

# Achieving Work Life Balance Retention Strategies Nursing & Midwifery



**Welcome** to the third News Sheet.

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Drake Australia in conjunction with the Department of Health and the State Health Advisory Committee on Work Life Balance have recently undertaken an initiative conducting Pre and Post Exit Interviews with nurses and midwives resigning or intending to resign from a number of Public Sector Health campuses across Perth.

Beginning mid March 2007, this pilot will run for a period of six months collecting exit interview responses from health campuses across the Perth metropolitan area.

As of 8 June 2007, sixty-one nurses or midwives resigning from the pilot sites have completed the Post Exit Interview Questionnaire.

The news sheet provides a summary of the feedback provided by these respondents.

*Dr Phillip Della*  
Chief Nursing Officer

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## Participating Hospitals

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The following hospitals have agreed to be included in the six month pilot:

- Graylands Hospital
- Royal Perth Hospital
- King Edward Memorial Hospital
- Armadale Hospital



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### Contact Details:

Further information please visit our website:

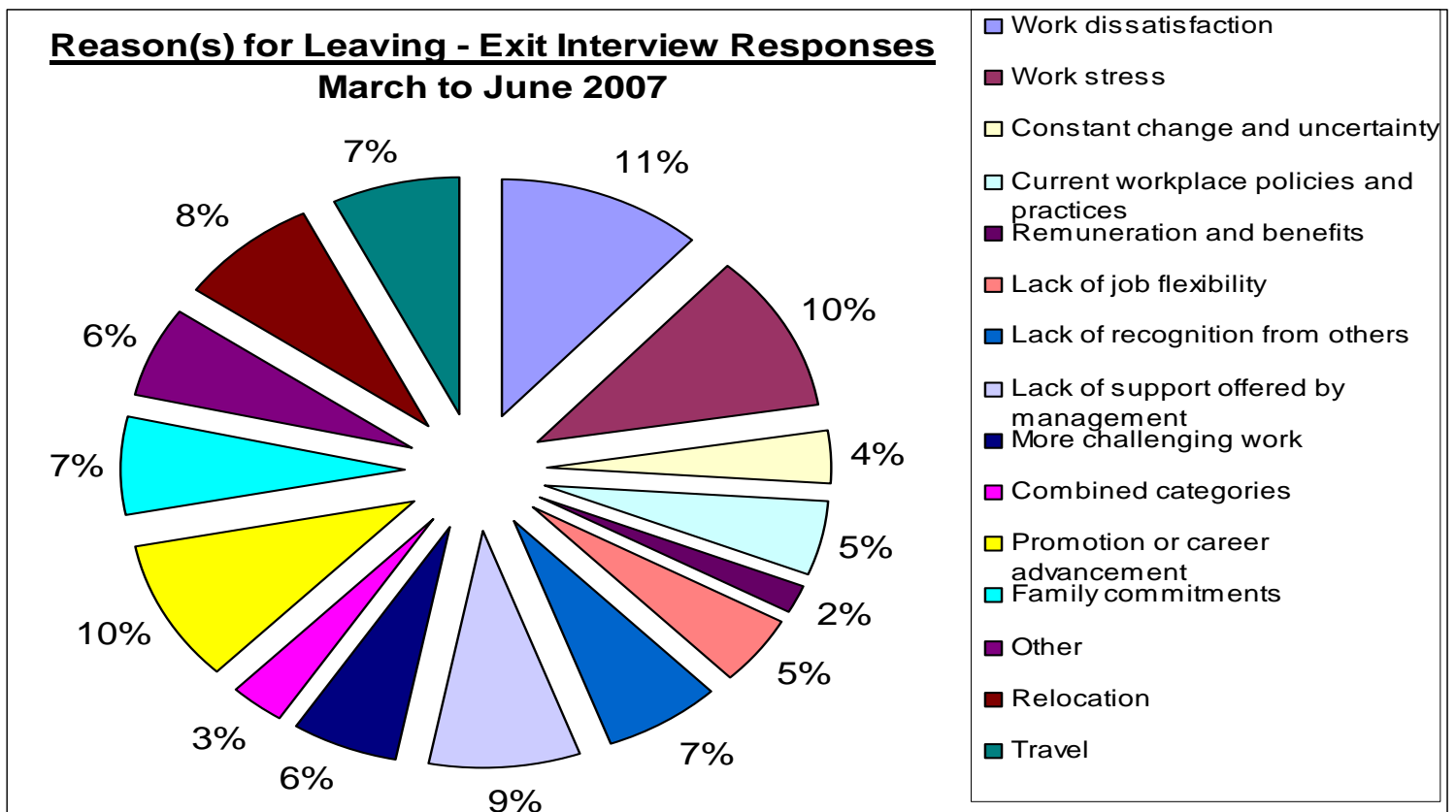
[www.ocno.health.wa.gov.au](http://www.ocno.health.wa.gov.au)



