

# ICU nursing recruitment audit

## 2016 - 2023

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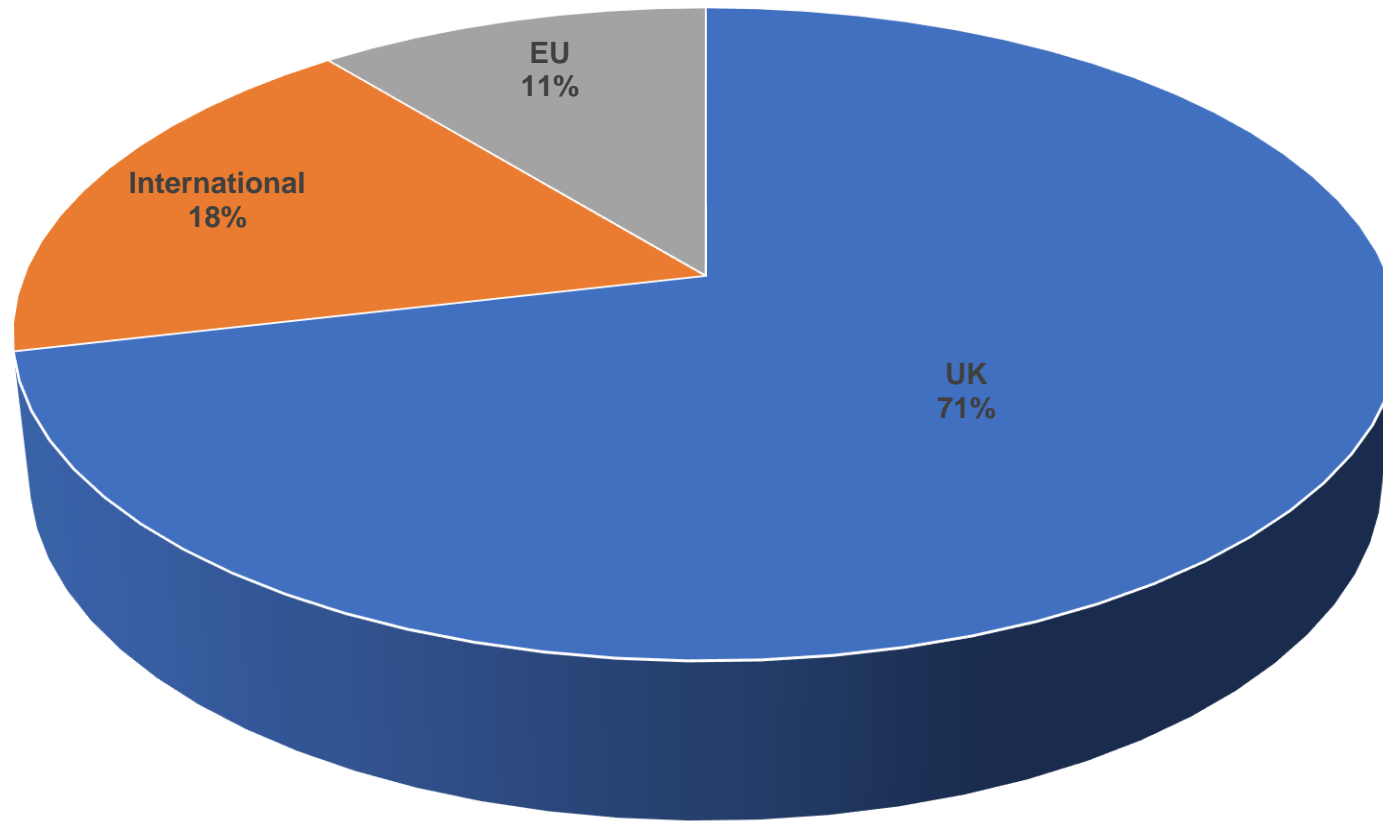


**York and Scarborough  
Teaching Hospitals**  
NHS Foundation Trust

# **Nursing Recruitment Audit**

- **Problem : staff retention.**
- **Goals : identify trends to develop education strategy.**
- **Methods : Retrospective data analysis.**

