



Preliminary Findings From a Survey of Hospital Registered Nurses



School of Public Health
University at Albany, State University of New York

**PRELIMINARY FINDINGS
FROM A SURVEY OF
HOSPITAL REGISTERED NURSES IN NEW YORK**

December 2006

The Center for Health Workforce Studies

School of Public Health
University of Albany, SUNY
7 University Place, Rm. B-334
Rensselaer, NY 12144-3458
518-402-0250
<http://chws.albany.edu>

This page intentionally left blank.

PREFACE

This report summarizes findings of a 2006 survey of registered nurses who worked in hospitals in New York. The report details their basic demographic characteristics as well as information about job satisfaction, training needs, and future plans. The goal of this study is to better understand the hospital RN workforce in New York.

This report was prepared by the Center for Health Workforce Studies (the Center), with support from the SEIU 1199 Employment, Training, and Job Security Program, the Greater New York Hospital Association (GNYHA), the New York Academy of Medicine, and the Delta Pi Chapter of Sigma Theta Tau, the International Honor Society of Nursing. The Center is a not-for-profit research organization operating under the auspices of the School of Public Health at the University at Albany, State University of New York, and Health Research, Incorporated (HRI). The Center is dedicated to the collection and analysis of data about the health workforce, and the dissemination of research findings to inform policy makers, planners, educators, health care providers, and the public about issues related to the supply, demand, distribution, and use of health workers. This report was prepared by Robert Martiniano, Jean Moore, and Sandra McGinnis. The views expressed in this report are those of the Center for Health Workforce Studies and do not necessarily represent the views or the positions of the School of Public Health, University at Albany, the State University of New York, HRI, the SEIU 1199 Employment, Training, and Job Security Program, the GNYHA, the New York Academy of Medicine, or the Delta Pi Chapter of Sigma Theta Tau.

December 2006

This page intentionally left blank.

EXECUTIVE SUMMARY

OVERVIEW

Registered nursing represents the largest single health profession in New York and the state's hospitals are the major employer of registered nurses (RNs). Hospitals, nursing homes, home health agencies, and other health providers in the state and across the nation are reporting increasing difficulties recruiting and retaining RNs. The current shortage of RNs is likely to worsen as the nursing workforce rapidly ages and an increasing number of nursing education programs across the state report turning away qualified applicants, citing lack of capacity to admit additional students. There is growing concern about the adequacy of the supply of RNs in New York to meet demand for them in the delivery of health services.

In order to better understand the hospital RN workforce, the Center for Health Workforce Studies (the Center) in collaboration with the SEIU 1199 Employment, Training, and Job Security Program, the Greater New York Hospital Association (GNYHA), the New York Academy of Medicine, and the Delta Pi Chapter of Sigma Theta Tau conducted a survey of RNs working in hospitals primarily located in the greater New York City metropolitan area. The survey collected basic demographic data on RNs as well as information about employment, job satisfaction, training needs, and future plans. The survey began in June 2006 and will continue through the beginning of 2007. This analysis was based on 1,238 survey responses from 22 participating facilities received by September 1, 2006.

METHODS

Recruitment

Participating hospitals were recruited by the GNYHA. The survey was targeted to all RNs employed by a hospital, including those in outpatient clinics and in nonclinical titles.

Participating hospitals were sent paper copies of the survey as well as a link to the online version of the instrument. The hospitals were responsible for encouraging RN participation and were sent suggested language to include in an announcement of the survey to their RNs. As an incentive for completing a survey, any RN who responded had the option of entering into a random drawing for a \$50 gift certificate from either Macy's or Barnes and Noble.

Data Collection

Hospitals began to participate in the survey in June 2006 and responses and data collection are expected to continue through the beginning of 2007. Hospitals made the survey available to their RNs -- either online or on paper -- for about six to eight weeks. The survey was confidential and anonymous for the RNs respondents and it took about 15 minutes to complete.

As of November 24, 2006, there were more than 2,300 responses representing more than 40 different hospitals. The analysis presented in this report was based on 1,238 responses to the survey (76% online and 24% on paper), representing 22 facilities. Response rate for individual hospitals ranged from a low of 2% to a high of 65%. Those hospitals with extremely low response rates had not completed the survey of their RNs as of September 1, 2006.

Consequently, response rates for those hospitals are expected to be higher in future analyses of survey data.

Limitations

An important limitation to the generalizability of survey results is the potential for self-selection bias, both among the hospitals and the respondents. Participating hospitals may have been those more concerned with and invested in addressing nursing workforce issues. Survey responses may have reflected hospital RN reactions to the culture of a participating hospital rather than New York's hospital RN population as a whole. There may also have been systematic response bias among RNs, i.e., those with specific concerns or issues being more likely to respond. Further, response rates varied by assigned shift and RNs who worked different shifts may have differed demographically and educationally and have different perceptions about the quality of their work life. These potential biases, and the small sample size used in this preliminary report, limit the ability to generalize survey findings to all New York hospital RNs.

KEY FINDINGS

- New York hospital RNs resembled U.S. hospital RNs¹.
 - The vast majority of New York hospital RNs were female (94%), compared to 93% nationally.
 - The median age of a hospital RN in New York was 46, compared to 44 nationally.
 - New York’s hospital RN workforce was more racially/ethnically diverse than the U.S. hospital RN workforce (25% non-White or Hispanic/Latino in New York compared to 19% nationally), and foreign-trained RNs contributed significantly to that diversity.

Race/Ethnicity for New York Hospital RNs and U.S. Hospital RNs

Race/Ethnicity ²	NY Hospital RNs	U.S. Hospital RNs
White	75.5%	80.8%
Black/African-American	8.3%	4.8%
Asian	9.2%	3.8%
Hispanic/Latino	3.6%	1.8%
Other or multiple races	3.4%	8.7%

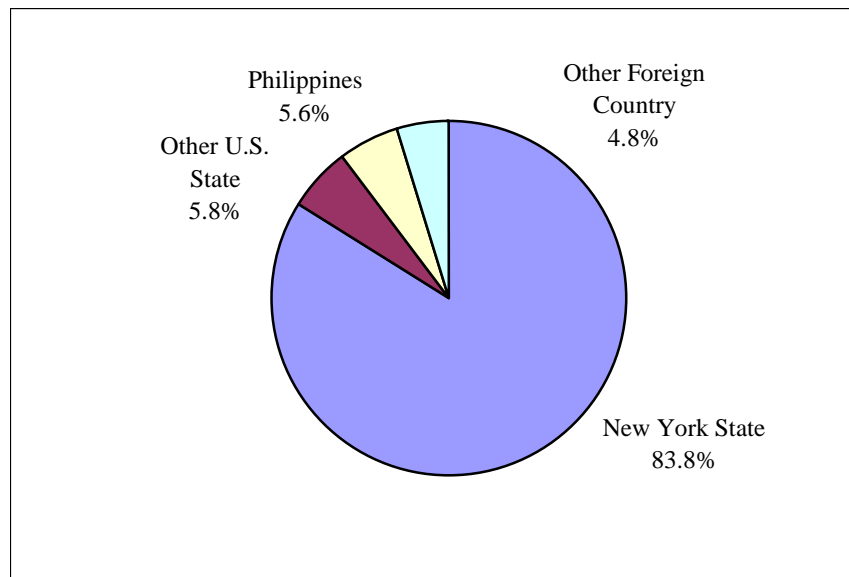
Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- Despite being more diverse than U.S. hospital RNs, minorities were underrepresented in New York’s hospital nursing workforce.
- The vast majority of New York hospital RNs (84%) received their initial nursing education in New York. More than 10% were foreign-trained.

