

Title

Perioperative nursing shortages: An integrative review of their impact, causal factors, and mitigation strategies

-Ada Xie, Jed Duff, Judy Munday

Background

Nursing shortages are a global issue, particularly in specialised areas like perioperative nursing. Recruitment in this field is challenging due to its unique history, varying regulatory frameworks, and specific demands. Although nursing shortages have been widely reviewed, the perioperative setting has received less focus. To address this, an integrative review was conducted to explore the complexities of staffing in perioperative environments.



Aim

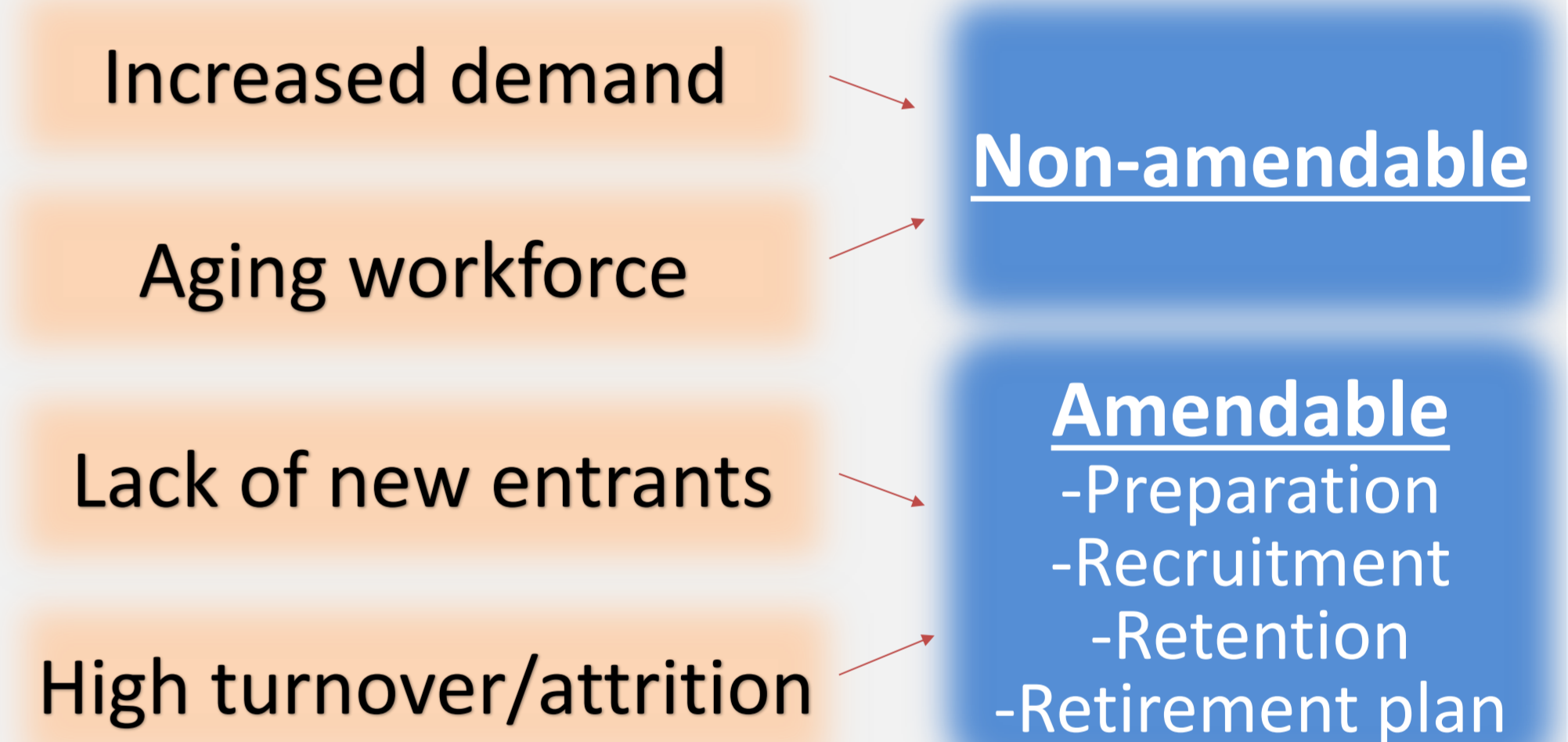
To **explore** contributing factors, impacts, and strategies to address perioperative nursing shortages.

Methods

This review employed an integrative approach and adhered to PRISMA guidelines. Two independent reviewers conducted the title, abstract, and full-text screenings, with a third reviewer involved to resolve any disagreements. The review concentrated on empirical and theoretical research published between 2013 and 2023, sourcing data from multiple databases including CINAHL, Embase, Emcare (via OVID), Medline (via EBSCOhost), Scopus, Web of Science, ProQuest Dissertations and Theses Global, Overton, and GreyNet.

Results

This study thoroughly reviewed 84 articles. The perioperative domain confronts significant staffing challenges due to increased demand, lack of experienced nurses, insufficient new entrants, high turnover, and an aging workforce. Notably significant are the deficiencies in recruiting new nurses and the elevated turnover levels, potentially amendable issues. The shortages negatively impact the remaining nurses, patient care quality, and hospital revenue. Strategies to address perioperative nursing workforce challenges include promoting the specialty to undergraduate nursing students, bolstering recruitment efforts, and retaining experienced perioperative nurses. However, none of the studies examined in this review adopted a comprehensive approach. Furthermore, the effectiveness of these strategies relative to one another remains uncertain due to a lack of reliable measurements.



Conclusion

Perioperative nursing faces considerable challenges, including an aging workforce, limited new recruits, and high turnover rates. Present strategies primarily prioritise workforce preparation over supporting current staff. Mitigating the perioperative nursing shortages requires comprehensive approaches integrating preparation, recruitment, retention, and retirement plans. In addition, these strategies must be adapted to the diverse regulatory environments of different countries, recognising the absence of a one-size-fits-all solution to perioperative nursing shortages globally.

References

Xie, Ada, Duff, Jed, Munday, Judy, Perioperative Nursing Shortages: An Integrative Review of Their Impact, Causal Factors, and Mitigation Strategies, *Journal of Nursing Management*, 2024, 2983251, 17 pages, 2024.
<https://doi.org/10.1155/2024/2983251>