

Underlying theory of change: RN involvement in improvement benefited hospital performance, though had an unclear impact on RN retention (Robinson & Gelling, 2019)

Methodology: Explanatory sequential mixed methods research (with ethical approval)

Results:

Quantitative phase (n=89,000 RNs)

The relationship between RN involvement in improvement and RN retention, **differed by sector**:

A statistically **positive** relationship in Mental health NHS trusts and a statistically significant **negative** relationship in Acute NHS trusts

Qualitative phase (n=7 RNs in an Acute NHS trust)

1. Involvement in improvement was **rewarding** and contributed to job satisfaction for all levels of RN.
2. It was **difficult** though for all levels of RN, due to the length of time improvement takes, 'top down' organisational culture & operational pressures.
3. Involvement in improvement created a **new career network** for some RNs.
4. All RN participants who had been involved in improvement intended to stay in the profession, though not in that NHS trust, nor in the NHS.

Conclusion: RN involvement in improvement may be a positive professional, rather than an organisational/ NHS, RN retention factor in Acute NHS trusts.

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