¹ “New York hospital RNs” are those who responded to the Center’s survey, and “U.S. Hospital RNs” are actively practicing hospital RNs from the 2004 National Sample Survey of Registered Nurses.

² Survey respondents who self-identified as non-Hispanic were reported by their racial categories (i.e., White, Black/African-American, Asian, Other or multiple races).

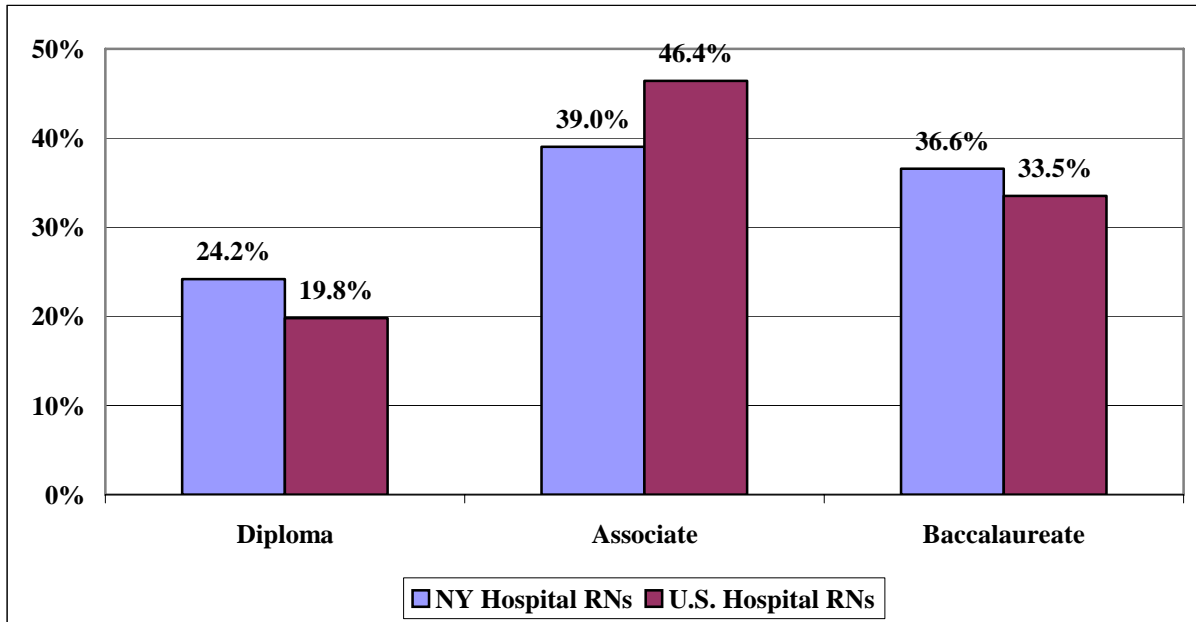
Location of Initial RN Education for New York Hospital RNs



Source: Center for Health Workforce Studies

- Hospital RNs in New York were more likely to report the baccalaureate degree as their initial nursing degree compared to U.S. hospital RNs (37% compared to 34%) and less likely to report an associate degree as their initial nursing degree (39% compared to 46%).

Initial RN Degree for New York Hospital RNs and U.S. Hospital RNs



Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- More than half of New York hospital RNs (60%) were employed in health care while completing their initial nursing education and, of those, most reported working as either licensed practical nurses (32%) or nurse aides (41%).
- Most New York hospital RNs who completed their initial nursing education within the last five years believed their nursing education adequately prepared them for work in acute care (79%). RNs with more than five years of nursing experience were much less likely to indicate that newly trained RNs were adequately prepared by their education programs for jobs in acute care (36%).
- The majority of New York hospital RNs with less than five years of experience indicated that the orientation provided by their hospital was adequate (83%) and that the level of supervision provided during orientation was appropriate (81%). In addition:
 - these RNs reported a median orientation of eight weeks;
 - more than half thought the length of orientation was sufficient; and
 - the vast majority indicated the content of the orientation was appropriate.

- When asked what had changed on their unit in the last year, two-thirds of hospital RNs reported an increase in patient acuity, one-half reported an increase in RN turnover, and 45% reported a decline in the adequacy of staffing.

**Perception of Changes on the Unit
Within the Past Year for New York Hospital RNs**

Perceived Changes in	Increase	Decrease
Patient Acuity	65.5%	2.9%
Patient Turnover	50.7%	8.1%
RN Turnover	50.0%	4.7%
Need for Second Language Skills	43.0%	1.7%
Voluntary Overtime	42.5%	11.3%
Number of Patients per RN	41.8%	5.6%
Use of Temp RNs	28.5%	13.2%
Adverse Patient Incidents	17.4%	19.2%
Number of Foreign-trained RNs	15.8%	4.0%
Mandatory Overtime	14.5%	7.4%
Adequacy of Staffing	14.1%	44.5%

Source: Center for Health Workforce Studies

- Hospital RNs in New York were most satisfied with work schedules and least satisfied with retirement benefits. More than half were satisfied with their pay and paid time off, and went home feeling that they provided quality patient care. RNs who reported plans to leave their current nursing position within the next three years were much less satisfied than hospital RNs overall.

**Satisfaction for All RNs Compared to
Those Planning to Leave Their Jobs**

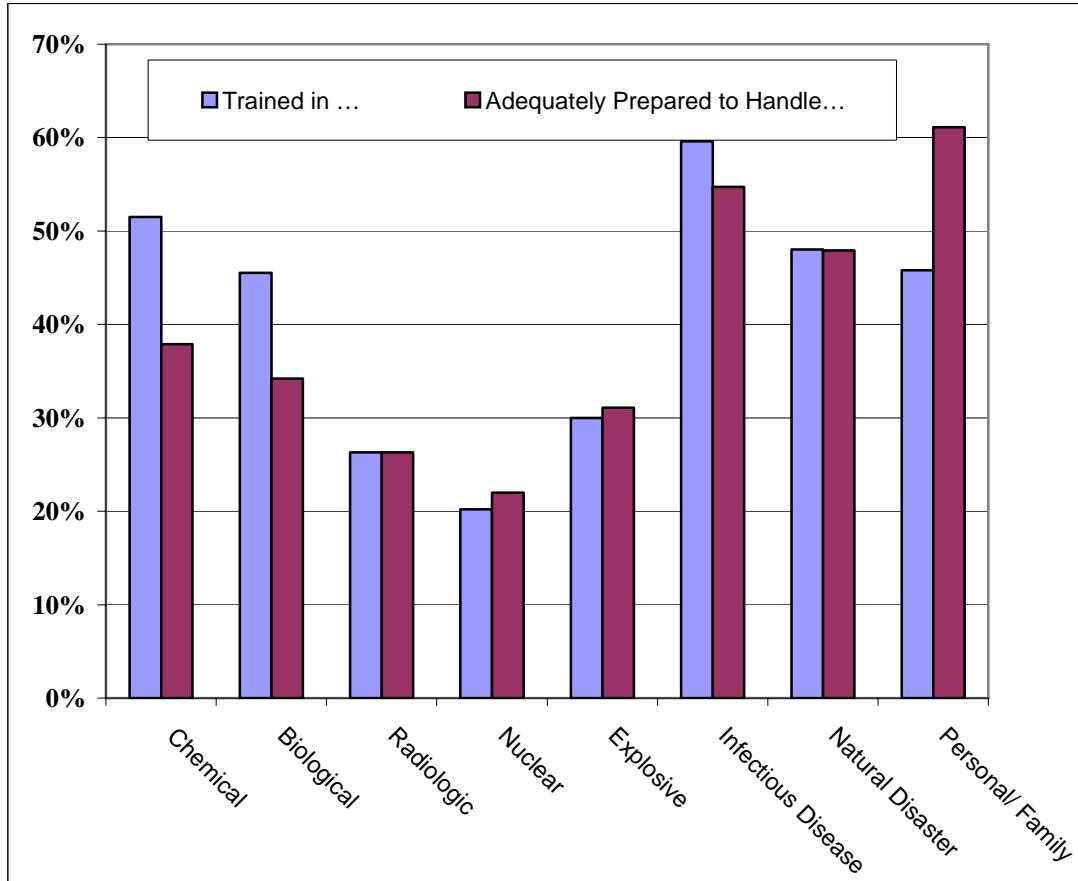
How Often Respondents Agreed With...	All RNs	RNs Planning to Leave³
Satisfied with Work Schedule	80.2%	65.8%
Adequate Paid Time Off	65.2%	59.6%
Go Home Feeling that Quality Patient Care Was Provided	58.0%	43.5%
Satisfied with Pay	57.2%	44.9%
Adequate Health Care Benefits	49.6%	48.0%
Treated as a Valued Employee	44.5%	35.9%
Adequate Retirement Benefits	26.3%	26.4%
Adequate Continuing Education Opportunities	54.2%	50.0%
Adequate Opportunities for Advancement	39.7%	31.6%

