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2024

Nurse Mentorship and Retention

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Recommended Citation

St Michel, Alicia, "Nurse Mentorship and Retention" (2024). *Nurse Residency*. 7.
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Nurse Mentorship and Retention

Alicia St. Michel, RN

Background

Every year hospitals experience staff turnover. Implementation of a mentorship program apart from someone who is a preceptor, could help with staff retention and staff satisfaction.

Problem

In an inpatient medical/surgical department, how does a mentorship program impact new graduate nurse retention compared to an inpatient medical/surgical department without a mentorship program?

Review of Literature

Reducing Staff Turnover Through Peer Mentoring

Purpose: The purpose of this article is to select and pair new graduate nurses with experienced nurses and those who want to become a peer mentor.

Population: New graduate nurses and experienced nurses

Methods: Flemming conducts a quality improvement study characterized by a, “plan, do, study and act.”

Results: According to Flemming, nurses who were involved in the peer mentorship program ended up achieving promotions and advancing their education. Furthermore, she states that a **2.6% turnover rate** among RNs in the mentoring program illustrates the value of peer mentoring in reducing turnover.

Conclusions: Level IV, good quality

Perceptions of a Statewide Nurse Mentorship Programme: A Qualitative Study

Purpose: The purpose of this study was to develop a mentorship program, critique and evaluate the effectiveness of said program and to develop peer relationships among staff.

Population: This population serves 57 individuals aged anywhere from 20-50 years of age who served as mentor/mentees and was conducted in the state of New Jersey.

Methods: Wurmser et al., conducts a qualitative study.

Results: Wurmser et. al., states the mentors used in this study were slightly older than mentees which made them feel confident in their role. Wurmser et. al., goes on to say they feel strongly about this program and that it should continue and be recognized as a new standard of the nursing profession.

Conclusions: Level IV, good quality

Implementing a Mentorship Program for New Nurses During a Pandemic

Purpose: The purpose of this study is to look at new graduate nurses and the turnover rate during the COVID-19 pandemic, while trying to implement a nurse mentorship program.

Population: A small community hospital in Midwestern USA. It looked at newly hired staff, and staff with experience. This all occurred on medical/surgical units.

Methods: Kroft et. al utilizes a quality improvement model with the intention of “Plan-Do-Check-Act framework.”

Results: According to Kroft et al., nurse retention which is already a challenge and exacerbated by the presence of the global pandemic. Frontline nurses who worked with COVID-19 patients increased their risk of PTSD from 6% to 62%. Thus, implementing newly hired nurses with a mentor is a step in the right direction towards developing a support system for those who are just starting out in nursing (Kroft et. al.)

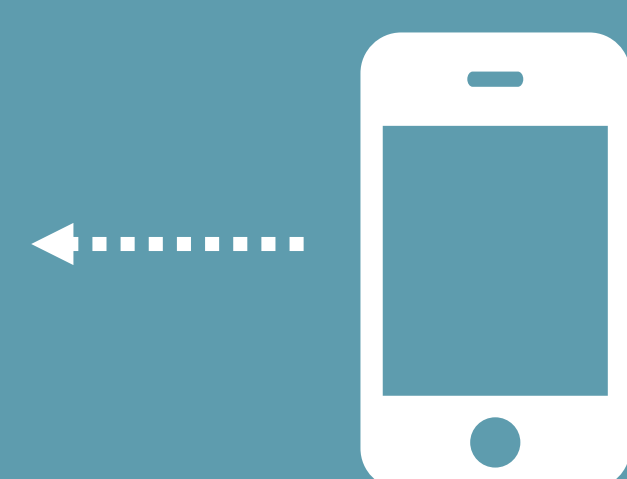
Conclusions: Level IV, good quality

Future Implications

- Implement a nurse mentorship program at Southern Maine Healthcare
- Follow up with new graduate nurses at six months, and one year to see how satisfied they are with their employment.

References

- Fleming K. (2023). Reducing staff turnover through the implementation of a peer mentoring program. *Nursing management*, 54(1), 32–39. <https://doi.org/10.1097/01.NUMA.0000905016.75550.3f>
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