

The nursing workforce plan team welcomes you to the Autumn 2023 edition of our newsletter, bringing you the latest updates on the development of a strategic nursing workforce in Wales.

Improving Retention Together HEIW Nurse Retention Plan

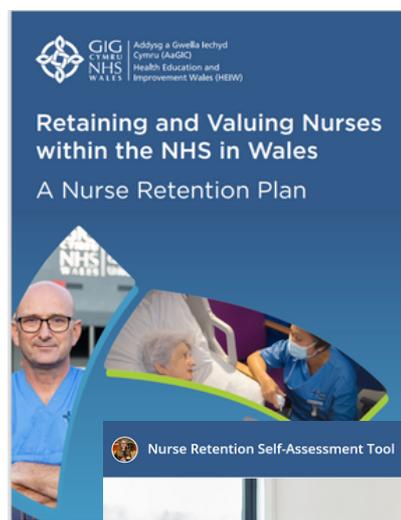
On the 25th September 2023, HEIW launched the Nurse Retention Plan, which was developed with nursing and workforce colleagues across Wales. This took place via Microsoft Teams with the Chief Nursing Officer for Wales, Sue Tranka, opening the event.

We developed this as one of the Phase 1 priorities in producing the broader Workforce Plan. The Retention Plan aims to support the retention of nurses in NHS Wales organisations. It is intended to supplement and strengthen the existing work in many organisations and is supported by the retention guide and self-assessment tool.

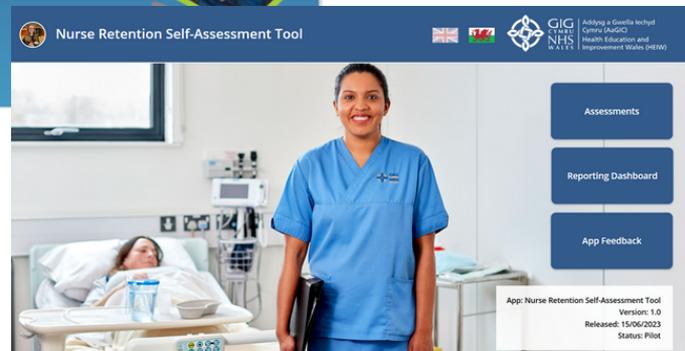
A nurse self-assessment tool was co-developed with nursing and workforce colleagues, to provide an evaluation of key areas affecting nurse retention. The self-assessment tool will enable organisations to identify good practice and areas for improvement. This tool will be further developed for the wider workforce.

The retention guide is catered for the wider NHS workforce, offering essential support for staff and managers, resources and strategies to better retention of staff. The guide touches on the following areas:

- mentorship programmes
- continuing education
- flexible scheduling
- recognition and rewards
- wellness programs
- workplace support



Scan to access the retention resources



Why nurse retention matters

Nurse retention is not just a matter of keeping nurses in their roles. It is essential to ensuring we have a healthy and vibrant health care system. HEIW has developed resources to support the retention of our current and future nursing workforce, which have been validated by our engagement with nurses during Our Big Conversation.



The engagement took place in the form of two online conversations. One which heard the nursing workforce's ideas on how to attract and retain people and address the current and future challenges of providing nursing care in Wales. The second was to validate the takeaways and conclusions from the first conversation engagement. It was clear that our nursing workforce wanted be appreciated, trusted, supported, helped, developed and more of them to address workforce gaps and service pressures.

What happens next?

Now that we have completed a crucial part of the development of the Strategic Nursing Workforce Plan - hearing from our workforce, it is time to move the Plan forward. A set of transformative and forward thinking actions are being developed to ensure we are securing a sustainable, happy and healthy nursing workforce in Wales. The actions will be consulted with a wide range of stakeholders to ensure we have captured what's strong and missing.

From **early 2024**, the strategic nursing workforce plan team will be attending a number of forums, hosting a series of webinars and gathering responses through an online Microsoft Form to ensure everybody has had their say. If you would like to get involved and find out more information, please contact:

HEIW.Nursing WorkforcePlan@wales.nhs.uk

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