Source: Center for Health Workforce Studies

- Less than half of hospital RNs in New York reported receiving emergency preparedness training, and the majority of those trained held managerial or supervisory positions.
 - More than half of those trained reported the training focused on chemical events or infectious disease outbreaks.
 - More than half felt adequately prepared to handle either personal and family emergencies or infectious disease outbreaks, but less than half felt adequately prepared to handle any other emergencies, such as biological and nuclear events.
 - Hospital RNs in New York reported need for more training in disaster preparedness for man-made disasters (69%), infectious disease outbreaks (60%), and natural disasters (51%).

³ Based on the number of RNs who reported plans to leave their current nursing position within the next three years.

Emergency Preparedness for New York Hospital RNs by Type of Emergency



Source: Center for Health Workforce Studies

- Eighty-five percent of New York hospital RNs indicated they used computers for obtaining laboratory and test results. Nearly 54% of them reported using computers for clinical monitoring.
 - The majority of New York hospital RNs who used computer technology indicated they were adequately trained in the use of that technology, including 91% for charting and 90% for obtaining laboratory and test results.
 - The majority of New York hospital RNs who used computer applications agreed that the technology improved the quality of the care they provided, particularly those who used it to obtain laboratory and test results.

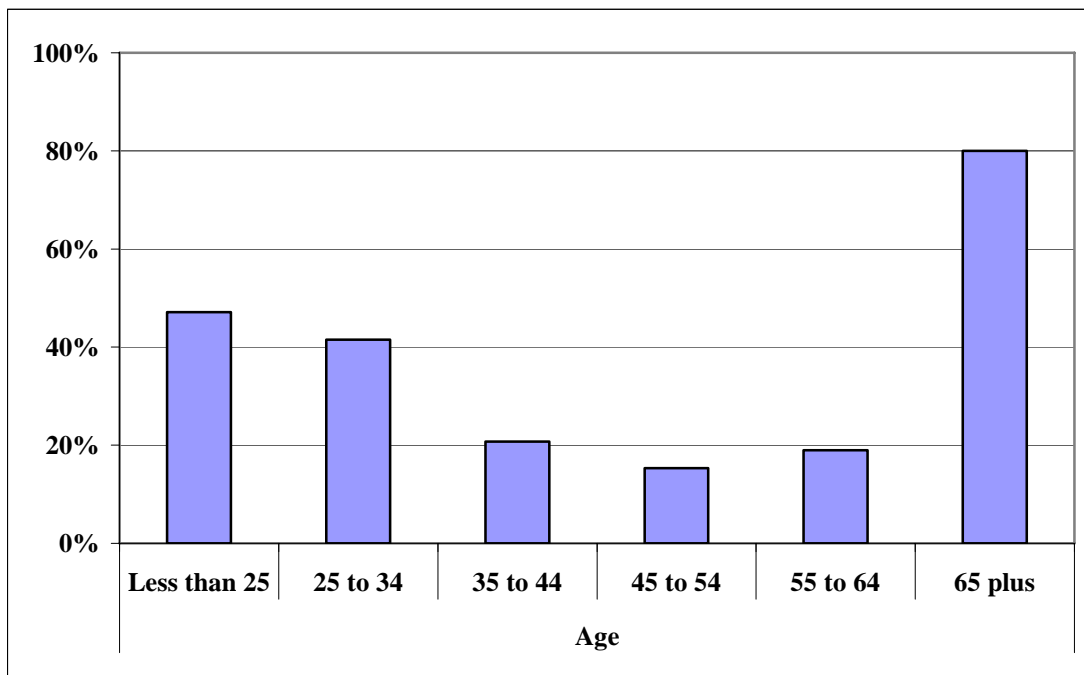
Computer Use by New York Hospital RNs

Computer Technology Used for...	Percent who use computers in daily work for...	Percent who have been adequately trained in using computers for...	Percent who agree that use of computer technology for these tasks improves the quality of patient care
Charting	43.1%	90.6%	66.1%
Clinical Monitoring	53.7%	79.6%	82.2%
Physician Orders	43.7%	80.7%	76.4%
Scheduling	22.5%	53.9%	59.1%
Obtaining Lab/Test Results	85.0%	90.3%	91.0%
Clinical Decision Support	24.4%	60.0%	69.5%
Continuing Education	49.5%	75.4%	80.2%
E-mail for Communication	44.7%	71.0%	70.5%

Source: Center for Health Workforce Studies

- More than 20% of hospital RNs planned to leave their current nursing position within the next three years, and this was more likely for RNs younger than age 25 (nearly 50%), those between the ages of 25-34 (42%), and those age 65 and older (80%).

The Percent of New York Hospital RNs Planning to Leave Their Current Position in the Next Three Years by Age Group



Source: Center for Health Workforce Studies

- Of those planning to leave their current position, over half (55%) reported plans to seek another nursing position. Of the remainder, 37% reported plans to retire and 21% reported plans to seek employment outside of nursing.
- The vast majority of New York hospital RNs indicated they could be encouraged to remain in their current nursing position longer for a higher salary (81%), enhanced benefits (80%), better staffing (67%), and more recognition from management (64%).
- Nearly 44% of New York hospital RNs were either currently pursuing or interested in pursuing advanced nursing degrees (30% baccalaureate and 24% master's degrees).
- New York hospital RNs reported that the three biggest barriers they faced in pursuing advanced education in nursing was family responsibilities (30%), the need for financial aid (24%), and course conflicts with work schedules (22%).

CONCLUSIONS

Data currently available on the RN workforce in New York are limited. Although the Federal Division of Nursing in the Bureau of Health Professions conducts a national sample survey of RNs, it is only conducted every four years and the sample size is limited, preventing sub-state analyses. The last survey of licensed RNs in the state was conducted by the State Education Department in 2002. There is an urgent need for current, consistent, and high quality data on New York's RNs. Studies such as this one are important steps in the right direction, but will not supplant the need for systematic tracking of trends in the state's RN workforce.

This page intentionally left blank.

NEW YORK HOSPITAL REGISTERED NURSES

OVERVIEW

Registered nursing represents the largest single health profession in New York and the state's hospitals are the major employer of registered nurses (RNs). Hospitals, nursing homes, home health agencies, and other health providers in the state and across the nation are reporting increasing difficulties recruiting and retaining RNs. The current shortage of RNs is likely to worsen as the nursing workforce rapidly ages and an increasing number of nursing education programs across the state report turning away qualified applicants, citing lack of capacity to admit additional students. There is growing concern about the adequacy of the supply of RNs in New York to meet demand for them in the delivery of health services.

