



Successful Retention Initiatives Influencing the Vacancy Rate from 30% to Zero in a Busy Trauma Level II Emergency Department

Jason Upham

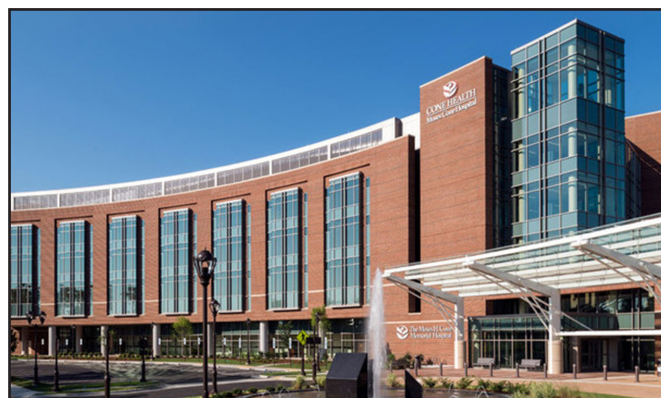
Cone Health, USA

Abstract:

Stop the Revolving Door in a Busy Level II Trauma Emergency Department In 2018 the US Bureau of Labor Statistics has projected a need of an additional of 1.1 million nurses to be able to prevent further nursing shortage , Nursing staff turnover have huge influences on hospital direct cost such as recruitment, replacement, and orientation training. High turnover rate also impacts indirectly such as losses of productivity, team disruption, and patient outcomes. This presentation will provide the participants strategies and take a ways to improve your retention rate of staff that were effective in stopping the revolving door of losing valuable nurses. The strategies that will be shared in more depth included RN residency program, on-boarding orientation, teambuilding, A3 Lean projects, clinical ladder, flipping the department design plan upside down per staff request, empowerment ,new job roles, professional development, engaging staff in work life balance outings, improving collaboration, employee recognition, and many other strategies

Biography:

Jason Upham started nursing school while in the United States Marine Corps. He graduated as a Licensed Practical Nurse 2004, Associates of Science of Nursing in 2008 from Costal Carolina Community College in Jacksonville, NC, his BSN in 2013 from University of North Carolina at Greensboro, and his MSN from American Sentinel University in Auora, Colorado. He is currently the Director of a 75 bed Level II Trauma ED. He is a Certified Emergency Nurse.



Recent Publications:

1. Rathnayake S, Athukorala Y, Siop S (2016) Attitudes toward and willingness to work with older people among undergraduate nursing students in a public university in Sri Lanka: A cross sectional study. *Nurse Education Today* 36:439-444.
2. Coyne E, Rands H, Gurung S, Kellett U (2016) I-Kiribati nursing graduates experience of transition from university to residential aged care facilities in Australia. *Nurse Education Today* 36:463-467.
3. Küçükçüçlü Ö, Mert H, Akpınar B (2011) Reliability and validity of Turkish version of attitudes toward old people scale. *Journal of Clinical Nursing* 20:3196-3203

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