

MENU OF OPTIONS

NURSING STAFF RETENTION

Workplace

1. Flexible work days/hours (especially important for single-parent families)
2. Less than fulltime option
3. Assignment to a regular team
 - Team orientation (at hire)
 - T-shirt/tote bag for each unit with team logo designed by group
 - Party-In-A-Box program(When a dept. successfully meets a predetermined goal, the administrator delivers a box containing party materials (hats, horns, party favors)
 - Staff bulletin board for personal pictures
4. Management give notes to staff
 - Thank you
 - Birthday
 - Employment anniversary
5. Improved working conditions
6. State of the art equipment
7. Specialty equipment
8. Tools and resources to do the work
9. Communication tools (cell phones, portable computers)
10. Advanced healthcare technology (e.g. electronic medical record)
- 11 Resident Centered Care
 - Cross-training for discipline-wide knowledge
 - Family-like atmosphere of caring for same residents regularly
12. Comprehensive New Employee Orientation (unrushed)
13. Open communication between management & staff
14. Involve staff in recruitment process – allow input on new team member selection
- 15 Regular rounds by administrator to greet and get to know staff
16. Staff development and participation in retention programs
17. A culture of accountability
18. Support-shared decision making
19. Participation in system, organizational and

Workplace (cont.)

20. Generation focused direction (Millenials want to solve problems at their own pace, value independence, want to have fun and enjoy work)
21. On-site personal services, e.g. cleaners, post office OR transportation for lunch time errands
22. Implement an optional “mentoring” program
23. Donate to employees’ favorite charities after perfect attendance or 1-year anniversary
24. Provide meal delivery if nurses are unable to leave floor for a meal
25. Cultural programs
 - Recognition of ethnic holidays/leaders
 - History presentations/displays
 - Cultural education
 - Handmade posters (staff)
 - Brown bag presentations re: culture, notable people, customs
 - Potluck
26. Wellness programs
 - Challenges between work groups, departments, etc. for weight loss, miles walked, athletic competition
 - Diet recipes
 - Outdoor group activities
 - On-site visits by massage therapists/chiropractors
27. Regular employee recognition events with fun incorporated
28. Fun days e.g. ugly tie day, funny hat day (residents would enjoy too)
- 29 Celebrate holidays such as Mother’s Day, Grandparents’ Day
30. Celebrate odd national days such as Popcorn Day, Blue Shirt Day

process planning and decision making

Financial

1. Wage pass through
<http://aspe.os.dhhs.gov/daltcp/reports/wagepass.pdf>
2. On-the-spot bonus
3. 401K
4. Perfect attendance bonus
5. Fully paid healthcare plans
6. Incentive awards
7. Housing (allowance, mortgage, first/last months' rent, deposits)
8. Clothing allowance
9. Sign on and performance bonus
10. Emergency fund (car repair, child care, etc.)
11. Funded continuing education
12. Student loan forgiveness
13. Professional license renewal fees
14. Paid parking
15. Monetary education and job support for welfare recipients interested in nursing aide/nursing careers
16. Scholarship program
17. Child care (on-site or subsidized)
18. Commute trip reduction (carpool incentives)
19. Good performance scrip redeemable at local merchants
20. Gym/health club memberships
21. Free professional magazine subscriptions
22. Professional association membership

Education

1. Advanced training for specialty fields e.g. dementia, mental health, behavioral
2. Career ladder programs
3. Special interest training forums and group sessions e.g. latest information on lifts and lifting techniques, dealing with resident death, stress

Miscellaneous

1. Worker-owned home health care

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