In order to better understand the hospital RN workforce, the Center for Health Workforce Studies (the Center) in collaboration with the SEIU 1199 Employment, Training, and Job Security Program, the Greater New York Hospital Association (GNYHA), the New York Academy of Medicine, and the Delta Pi Chapter of Sigma Theta Tau conducted a survey of RNs working in hospitals primarily located in the greater New York City metropolitan area. The survey collected basic demographic data on RNs as well as information about employment, job satisfaction, training needs, and future plans. The survey began in June 2006 and will continue through the beginning of 2007. This analysis was based on 1,238 survey responses from 22 participating facilities received by September 1, 2006.

METHODS

Recruitment

Participating hospitals were recruited by the GNYHA. The survey was targeted to all RNs employed by a hospital, including those in outpatient clinics and in nonclinical titles.

Participating hospitals were sent paper copies of the survey as well as a link to the online version of the instrument. The hospitals were responsible for encouraging RN participation and were sent suggested language to include in an announcement of the survey to their RNs. As an incentive for completing a survey, any RN who responded had the option of entering into a random drawing for a \$50 gift certificate from either Macy's or Barnes and Noble.

Data Collection

Hospitals began to participate in the survey in June 2006 and responses and data collection are expected to continue through the beginning of 2007. Hospitals made the survey available to their RNs -- either online or on paper -- for about six to eight weeks. The survey was confidential and anonymous for the RNs respondents and it took about 15 minutes to complete.

As of November 24, 2006, there were more than 2,300 responses representing more than 40 different hospitals. The analysis presented in this report was based on 1,238 responses to the survey (76% online and 24% on paper), representing 22 facilities. Response rate for individual hospitals ranged from a low of 2% to a high of 65%. Those hospitals with extremely low response rates had not completed the survey of their RNs as of September 1, 2006.

Consequently, response rates for those hospitals are expected to be higher in future analyses of survey data.

Limitations

An important limitation to the generalizability of survey results is the potential for self-selection bias, both among the hospitals and the respondents. Participating hospitals may have been those more concerned with and invested in addressing nursing workforce issues. Survey responses may have reflected hospital RN reactions to the culture of a participating hospital rather than New York's hospital RN population as a whole. There may also have been systematic response bias among RNs, i.e., those with specific concerns or issues being more likely to respond. Further, response rates varied by assigned shift and RNs who worked different shifts may have differed demographically and educationally and have different perceptions about the quality of their work life. These potential biases, and the small sample size used in this preliminary report, limit the ability to generalize survey findings to all New York hospital RNs.

SURVEY FINDINGS

Information presented in this report was based on valid responses⁴ to survey questions received as of September 1, 2006. When possible, these findings were compared to findings from the 2004 National Sample Survey of Registered Nurses for active RNs working in hospitals. In this report, RNs who responded to the Center’s survey are referred to as New York hospital RNs, while hospital RNs from the 2004 National Sample Survey of Registered Nurses are referred to as U.S. hospital RNs.

Demographics

- The median age of New York hospital RNs was 47, compared to 44 for U.S. hospital RNs in 2004.
- More than 75% of New York hospital RNs were White, compared to nearly 81% of U.S. hospital RNs.

Figure 1
Race/Ethnicity for
New York Hospital RNs and U.S. Hospital RNs

Race/Ethnicity⁵	New York Hospital RNs	U.S. Hospital RNs
White	75.5%	80.8%
Black/African-American	8.3%	4.8%
Asian	9.2%	3.8%
Hispanic/Latino	3.6%	1.8%
Other or multiple races	3.4%	8.7%

Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- Foreign-trained RNs added to the diversity of the New York hospital RN workforce. Nearly 88% of New York hospital RNs who trained outside of the U.S. were racial/ethnic minorities.

⁴ Excludes missing responses

⁵ Survey respondents who self-identified as non-Hispanic are reported by their racial categories (i.e., White, Black/African-American, Asian, Other or multiple races).

Figure 2
Race/Ethnicity by Country of Training for
New York Hospital RNs and U.S. Hospital RNs

	New York Hospital RNs		U.S. Hospital RNs	
	U.S. Trained	Foreign Trained	U.S. Trained	Foreign Trained
% White	82.6%	12.2%	83.8%	29.9%
% Asian	2.2%	71.3%	1.4%	52.5%
% Other Minority	15.2%	16.5%	14.8%	17.6%

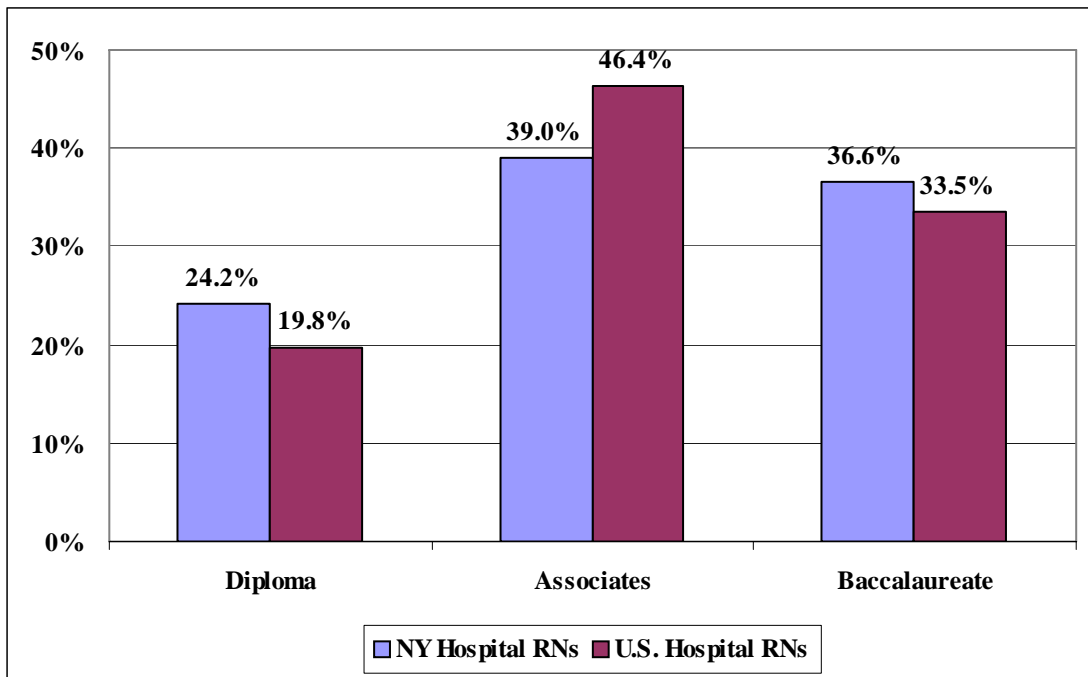
Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- About 68% of New York hospital RNs indicated they were currently married or partnered and 60% of them reported children living at home.

RN Education

- Almost 40% of New York hospital RNs reported an associate degree as their initial nursing degree, nearly 37% reported a baccalaureate degree, and 24% reported a nursing diploma as their initial RN degree.

Figure 3
Initial RN Degree for New York Hospital RNs and U.S. Hospital RNs



Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- New York hospital RNs who graduated with diplomas (82%) or baccalaureate degrees (75%) as their initial degrees were much more likely to have graduated prior to age 25. New York hospital RNs who graduated with associate degrees were as likely to have graduated before age 25 (40%) as they were between the ages of 25 and 34 (40%).

