

METEOR

**Mental Health: a focus on job retention of
healthcare workers**



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Project



Job retention & turnover intentions



Physicians & nurses in 8 EU hospitals



Belgium, the Netherlands, Poland and Italy



Systematic reviews, survey and co-creation workshops

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Systematic reviews



Systematic Review of Meta-Analyses

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

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SAGE

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Job
Satisfaction

Work-Life
Balance

Development
Opportunities

Onboarding

Mentorship

Training Soft
Skills

Social
Support

Interpersonal
Relations

Technology

healthcare

WCPJ

Systematic Review

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** intends 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



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

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