

Factors influencing nurses' intentions to leave adult critical care areas 'A systematic literature review'

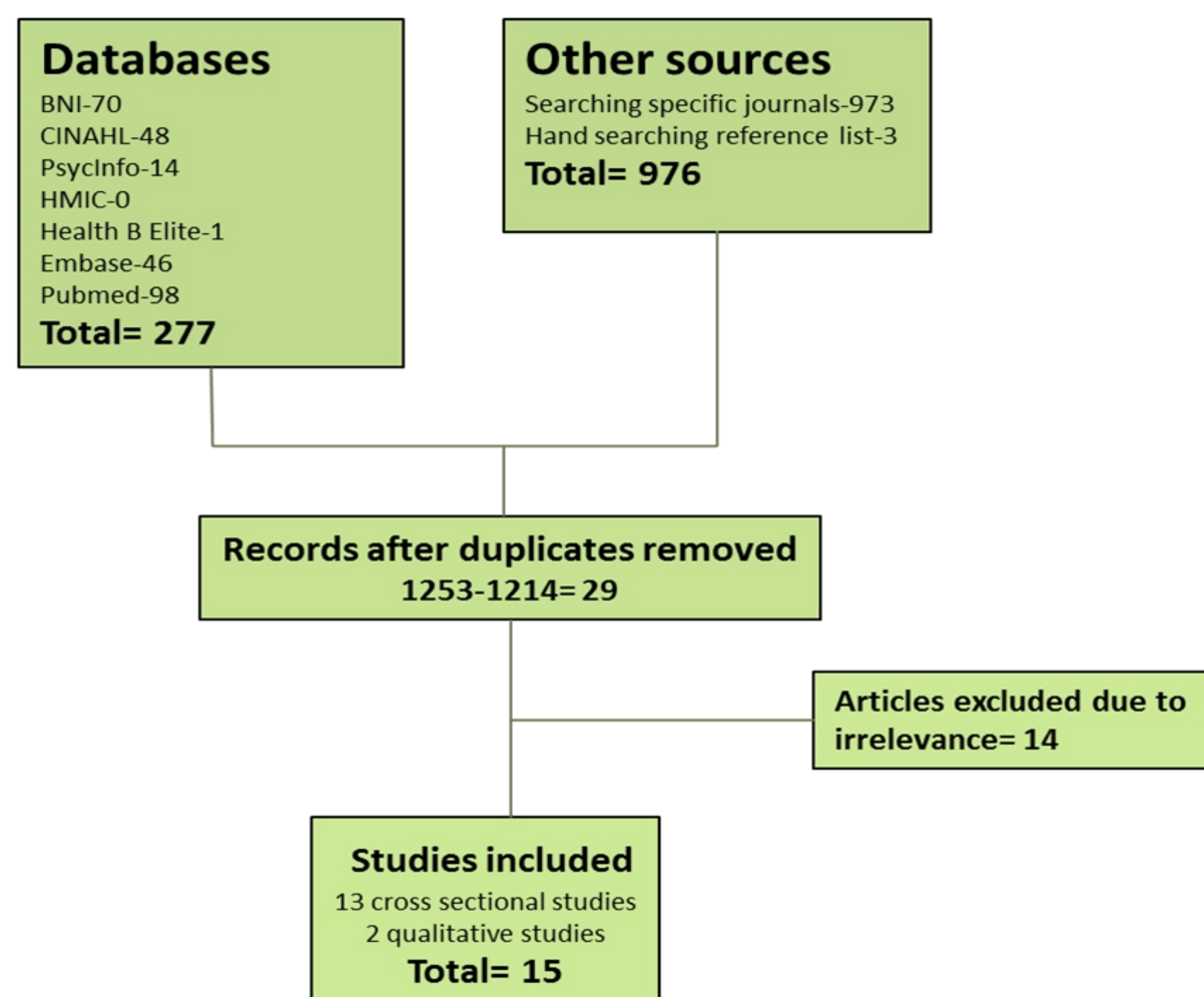
Khan N, Jackson D, Stait L and Walthall H

Oxford Institute of Nursing, Midwifery and Allied Health Research, Faculty of Health and Life Sciences, Oxford Brookes University

