

Improving Staff Vacancies on MAU

True North

Be an outstanding place to work where staff can flourish.

Problem Statement

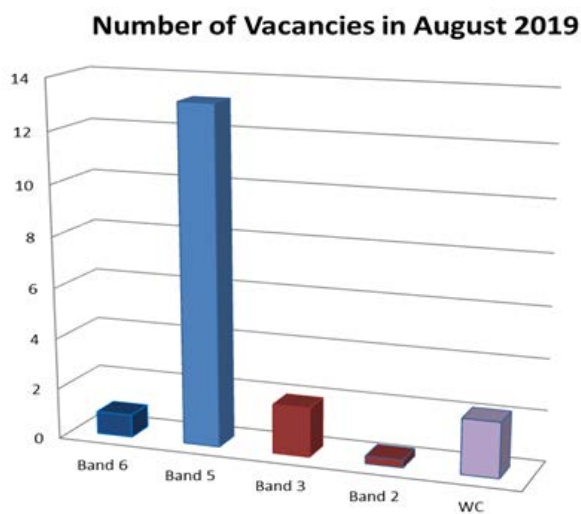
MAU have had a consistent high vacancy rate of 23% over the past 6 months which is impacting on patient safety and staff morale.

Vision/Goals

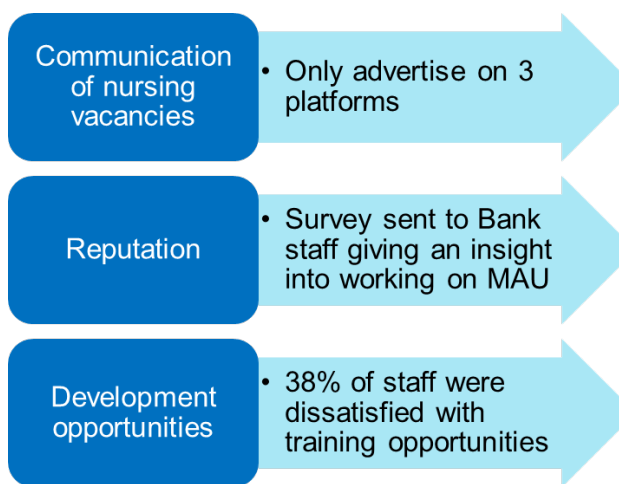
Vision: To completely fill our vacancies on MAU
First Goal: To recruit 5 WTE Band 5's within 4 months

Current Situation & Root Cause Analysis

A graph to show the breakdown of vacancies by band:



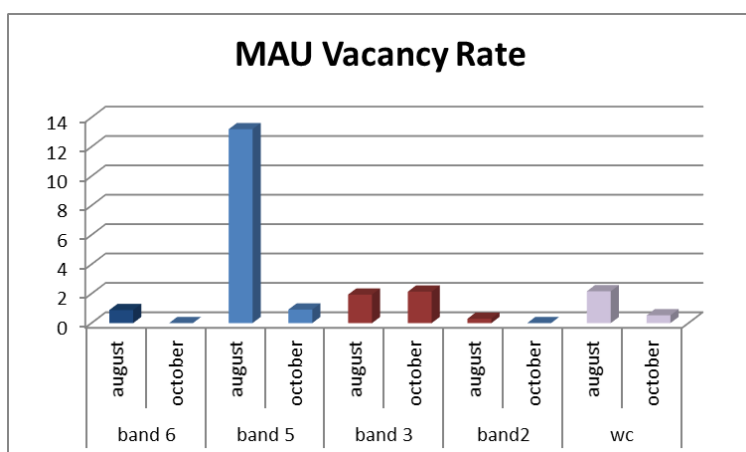
A visual to illustrate the themes from a fishbone on B5 vacancies, with the supporting data:



Countermeasures

Concern	Cause	Countermeasure
Feedback from staff survey suggested lack of development opportunities	Lack of pathways for development	MAU study days in the calendar.
Protected time for education lead	Pulled into the numbers	Categorise role as non-clinical on roster pro.
Communication of nursing vacancies	Only advertise on limited platforms	Wider sharing of adverts of social media.
Communication of nursing vacancies	Lack of resources showcasing what its like to work on MAU	MAU open day on the 7 th September.
Reputation	Understanding of the unit	Reference guide, and orientation.

Outcomes



Team Members



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