suggest that increased patient acuity accompanied by increased nursing workload attribute significantly to dissatisfaction in the workforce of the mature nurse were identified via the free text responses. Results were presented to Nursing Leadership, Vice-President of Human Resources, and reviewed by the Nurse Executive Committee for use in strategic planning. The poster was also presented at the Advocate Nursing Research Symposium and received the People’s Choice Award.

IMPLICATIONS FOR ADVANCING THE PRACTICE OF PERIANESTHESIA NURSING:

Nurses identified in free text responses that increased patient acuity and nursing workload are the top priorities in maintaining the mature nurse. These are new findings not addressed in the original survey. As the nursing population ages, especially in the perianesthesia area which includes a large number of mature nurses, strategies need to be implemented to retain this subgroup of nurses.