Delivering a Healthy WA

Understanding the reasons underlying an employee's decision to leave the current employment relationship is one of the primary motives for conducting exit interviews. This information in turn enables the organisation to identify where attention and resources might best be directed to implement effective staff retention strategies.

Accordingly, in the Post Exit Interview Questionnaire nurses and midwives resigning from pilot health campuses are asked to indicate what factors have most strongly influenced their decision to leave.

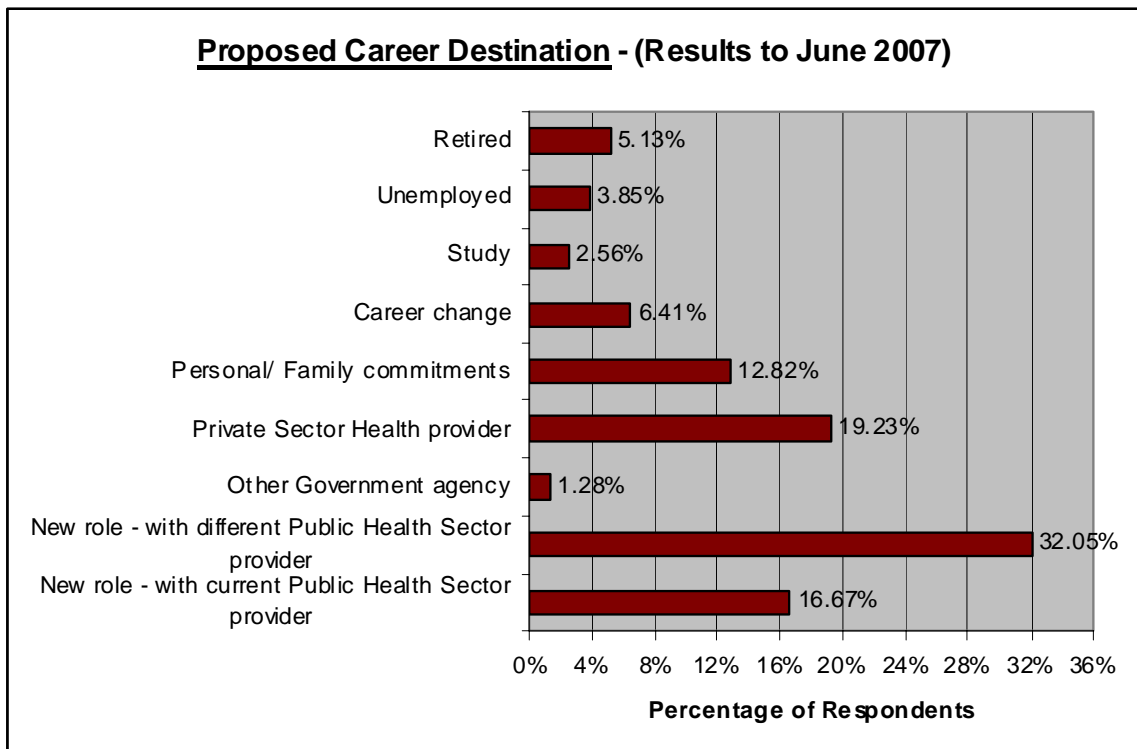


Early results from the selected health campuses highlight the extensive range of factors influencing staff turnover across the public sector campuses. Principle factors influencing turnover include opportunities for promotion of career, work dissatisfaction and stress.

Although overall the majority of feedback received is positive, areas of concern to be addressed include

- Communication
- Performance management
- Leadership

For example as shown by the figure below, almost a third of the exit interview respondents have indicated that they are resigning from their current role in order to pursue a new opportunity with a different Public Sector Health provider.



While the information gained to date has highlighted some trends, it is important to note as the size of the data set increases there will be greater opportunity to identify where interventions will make the greatest impact.