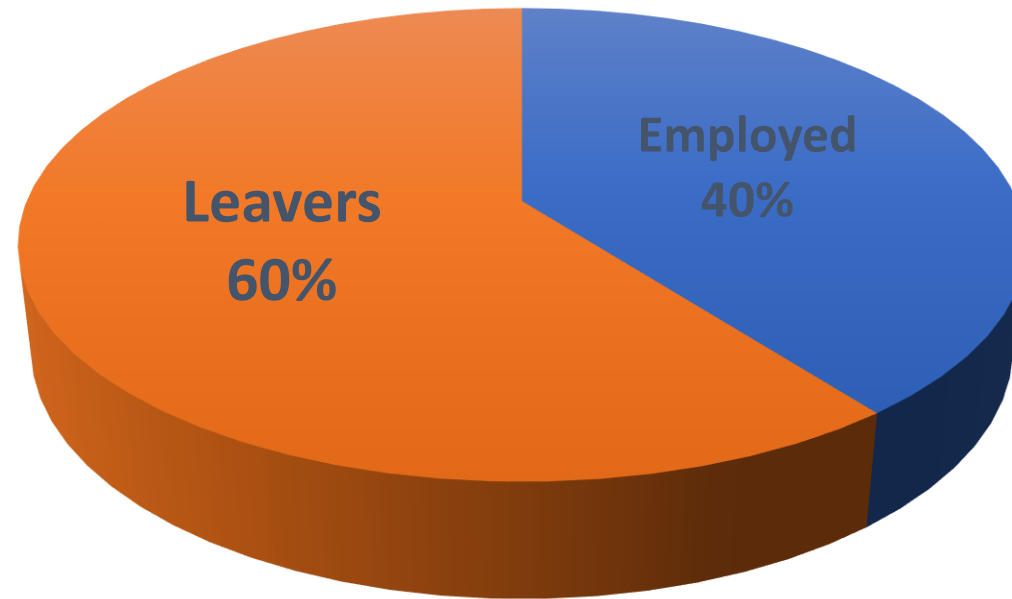
# Recruitment



■ UK ■ International ■ EU

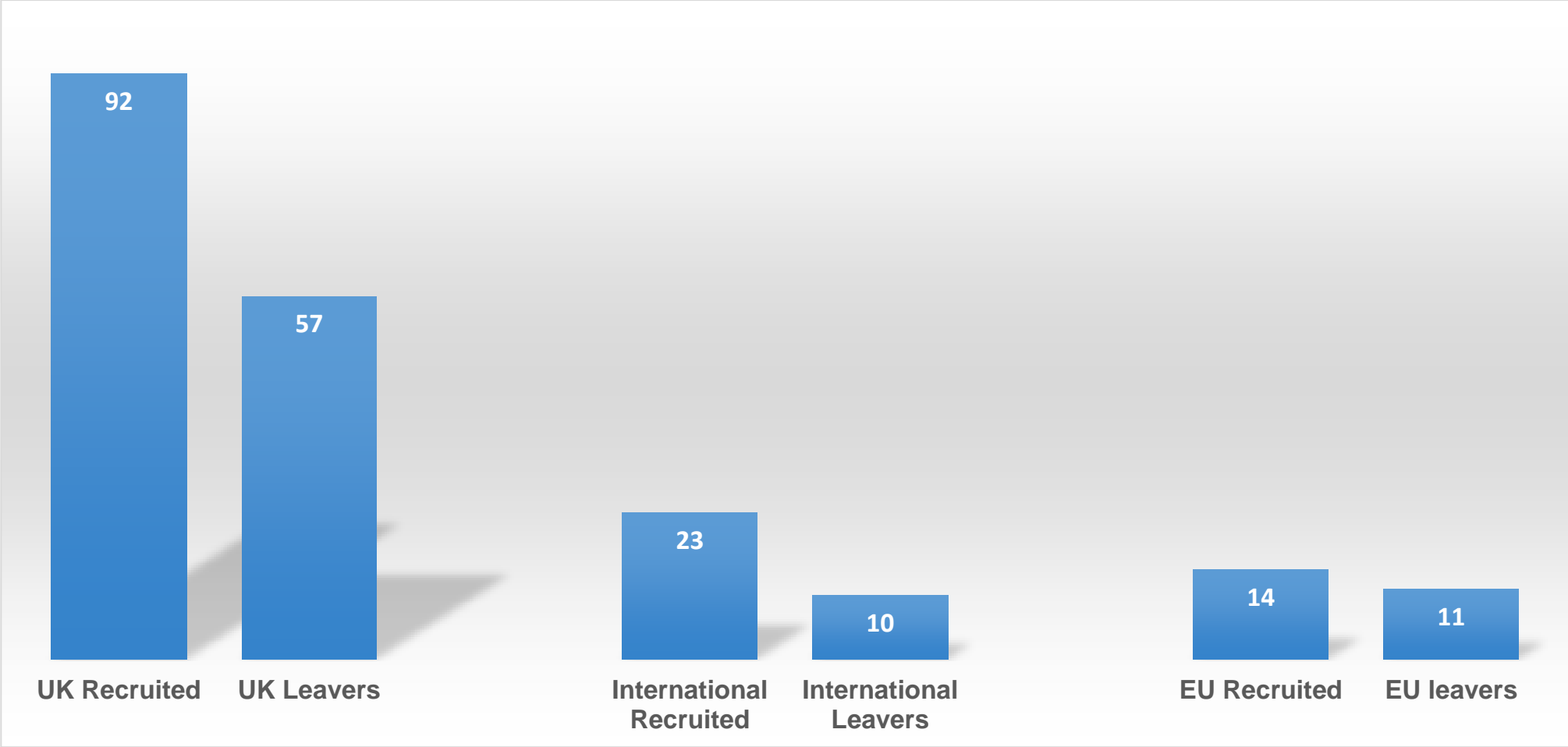
# Nursing Retention

Chart Title

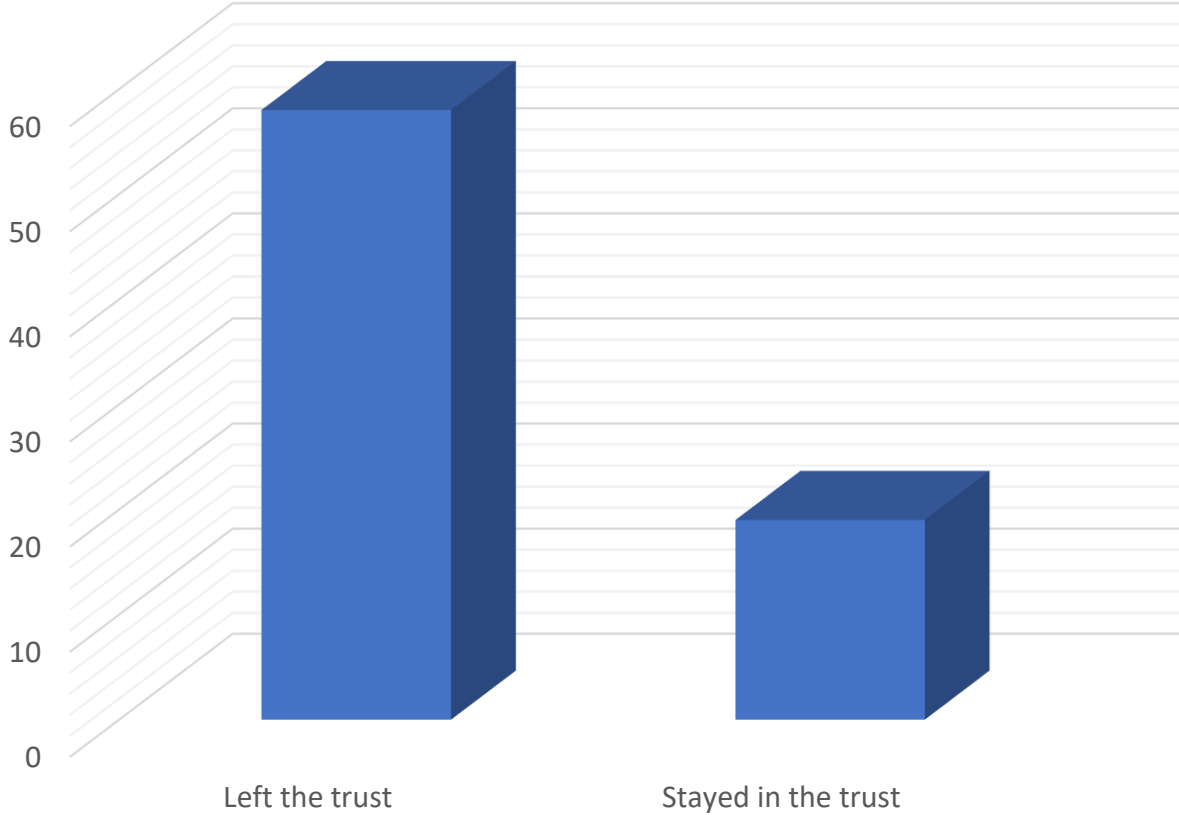


■ Employed ■ Leavers

# ICU leavers



# ICU leavers



# ICU leavers

**Average numbers of days contracted in ICU = 584**

**19 months**

**Variants from 1 month to 76 months**

# ICU Retention

**In the UK, Critical care units have an annual staff turnover of over 20% (and as high as 42% for some) (Cutler et al, 2021)**

