

in tune with individuals

Retention of Nursing Staff in an NHS Foundation Trust in England

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Chief Executive

SEPT

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About us

- Top performing mental health and social care trust
- One of the first Foundation Trusts in the UK
- 60 Sites
- £120 million budget for 2009/10
 - 2,000+ staff
 - 1,200 nursing staff

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Despite our success we are facing increasing challenges and competition for staff.

We too need to:

- Attract/recruit
- Retain
- Grow

the best possible nursing staff

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Professional presence

Creating an organisation where
the nurses skills and
contribution is valued as equal



PROVIDING
CAREER
OPPORTUNITIES
WITH SUPPORT FOR
PERSONAL
DEVELOPMENT





No
professional
barriers
between
disciplines.

All have a
truly equal
contribution
and status.



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An environment where people
want to work

The environment matters as much to staff as
people who use the service

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Strong nurse leadership and an open culture at every level of the organisation

Equal representation and leadership throughout the organisation

Open vertical and horizontal communication



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leadership must look beyond *the here and now* and establish a new vision for the nursing workforce of the future



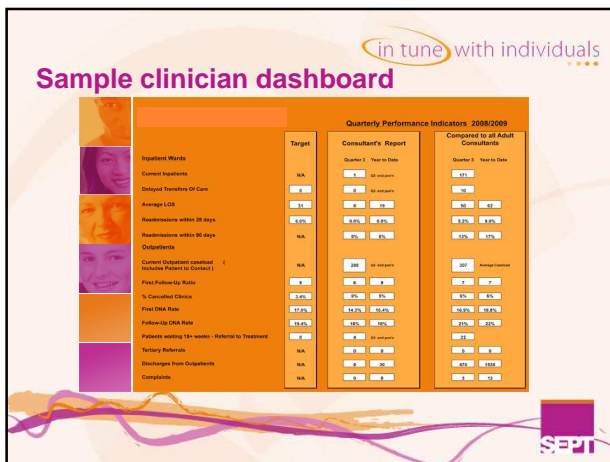
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Extended roles...

- Consultant nurses
- Nurse prescribers
- Nurse therapists
- Joint clinical and academic appointments
- Intermediate grades to support qualified nurses









Reinforcing positives

- Measure compliments as well as complaints
- Understand why service users feel so positively about the service that they to write in to say thank you

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An opportunity to provide leading edge services
though a true partnership between nurses
other disciplines and service users

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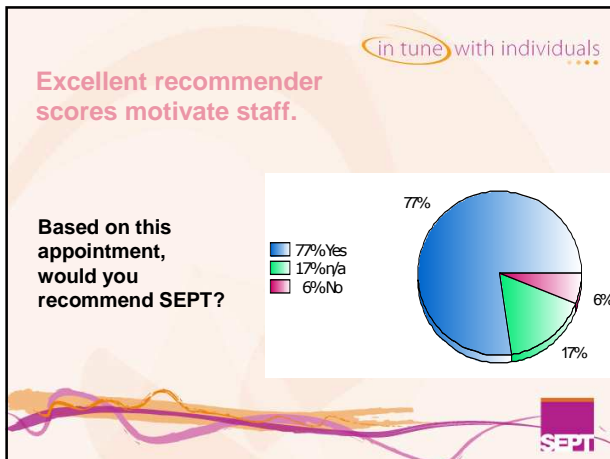


Nurses championing and leading service redesign

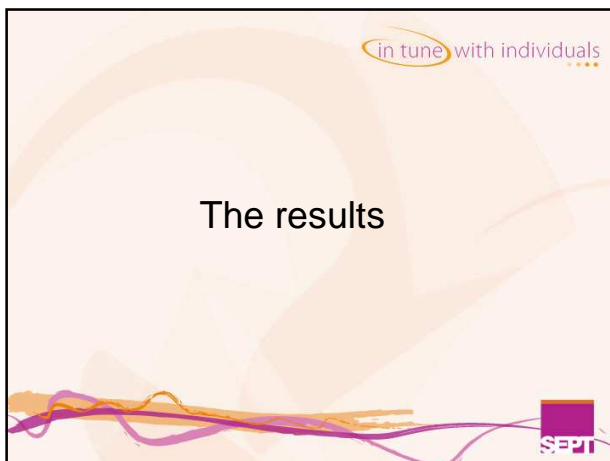
- Assessment unit (pre admission)
- Recovery Service (preventing admission)
- New ways of working (in patient/community)
- Clinical Assessment Service
- Primary Care Counselling service
- Enhanced primary care depression services

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Key Statistics

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Indicator	National Ave Target	2008/09 Outturn	Performance
Sickness Absence	5.3% (Mtr)	4.8%	Above
Turnover	14.1% (target)	12.6%	Above
Mandatory Training	100% (Aug 08)	100%	On target





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- Top trust to work for
- Top Trust for employing managers
- Eighth best (largest) healthcare organisation to work for in the UK



Every individual in the world has a unique contribution

Jack Kornfield

Including each and everyone of you...