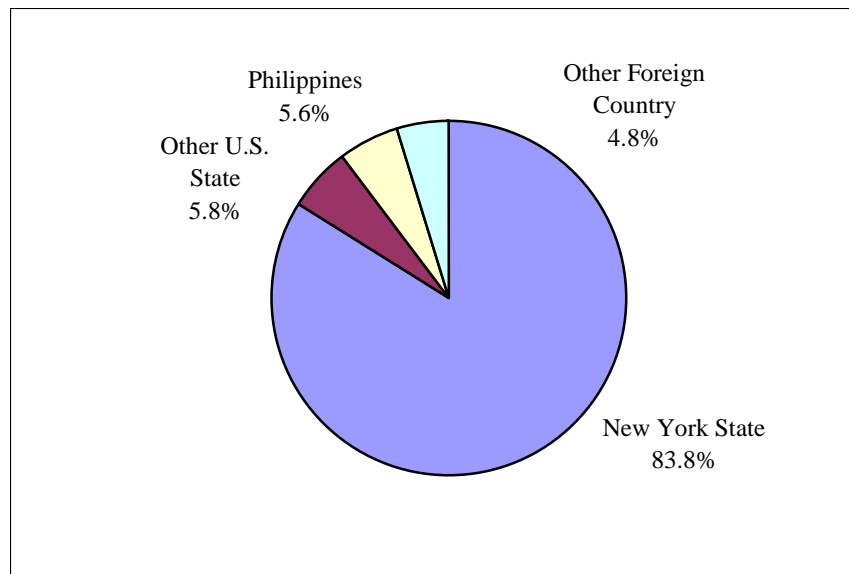
Figure 4
Age at Graduation (Grouped) by Initial RN Degree
for New York Hospital RNs

Degree Type	Age at Graduation for Initial RN Degree				Totals
	Less than 25	25 to 34	35 to 44	45 and Above	
Diplomas	81.7%	15.6%	1.4%	1.4%	24.2%
Associate	39.5%	39.9%	17.9%	2.7%	39.0%
Baccalaureate	74.9%	19.7%	4.5%	0.9%	36.6%

Source: Center for Health Workforce Studies

- Nearly 84% of New York hospital RNs completed their initial nursing education in New York.

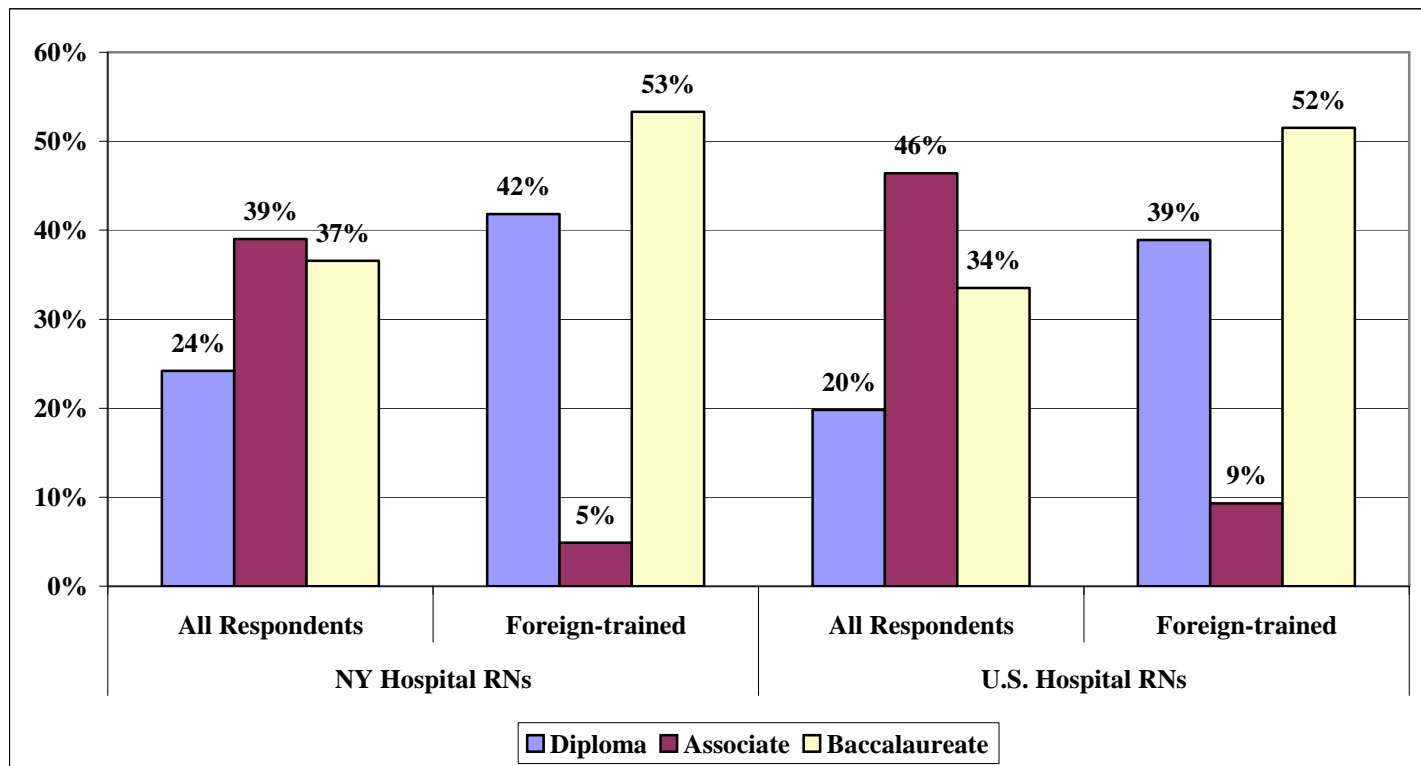
Figure 5
Location of Initial RN Education
for New York Hospital RNs



Source: Center for Health Workforce Studies

- Ten percent of New York hospital RNs completed their initial nursing education in foreign countries, with the majority of them educated in the Philippines. Both New York and U.S. hospital RNs who were foreign-trained were more likely to report either nursing diplomas or baccalaureate degrees as initial RN degrees and much less likely to report an associate degree as the initial RN degree.

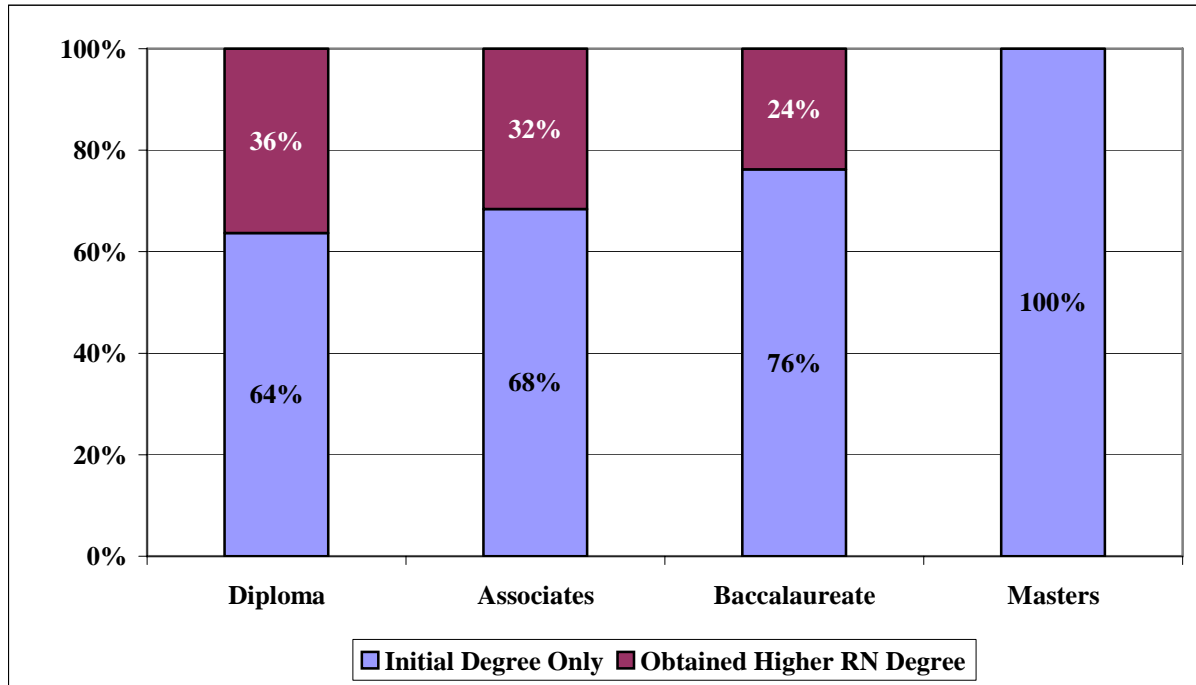
Figure 6
Initial RN Degree by Where Trained
for New York Hospital RNs and U.S. Hospital RNs



Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

- Nearly 30% of New York hospital RNs reported holding at least one additional nursing degree beyond their initial nursing degree. Those with nursing diplomas as their initial degree were most likely to report an additional nursing degree (36%), while those with baccalaureate degrees as their initial degree were least likely (24%).

Figure 7
New York Hospital RNs with Advanced Nursing Degrees
by Initial Nursing Degree



Source: Center for Health Workforce Studies

Prior Health Care Employment

- Just under 40% of New York hospital RNs worked in health care prior to entering a nursing education program.
- Nearly 60% of New York hospital RNs were employed in health care while completing their initial nursing degree. About one-third of those RNs employed in health care while completing their initial RN degree continued work for the same employer upon graduation.
- The majority of those RNs who were employed in health care while completing their initial RN degree worked as nursing aides (41%) or licensed practical nurses (32%).
- Nearly 10% of New York hospital RNs who worked in health care while completing their initial RN degree received tuition assistance and 3% received support for living expenses.
- Just over 13% of New York hospital RNs who worked in health care while completing their initial RN degree received educational assistance from their employer, while more than 11% received assistance from their union or training fund. Nine percent reported receiving assistance from their families.

Current RN Employment

- Eighty percent of New York hospital RNs worked full time, compared to 70% of U.S. hospital RNs.
- Sixty-eight percent of New York hospital RNs worked days while nearly 20% worked nights.
- Sixty-two percent of New York hospital RNs worked both weekdays and weekends while another 37% worked weekdays only.
- The median number of years worked by New York hospital RNs was 20, with about one-third working in nursing between 20 and 29 years.
- Nearly 71% of New York hospital RNs indicated they were staff RNs, compared to just over 67% of U.S. hospital RNs.
- About 5% of New York hospital RNs reported they were advanced practice nurses (e.g., clinical nurse specialists, nurse practitioners, nurse midwives) compared to 5.9% of U.S. hospital RNs.
- Nearly 36% of New York hospital RNs reported working on critical care, surgery, medicine, or post-operative units. More than 19% worked in specialty units, including obstetrics, pediatrics, or behavioral health.

Figure 8
Primary Employment Unit for New York Hospital RNs

<u>Type of Unit</u>	<u>Percent of NY Hospital RNs</u>
Critical Care, Surgery, Medicine, OR, Post Op	35.6%
Specialty Care	19.1%
Outpatient, Emergency Department	13.9%
Rehabilitation, Long-term Care, Palliative Care/Hospice	9.2%
Other/Multiple Units	22.2%

Source: Center for Health Workforce Studies

- More than 50% of the New York hospital RNs who worked full time reported earning at least \$60,000 per year in their primary nursing position, with nearly 24% earning between \$60,000 and \$69,999. Another 20% reported earning between \$50,000 and \$59,999. In contrast, 50%

of U.S. hospital RNs who worked full time earned less than \$50,000 and almost 20% earned between \$60,000 and \$69,999.

Figure 9
Annual Gross Salary in Primary RN Position
for New York Hospital RNs and U.S. Hospital RNs

<u>Salary Range</u>	<u>New York Hospital RNs</u>	<u>U.S. Hospital RNs</u>
Less than \$30,000	3.5%	5.4%
\$30,000 to \$39,999	5.3%	7.7%
\$40,000 to \$49,999	10.0%	20.3%
\$50,000 to \$59,999	19.7%	23.3%
\$60,000 to \$69,999	23.7%	19.7%
\$70,000 to \$79,999	17.0%	10.4%
\$80,000 to \$89,999	11.1%	6.2%
\$90,000 to \$99,999	5.9%	3.0%
\$100,000 or more	3.9%	4.1%

Source: Center for Health Workforce Studies, 2004 National Sample Survey of RNs

Perceptions of New RN Training and Orientation

- Most New York hospital RNs who completed their initial nursing education within the last five years believed their nursing education adequately prepared them for work in acute care (79%).
- The majority of New York hospital RNs with less than five years experience believed their hospitals provided adequate orientation (83%) and that the level of supervision they received during orientation was appropriate (81%). In addition:
 - these RNs reported a median orientation of eight weeks;
 - more than half thought the length of orientation was sufficient;
 - eighty percent reported working with a preceptor as part of orientation, while 63% reported working with a mentor; and
 - the vast majority indicated the content of the orientation was appropriate.
- RNs with more than five years of nursing experience were much less likely to indicate that newly trained RNs were adequately prepared by their education programs for jobs in acute care (36%). In addition:

- Slightly more than 60% of these RNs believed their hospital provided adequate orientation to new RNs;
- Less than 18% of these RNs believed that the time they spent with new RNs detracted from their ability to provide quality patient care; and
- More than half of these RNs believed they were adequately prepared to serve as preceptors to new RNs.

Working Conditions and Satisfaction

- When asked what had changed on their unit in the past year, New York hospital RNs reported:
 - Increased patient acuity (65.5%);
 - Increased patient turnover (50.7%);
 - Increased RN turnover (50.0%); and
 - Decreased adequacy of staffing (44.5%).

Figure 10
Perception of Changes on the Unit
Within the Past Year for New York Hospital RNs

Perceived Changes in	Increase	Decrease
Patient Acuity	65.5%	2.9%
Patient Turnover	50.7%	8.1%
RN Turnover	50.0%	4.7%
Need for Second Language Skills	43.0%	1.7%
Voluntary Overtime	42.5%	11.3%
Number of Patients per RN	41.8%	5.6%
Use of Temp RNs	28.5%	13.2%
Adverse Patient Incidents	17.4%	19.2%
Number of Foreign-trained RNs	15.8%	4.0%
Mandatory Overtime	14.5%	7.4%
Adequacy of Staffing	14.1%	44.5%

Source: Center for Health Workforce Studies

- Nearly 40% of New York hospital RNs indicated they had more work than they could handle on most days.
- A slightly smaller percentage reported that paperwork interfered with the time needed to give quality patient care.

- More New York hospital RNs were concerned with risk of injury or infection (24%) than with physical violence (10%).
- New York hospital RNs were most satisfied with their work schedules and least satisfied with retirement benefits.
- Nearly two-thirds were satisfied with their paid time off, and more than half were satisfied with pay.
- Half of New York hospital RNs reported going home from work feeling that they provided quality patient care.
- Nearly one-quarter of New York hospital RNs reported that working with foreign-trained RNs strengthened their understanding of the needs of culturally diverse patients. RNs with less than five years of experience were twice as likely to indicate this compared to their counterparts with more than five years experience.
- New York hospital RNs planning to leave their current nursing position within the next three years were generally less satisfied than RNs overall.

