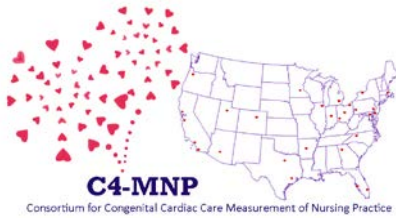


**Consortium for Congenital Cardiac Care Measurement of Nursing Practice  
Quality Measurement Plan**

<b>Nursing Staff Turnover</b>	
<b>Measure Description</b>	Nursing staff turnover is a unit-level measure of the percentage of registered nursing staff who were <u>not</u> retained by the unit each calendar year.
<b>Type</b>	<input type="checkbox"/> Outcome <input type="checkbox"/> Process <input type="checkbox"/> Balancing <input checked="" type="checkbox"/> Structure
<b>IOM Domain</b>	<input type="checkbox"/> Safety <input type="checkbox"/> Efficient <input checked="" type="checkbox"/> Effective <input type="checkbox"/> Equitable <input type="checkbox"/> Timely <input type="checkbox"/> Patient Centered
<b>Background/Rationale</b>	This measure recognizes the impact of the work environment on nursing staff retention, and its link to quality outcomes.
<b>Operational Definitions</b>	<p>Nurse = any registered nurse employed in any direct care role on the designated unit(s).</p> <p><b>Numerator</b> – Number of registered nursing staff who left (i.e., were <u>not</u> retained by) the unit during the most recent calendar year</p> <p><b>Denominator</b> – Number of registered nursing staff employed by the unit during the most recent calendar year</p> <p><b>Inclusion criteria</b> – All registered nursing staff employed by the unit</p> <p><b>Exclusion criteria</b> – None</p>
<b>Data Collection &amp; Sampling Method</b>	Data will be collected annually based on human resources records. All registered nursing staff employed by the unit is to be included (no sampling).
<b>Data Analysis</b>	Data will be analyzed as a proportion of registered nursing staff who were <u>not</u> retained by the unit during the most recent calendar year divided by the total number of registered nursing staff employed by the unit during the most recent calendar year.
<b>Data Display</b>	Data will be displayed graphically as a percentage over time.
<b>Target</b>	External: To be determined based on consortium data (recognizing that the optimal retention percentage is likely not 100%)



<b>Nursing Staff Turnover</b>	
<b>Sources/References</b>	<ul style="list-style-type: none"> <li>• Leveck, M. et al. The nursing practice environment, staff retention and quality of care. <i>Research in Nursing &amp; Health</i>. 1998. 19(4): 331-343.</li> <li>• Weberg, D. Transformational Leadership and Staff Retention: An evidence review with implications for healthcare systems. <i>Nursing Administration Quarterly</i>. 2010. 34 (3): 246-258.</li> <li>• Newman, K. et al. The Nurse retention, quality of care and patient satisfaction chain. <i>International Journal of Healthcare Quality Assurance</i>. 2001. 14 (2): 57-68.</li> </ul>
<b>Last Updated</b>	January 2016