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



RESEARCH DESIGN

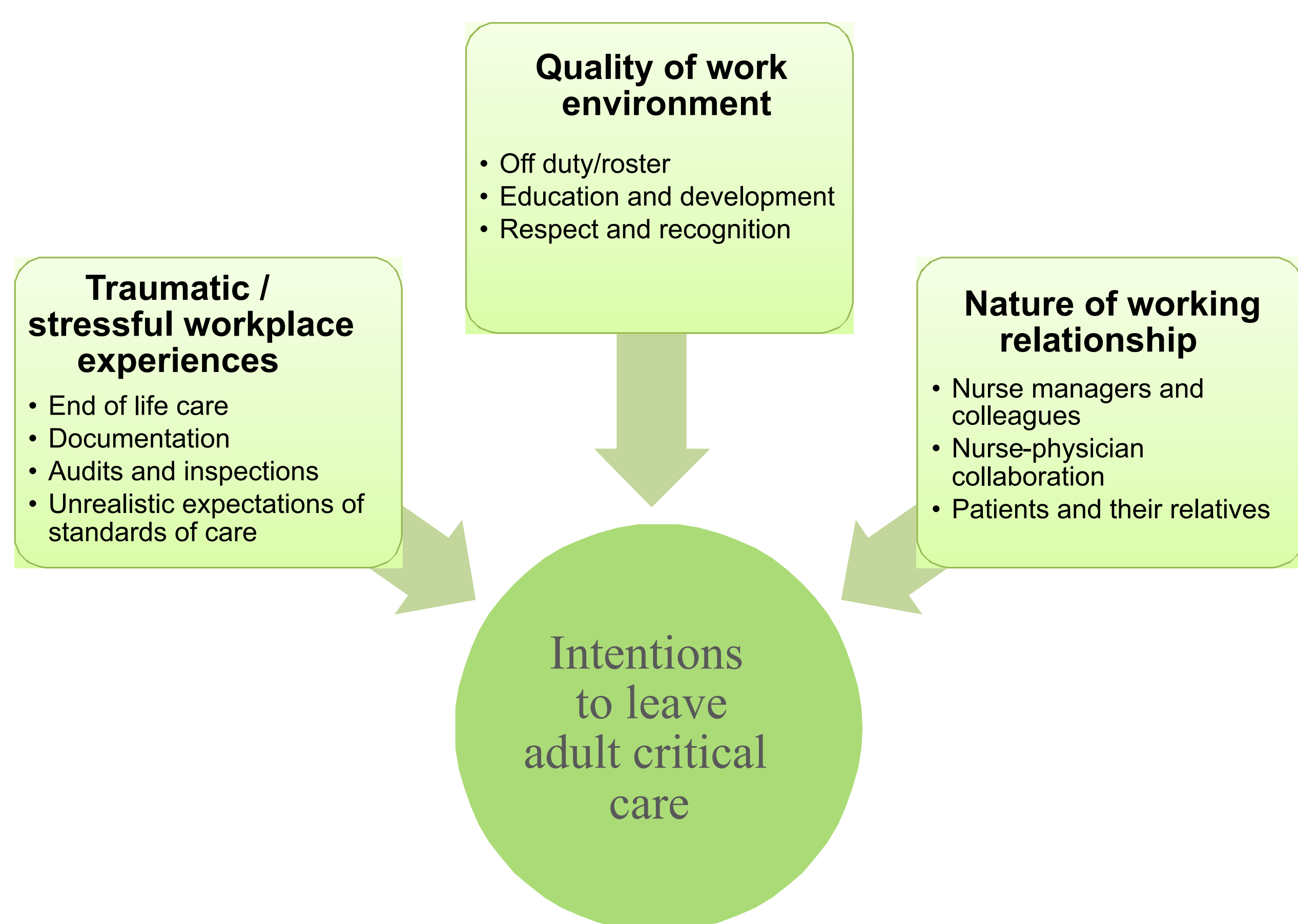
- Search strategy:** List, Keep and Delete approach
- Key words:** Intentions to leave, nurses, adult and critical care
- Databases:** BNI, CINAHL, PubMed, PsycINFO, Embase and Health B Elite
- PRISMA flow diagram (Moher et al 2009)
- Inclusion Criteria:** Primary research published between 2005 -2016
- Research appraisal:** Appraised independently by two authors utilising the NICE qualitative and quantitative checklist (2012) and Specialist Unit for Review Evidence Checklist (SURE 2016)
- Data analysis:** Braun and Clarke (2006) thematic framework.

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

LITERATURE REVIEW ANALYSIS

THEMES



Reference	Study details	Reference	Study details
Stone et al (2006)	Organisational climate and intensive care unit nurses' intentions to leave. A cross sectional study to estimate the incidence of intentions to leave due to working conditions	Dam et al (2012)	Securing intensive care: towards a better understanding of intensive care nurses' perceived work -pressure and turnover intention. A cross sectional study looking at the association between work pressures and intentions to leave
Poncet et al (2007)	Burnout syndrome in critical care nursing staff. A survey questionnaire that measured burnout in 57 critical care nurses using the burnout measurement tool.	Karanikola et al (2012)	Moral distress, autonomy and nurse -physician collaboration among intensive care unit nurses in Italy. A survey investigating the prevalence and intensity of burnout symptoms in intensive care personnel's
Stone et al (2007)	Nurse working conditions, Organisational climate and intention to leave in ICU: An instrumental variable approach. A survey investigating the association of organisational climate and intentions to leave	Panuto and Guirardello (2013)	Professional nursing practice: environment and emotional exhaustion among intensive care nurses
Lai et al (2008)	Intensive care unit staff nurses: predicting factors for career decisions. A cross sectional exploratory study about critical care intentions to leave and intentions to stay	Breau (2014)	The relationship between empowerment and work environment on job satisfaction, intent to leave and quality of care among ICU nurses. A correlational study based on theoretical framework of the nursing work life model exploring the association between empowerment, work environment and intentions to leave and quality of care
Cho et al (2009)	Nurse staffing, quality of nursing care and nurse job outcomes in intensive care units. A survey exploring the association of nurse staffing and quality of care and job outcomes	Karanikola et al (2014)	Burnout syndrome indices in Greek intensive care nursing personnel. A correlational survey through self -reported questionnaire to explore the level of moral distress and its associations with nurse -physician collaboration, autonomy, professional satisfaction and intentions to leave
Fitzpatrick et al (2010)	Certification, Employment, and intent to leave current position and the profession among critical care nurses. A correlational study investigating the link between education, empowerment and intention to leave in critical care	Zhang et al (2014)	Job burnout among critical care nurses from 14 adult intensive care units in northern China: a cross sectional survey. A self -administered questionnaire to understand burnout syndrome among critical care nurses
Wahlén et al (2010)	Staff empowerment in intensive care: Nurses' and physicians' lived experiences. A qualitative phenomenological study looking at the impacts of empowerment on critical care nurses	Tao et al (2015)	Examining perception of job satisfaction and intention to leave among ICU nurses in China. Qualitative interviews with 12 ICU nurses to determine their perspectives on the factors that influence job satisfaction and to continue working in ICU
		Dodek et al (2016)	Moral distress in intensive care unit professional is associated with profession, age and years of experience. A survey looking at the factors that are related to intensive care nursing staff perceptions on work pressure

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

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