



Review and refresh your retention strategy

In this briefing we share learning which will help organisations review and refresh their approach to staff retention. This will help support the NHS to provide high-quality care, reduce spending on agency staff and meet the aims outlined in the NHS Long Term Workforce Plan.

Review and refresh your approach to retention on a regular basis and remember to have a wide focus and consider the needs of different staff groups. Actions include:

- increase opportunities for stay conversations and improve signposting for issues that may lead to common leaver reasons
- digging into your data to identify the patterns of turnover in your organisation
- support line managers to identify and resolve issues that may lead staff to leaving
- enhance and extend listening approaches to better understand why staff are leaving
- implement impactful interventions to improve organisational culture and staff experience
- review your local approach to reward and recognition to link it to retention
- ensure your board regularly considers retention as part of overall service delivery discussions
- regularly evaluate the impact of your approach

- collaborate and share learning working with your integrated care system (ICS).