METEOR

Mental Health: a focus on job retention of

healthcare workers





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Belgium, the Netherlands, Poland and Italy







Spaarne 🧲 Gasthuis







Job retention & turnover intentions

Physicians & nurses in 8 EU hospitals



UNIVERSIT DEGLI STU di palermo

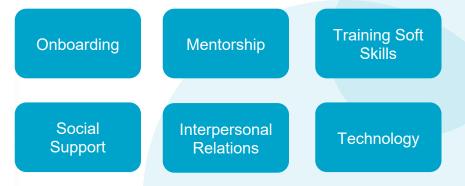
Systematic reviews

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The Race to Betain Healthcare Workers: A Systematic Review on Factors that Impact Retention of Nurses and Physicians in Hospitals

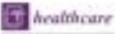
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Development **Opportunities**



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Retaining Healthcare Workers: A Systematic Review of Strategies for Sustaining Power in the Workplace

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Cross-sectional

survey

13% physicians & 16% nurses score high on job satisfaction

23% physicians & 24% nurses felt emotionally exhausted

17% physicians & 9% nurses have an intention to leave their hospital

9% physicians & 14% nurses intents to leave healthcare

Co-creation workshops

Professional And Personal Support

Skill Mix, Flex Pools, Leadership, Self-rostering & Sabbaticals

Education

Trainings, mentorship, onboarding & peer support groups

Financial Incentives

Competitive salaries, contracts & financial rewards

Regulation

New functions (e.g. specialist nurses), healthcare worker-to-patient ratio & Monitoring Workload Tools

Three take-home messages

- Roughly 1 in 10 physicians and 1.5 in 10 nurses intents to leave healthcare.
- The main determinants for job retention among physicians and nurses are job satisfaction, development opportunities and a healthy work-life balance.
- While individual-focussed interventions (e.g. soft skill trainings) have their benefits, a more comprehensive approach is needed, involving structural and organisational interventions (e.g. mentorship).

Thanks & stay tuned





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