

RAG Rating Form

How to begin improving retention



GIG
CYMRU
NHS
WALES

A good place to start improving retention is to identify where you could make the biggest improvement impact. This **short self-assessment** form helps you do just that.

- **Complete this quick self-assessment** by selecting the appropriate response for each statement
- **Use your results** to focus your improvement efforts and access the resources suggested
- **Review your results** regularly to see your progress and refine your retention approach over time

We consider how we can use an organisation development approach to shaping compassionate and inclusive cultures.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have a robust approach to understanding data which gives us useful insights into the experience of colleagues and retention in our areas.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have a process in place to help us communicate, provide feedback, suggest new ideas and express our views and our voices are heard and acted upon.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have a comprehensive approach to supporting new starters, or those starting new roles, giving a positive experience from application to induction.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have a comprehensive approach to support our international colleagues to feel a sense of belonging.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have approaches in place to support our health and wellbeing.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We support our team by providing development and career planning opportunities.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We have a robust approach to supporting colleagues who are in the later stages of career.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We empower and support each other to learn, innovate and improve.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We work together to develop compassionate cultures and working environments.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area

We take action to recognise and record.

- Red:** We have not addressed this areas
- Amber:** We need to do further work on this areas
- Green:** We have addressed this area