Factors influencing nurses’ intentions to leave adult critical care areas
‘A systematic literature review’
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INTRODUCTION

• Ongoing shortage of specialist critical care nurses
• Critical care areas are especially vulnerable to recruitment and retention problems
• Although high nursing turnover in critical care areas is evident, research into the factors that influence nurses’ intentions to leave the adult critical care areas is limited.
• Aim: To explore factors which influence nurses’ intentions to leave adult critical care areas
• Objective: To systematically evaluate and synthesise the existing evidence base

DATA COLLECTION

Databases
BMB 30
CINAHL 48
HINARI 34
HINARI-A 7
Library 39
Web of science 48
Nurse Edition 18
VHRI 10
Total 277

Articles excluded due to irrelevance 14

Other sources
Searching specific journals 15
Hand-searching reference list 3
Total 976

Records after duplicates removed
1255 1210 29

Studies included
13 cross-sectional studies of qualitative studies
Total 15

DATA REVIEW ANALYSIS

LITERATURE REVIEW ANALYSIS

• Search strategy: List, Keep and Delete approach
• Key words: Intentions to leave, nurses, adult and critical care
• Databases: BNI, CINAHL, PubMed, PsyCINFO, Embase and Health B Elite
• PRISMA flow diagram (Moher et al 2009)
• Inclusion Criteria: Primary research published between 2005-2016
• Research appraisal: Appraised independently by two authors utilising the NICE qualitative and quantitative checklist (2012 ) and Specialist Unit for Review Evidence Checklist (SURE 2016)

FINDINGS

• 15 research studies were reviewed
• Quantitative data was collected from 16794 critical care nurses of 585 intensive care units from 12 different countries
• Qualitative data from 24 nurses was reported

THEMES

Quality of work environment
• Off duty time
• Education and development
• Respect and recognition

Traumatic / stressful workplace experiences
• End of life care
• Documentation
• Audits and inspections
• Unrealistic expectations of standards of care

Nature of working relationship
• Nurses managing and colleagues
• Nurse-physician collaboration
• Patients and their relatives

Intention to leave adult critical care

IMPLICATIONS & RECOMMENDATIONS FOR PRACTICE

• Themes identified in this literature review may influence nurses’ intentions to leave or stay
• Nurse leaders and managers need to take the following steps which may improve turnover:
  • Provide a healthy work environment taking into account physical, social, cultural and psychological aspects
  • Take steps to improve working relationships and resolve conflicts among staff and enhance nurse - physician collaboration
  • Provide training programme and support nurses to cope with the traumatic and stressful workplace experiences associated with critical care nursing
• The literature review highlighted the need for further research and greater understanding of how these themes may impact critical care nurses

REFERENCES

Dive et al (2012) Nursing intentions to leave towards another institution among intensive care unit nurses: a cross-sectional study looking at the association between intention to leave and motivation to continue working. Critical Care, 16(1), 41-52.
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