**York = 13.92%**

**One in two adult critical care nurse are expected to leave their current unit in the next three years (CC3N, 2022)**

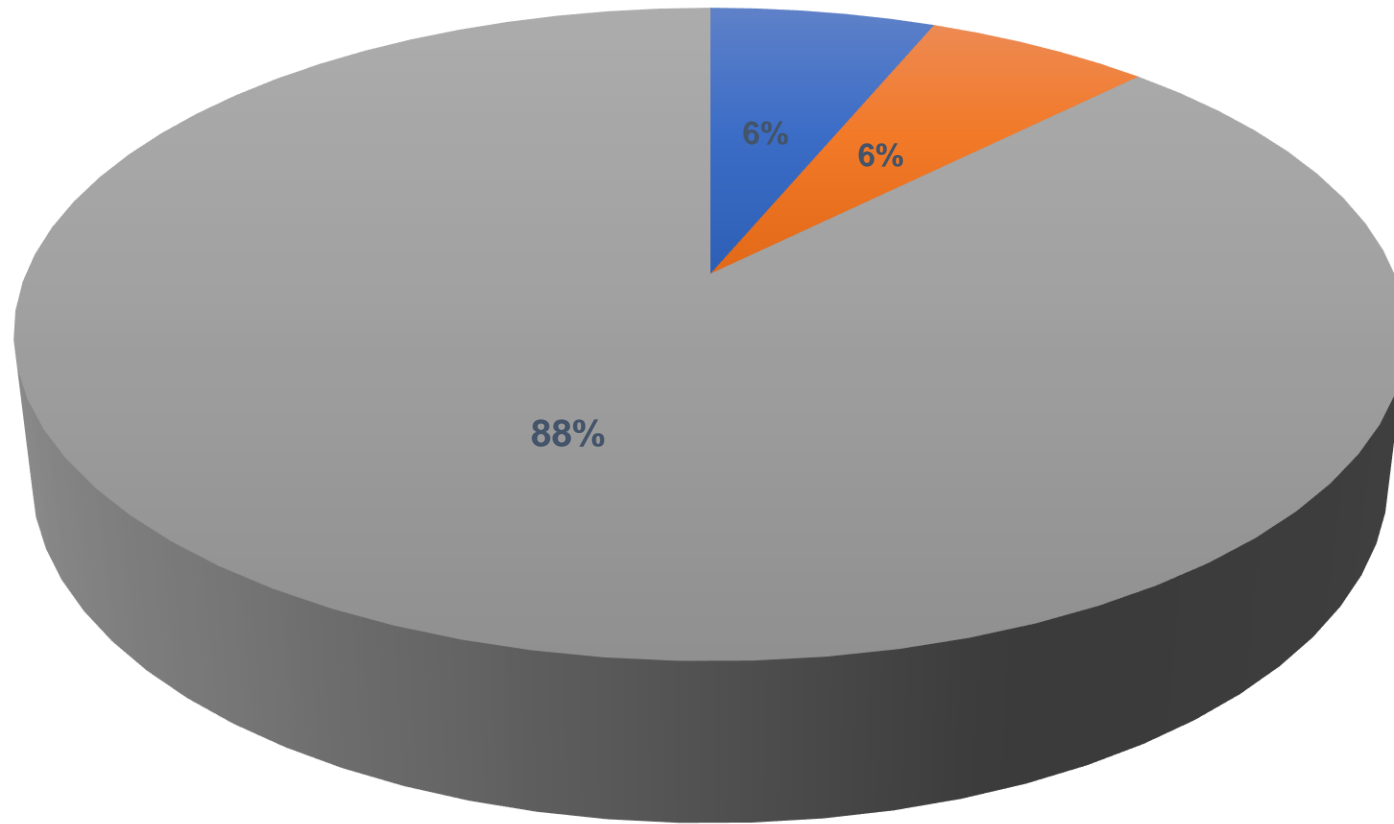
**2022 = 32 %**

But trends settling in 2023

**2023 = 15%**



# Staff who have completed Critical Care Course

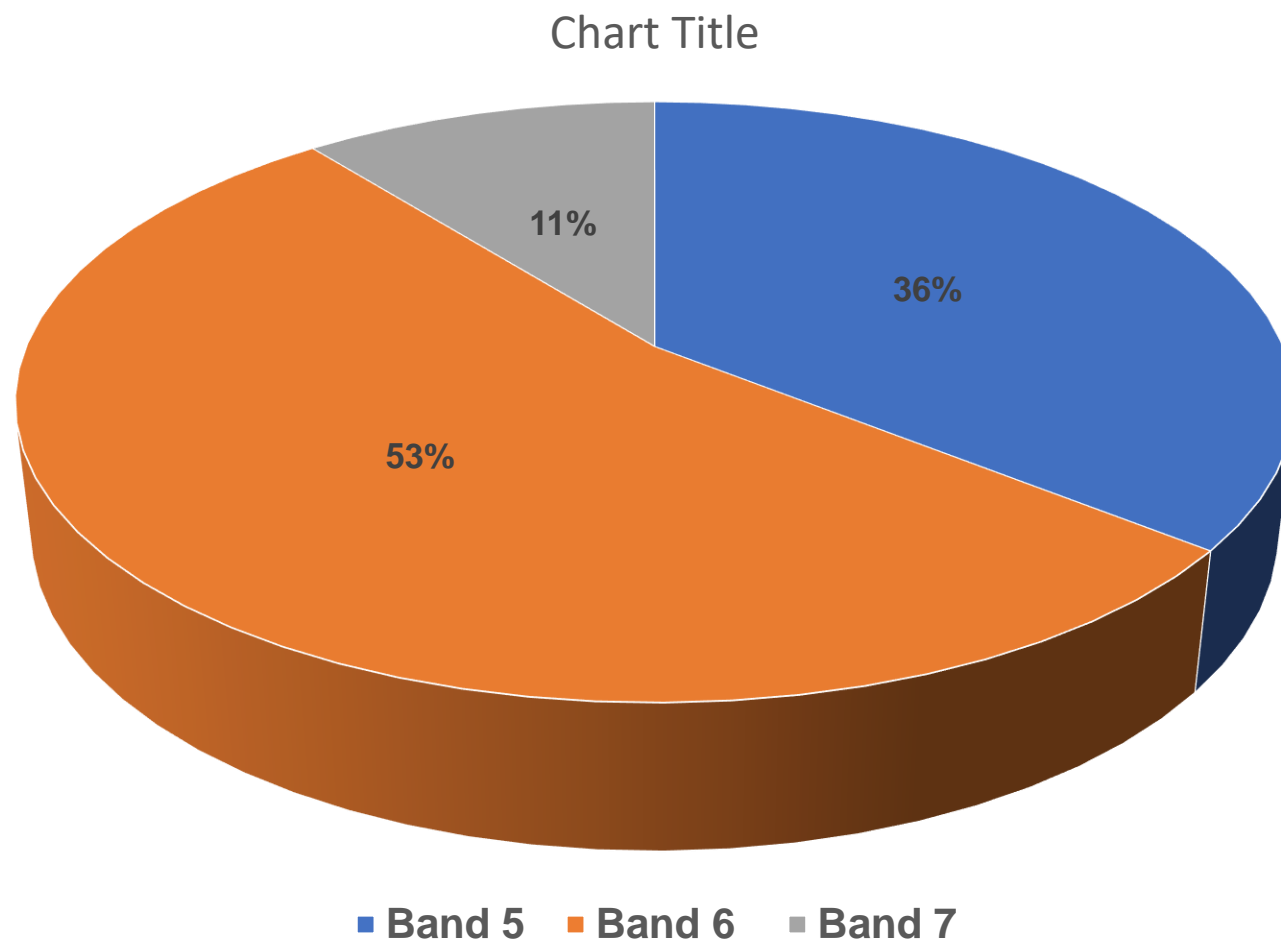