Figure 11
Satisfaction for All Hospital RNs
Compared to Those Planning to Leave Their Jobs

How Often Respondents Agreed With...	All RNs	RNs Planning to Leave⁶
Satisfied with Work Schedule	80.2%	65.8%
Adequate Paid Time Off	65.2%	59.6%
Go Home Feeling that Quality Patient Care Was Provided	58.0%	43.5%
Satisfied with Pay	57.2%	44.9%
Adequate Health Care Benefits	49.6%	48.0%
Treated as a Valued Employee	44.5%	35.9%
Adequate Retirement Benefits	26.3%	26.4%
Adequate Continuing Education Opportunities	54.2%	50.0%
Adequate Opportunities for Advancement	39.7%	31.6%

Source: Center for Health Workforce Studies

Computer Technology

- Eighty-five percent of New York hospital RNs indicated they used computers for obtaining laboratory and test results.

⁶ Based on the number of RNs who reported plans to leave their current nursing position within the next three years.

- Nearly 54% of them reported using computers for clinical monitoring.
- The majority of New York hospital RNs who used computer technology indicated they were adequately trained in the use of that technology, including 91% for charting and 90% for obtaining laboratory and test results.
- The majority of New York hospital RNs who used computer applications agreed the technology improved the quality of the care they provided, particularly those who used it to obtain laboratory and test results.

Figure 12
Computer Use by New York Hospital RNs

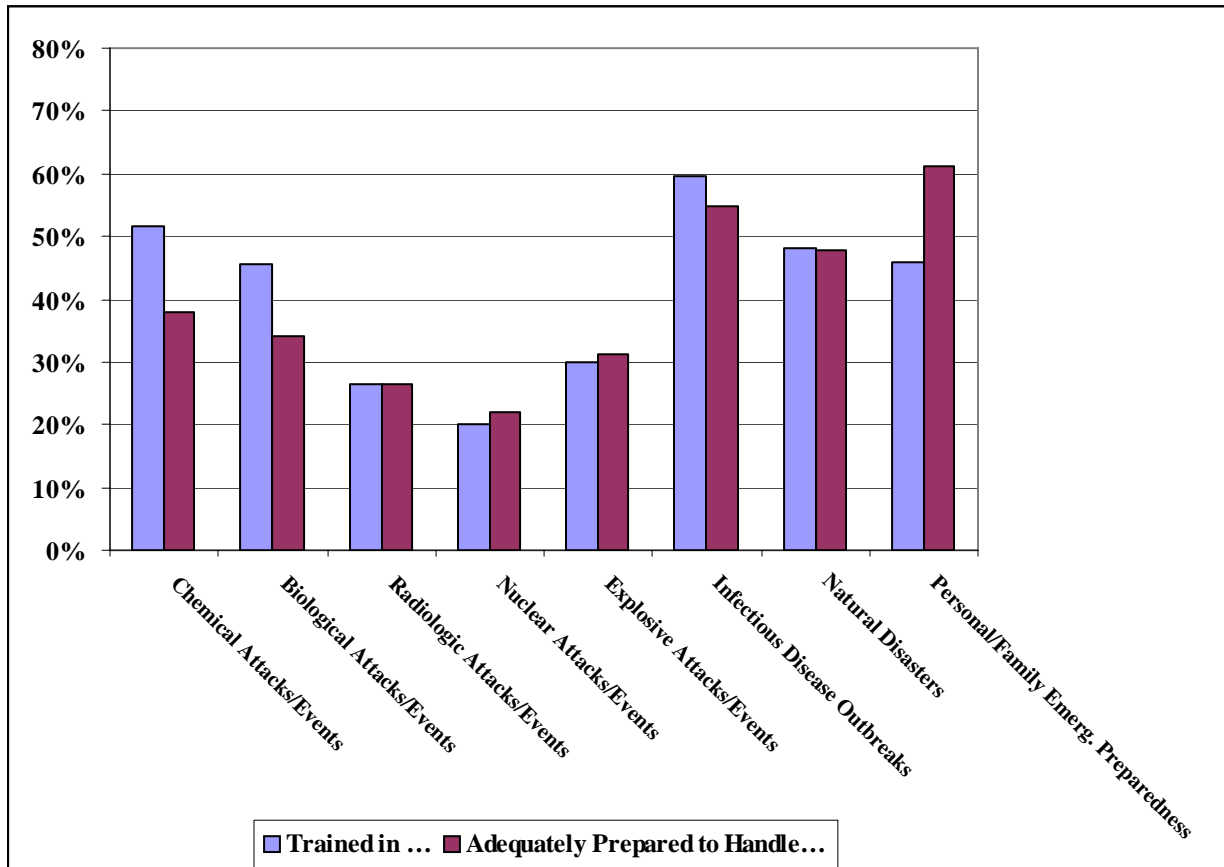
Computer Technology Used for...	Percent who use computer in daily work for...	Percent who have been adequately trained in using computers for...	Percent who agree that computer technology improves the quality of care
Charting	43.1%	90.6%	66.1%
Clinical Monitoring	53.7%	79.6%	82.2%
Physician Orders	43.7%	80.7%	76.4%
Scheduling	22.5%	53.9%	59.1%
Obtaining Lab/Test Results	85.0%	90.3%	91.0%
Clinical Decision Support	24.4%	60.0%	69.5%
Continuing Education	49.5%	75.4%	80.2%
E-mail for Communication	44.7%	71.0%	70.5%

Source: Center for Health Workforce Studies

Emergency Preparedness Training

- Less than half of hospital RNs in New York reported having received emergency preparedness training, and the majority of those trained were in managerial or supervisory positions.
 - More than half of those trained reported that the training focused on chemical events and infectious disease outbreaks.
 - More than half felt adequately prepared to handle either personal and family emergencies or infectious disease outbreaks, but less than half felt adequately prepared to handle any other emergencies, such as biological and nuclear events.
 - Hospital RNs in New York reported need for more training in disaster preparedness for man-made disasters (69%), infectious disease outbreaks (60%), and natural disasters (51%).

Figure 13
Emergency Preparedness for New York Hospital RNs
by Type of Emergency



Source: Center for Health Workforce Studies

Training Needs

- More than half of New York hospital RNs reported the need for training on the following topics:
 - man-made disaster preparedness (68.7%);
 - infectious disease outbreaks (60.1%); and
 - natural disaster emergency preparedness (50.7%).

