

Highlights from New Licensed Registered Nurse Work Project about General Work Life

- **Amount of work [nurses work many extra hours]**
 - More than 12% work a second job in addition to their primary job
 - Almost 13% worked mandatory overtime
 - 51% worked voluntary overtime
- **Working conditions [nurses work without adequate supplies]**
 - Almost 26% found it “difficult or impossible to do [their] job because of lack of equipment or supplies” at least one day per week
 - More than 33% said that they had too little time to get things done three or more days per week
 - NOTE: 66% worked 12-hour shifts – therefore they work 3-4 days per week, so if something happens three times per week that is basically every day
- **Supervisor/manager [nurses had many complaints about managers]**
 - 17% said they found it difficult or impossible to do [their] job because of [their] supervisor at least once a month [almost 7% said at least 1 per week]
 - 21% said they found it difficult or impossible to do [their] job because of incorrect instructions at least once a month [almost 7% said at least 1 per week]
 - 36% said that “Poor management” is the reason that they left their job
 - 13% said that their supervisor “Pays attention to what I am saying” not at all or to a little extent
 - 21% describe their supervisor as “not at all or to a little extent” “seeking out the thoughts and feelings of others.”
 - 29% had change in immediate supervisor, BUT
 - 13% changed employers and 10% transferred to another unit --- so the turnover in supervisor is probably only 6%
- **Unit differences [step-down and ICU work and/or 12 hour shifts may have implications for family life]**
 - ICUs and step-down units attract different nurses than those who work on general or “other” types of units
 - The majority of NLRNs in ICUs and step-down units work 12 hour shifts, are more likely to be younger, unmarried, less likely to have children under 6, and less likely to have previous work experience
 - NLRNs in ICUs were also more likely to have a bachelor’s degree
- **Injuries/Abuse [nurses’ work is dangerous]**
 - 39% reported experiencing a strain or sprain at least once in the first year of work
 - 62% reported experiencing verbal abuse at least once in the first year of work; (29% three or more times)
- **Leaving Hospitals [new nurses leave hospitals]**
 - RNs who stayed working in a hospital setting, but changed to another hospital improved their satisfaction by 2.14 (71%) on a 1-7 point scale. Those who stayed in the same hospital lowered their satisfaction score by .66 (11%)
 - In the first two years of work, 28% changed from hospital to non hospital setting. At the same time 11% changed from non-hospital to hospital
 - Note: NLRNs who changed to another hospital were much less satisfied in year one than those who stayed