■ Left critical care / Employed in the trust

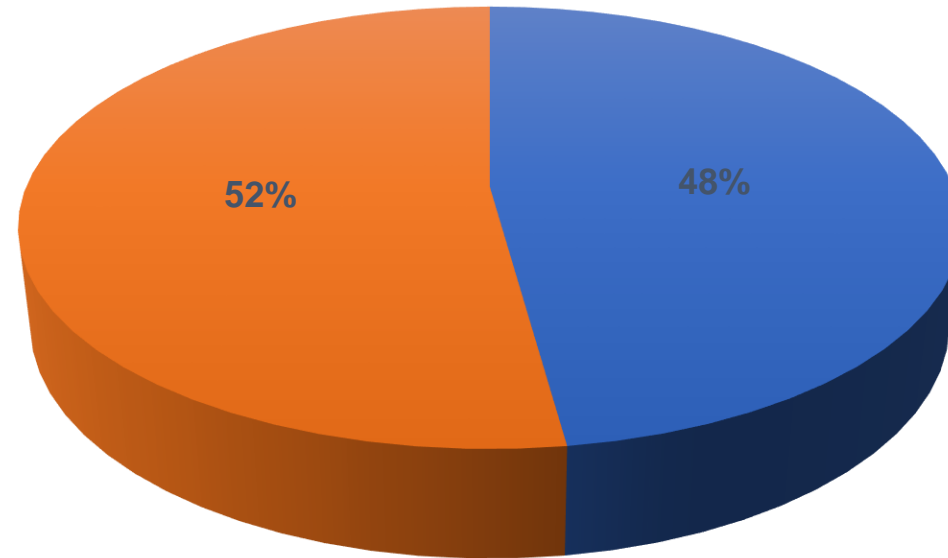
■ Left critical care / Employed on Critical Outreach in the trust

■ Currently employed in Critical Care

# Nurses with Critical qualifications



# Current Position August 2023



■ Critical care qualifications

■ No Critical care qualifications

# Band 6 Team

- **All band 6 team members have a Critical Care qualification.**
- **UK / EU.**
- **4 international nurses are working towards completing the course**

# Conclusions

- Critical Care Course -> staff retention.**
- Critical Care Course -> Promotion / Band 6**
- Coventry university / HEE funding secured until 2025.**