Figure 14
Need for Additional Training for NY Hospital RNs

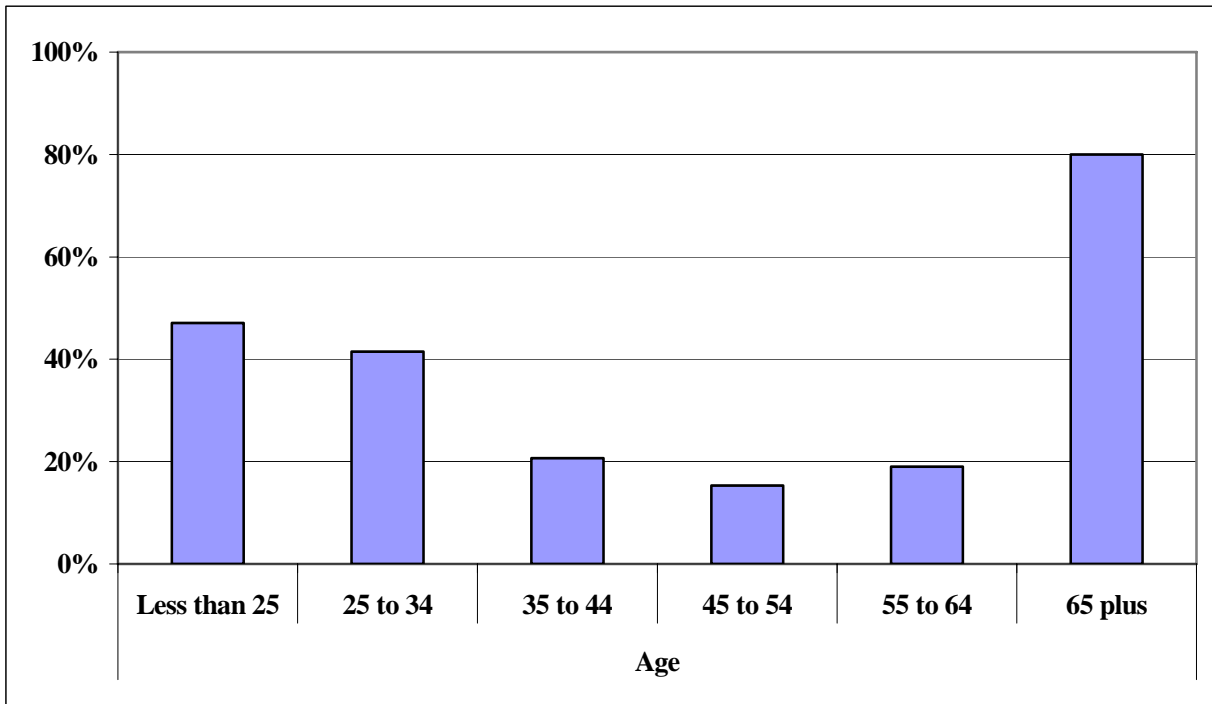
Need Additional Training in ...	Total
Man-Made Disaster Preparedness	68.7%
Infectious Disease Outbreaks	60.1%
Natural Disaster Emergency Preparedness	50.7%
Computer Skills	40.7%
Personal & Family Emergency Preparedness	39.6%
Use of New Equipment/Technologies in the Hospital	35.5%
Clinical Training (new or maintaining clinical skills)	32.6%
Conflict Resolution	23.2%
RN Precepting	20.1%
RN Mentoring	19.1%
Interdisciplinary Team Building	18.0%
Management/Supervision/Delegation	17.7%
Case Management	13.6%
Communication/Interpersonal Skills	11.8%
(Working with Qualified RN) Learn New Skills	10.0%
Customer Service	6.5%

Source: Center for Health Workforce Studies

Plans to Leave

- Nearly 22% of New York hospital RNs reported plans to leave their current nursing position within the next three years.
- Not surprisingly, the majority of RNs age 65 and older planned to leave their positions. However, nearly 50% of RNs younger than age 25 and 42% of RNs between the ages of 25 and 34 also reported plans to leave their current nursing position in the next three years.

Figure 17
The Percent of New York Hospital RNs Planning to Leave Their Current Position
in the Next Three Years by Age Group



Source: Center for Health Workforce Studies

- Of those planning to leave their current position, over half (55%) reported plans to seek another nursing position. Of the remainder, 37% reported plans to retire and 21% reported plans to seek employment outside of nursing.

Incentives To Remain in Current Nursing Position

- Most New York hospital RNs indicated they would stay longer in their current nursing position for higher salary (81%), enhanced benefits (80%), better staffing (67%), and more recognition from management (64%).
- Those RNs who planned to leave their current nursing position within the next three years were less likely to respond to incentives to remain in their current position.
- New York hospital RNs overall were least likely to remain in their current position for opportunities to hold joint appointments as adjunct nursing faculty (29%), to mentor new RNs (25%), or to precept new RNs (24%).

Figure 18
Incentives to Remain in Current Nursing Position Longer
For New York Hospital RNs Planning to Leave Their Jobs Within Next Three Years

Would be Encouraged to Stay in Current Nursing Position Longer for...	Planning to Leave Current RN Position Within Next 3 Years		
	Yes	No	Total
Higher Salary	76.7%	82.2%	81.0%
Better Benefits	69.6%	83.5%	80.5%
Better Staffing	67.1%	66.2%	66.4%
More Recognition from Management	62.5%	64.7%	64.2%
More Supportive Working Relationship with Nurse Supervisor	52.7%	57.4%	56.4%
More Release Time for Educational Activities	49.2%	58.0%	56.0%
More Supportive Working Relationship with Physicians	51.9%	55.4%	54.6%
More Supportive Working Relationship with Staff Development	55.3%	54.1%	54.4%
More Opportunities for Advancement/Promotions	55.8%	51.6%	52.6%
More Supportive Working Relationship with Unit Support Staff	46.4%	53.9%	52.4%
More Educational/Training Opportunities	47.9%	53.6%	52.3%
More Supportive Working Relationship with Other Hospital Departments	48.7%	48.7%	48.7%
Less Physically Demanding Work	44.0%	48.5%	47.5%
More Flexible Scheduling	44.5%	47.9%	47.2%
More Autonomy	43.5%	47.1%	46.3%
Increased Availability of Clinical Educators on Units	39.2%	45.1%	43.9%
More Attention Paid to Personal Safety	37.8%	42.3%	41.4%
A More Desirable Shift	34.1%	36.4%	35.9%
Joint Appointment as Adjunct Faculty	35.2%	27.1%	28.8%
More Opportunities to Mentor New RNs	22.9%	25.5%	25.0%
More Opportunities to Precept New RNs	22.8%	24.5%	24.0%

Source: Center for Health Workforce Studies

Future Educational Plans

- Nearly 44% of New York hospital RNs indicated they were either currently pursuing or interested in pursuing advanced nursing degrees. Of those, almost 30% reported they were currently pursuing or interested in pursuing baccalaureate degrees, while another 24% reported they were currently pursuing or interested in pursuing master's degrees as nurse practitioners.

Figure 19
Percent of New York Hospital RNs
Currently Pursuing or Interested in Pursuing Advanced Nursing Degree
By Type of Nursing Degree

Type of Degree	Percent⁷ of Hospital RN Survey Respondents
Baccalaureate	29.7%
MSN, Nurse Practitioner	23.5%
MSN, Nurse Education	16.6%
MSN, Clinical Specialty	14.7%
MSN, Administration	10.7%
Doctorate in Nursing	9.4%
MSN, Other	7.2%
Post-Master's Certificate	5.5%
MSN, Informatics	5.3%

Source: Center for Health Workforce Studies

- When asked to identify the biggest barriers to pursuing advanced nursing education, New York hospital RNs indicated that family responsibilities (30%), the need for financial aid (24%), and course conflicts with work schedule (22%) posed the greatest challenges.

Figure 20
Barriers Faced in Pursuing Advanced Nursing Degrees
by New York Hospital RNs

Barrier	Percent of Hospital RN Survey Respondents
Family Responsibilities	29.6%
Need for Financial Aid	23.6%
Courses Conflict with Work Schedule	21.6%
Prerequisite Requirements	5.1%
Application Process	3.4%
Proximity to a Nursing Education Program	1.5%

Source: Center for Health Workforce Studies

⁷ The percent totals to more than 100% since some respondents indicated more than one advanced degree option.

CONCLUSIONS

Data currently available on the RN workforce in New York are limited. Although the Federal Division of Nursing in the Bureau of Health Professions conducts a national sample survey of RNs, it is only conducted every four years and the sample size is limited, preventing sub-state analyses. The last survey of licensed RNs in the state was conducted by the New York State Education Department in 2002. There is an urgent need for current, consistent, and high quality data on New York's RNs. Studies such as this one are important steps in the right direction, but will not supplant the need for systematic tracking of trends in the state's RN workforce.