



University of California  
San Francisco

*advancing health worldwide™*

# 2010 Survey of Registered Nurses

*Joanne Spetz, Ph.D.*

*Dennis Keane, M.P.H.*

*Carolina Herrera, M.A.*

*University of California, San Francisco*

*School of Nursing*

*April 13, 2011*

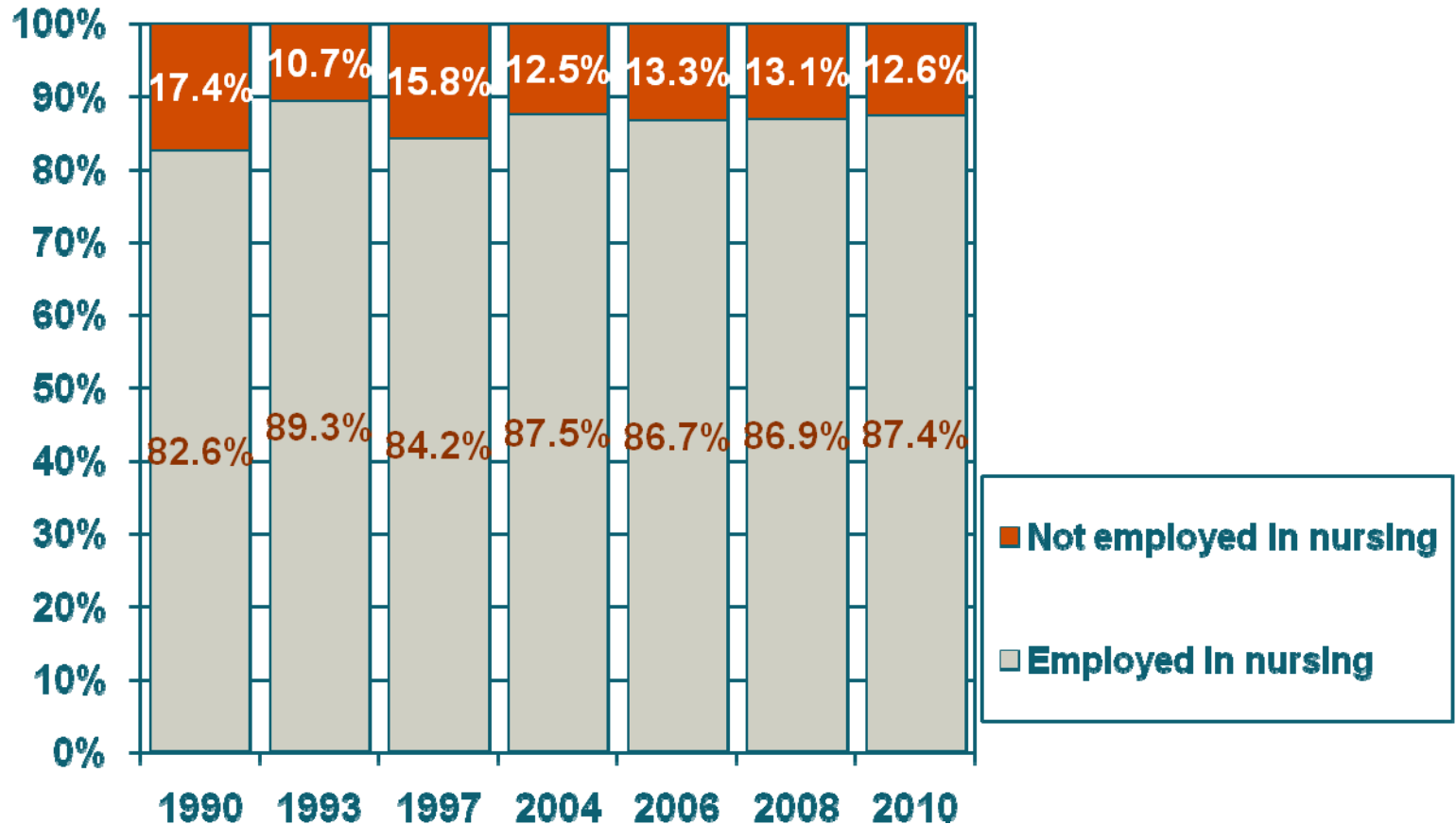
# Survey of RNs, 2010

- **10,000 active RNs**
  - New survey format tested on 50% of sample
  - 62.2% response rate (highest since 1997)
- **1,000 inactive & lapsed RNs**
  - 500 inactive (unexpired) – 66.4% response rate
  - 500 lapsed in 2009 – 42.6% response rate
- **Mailed April 23, 2010 (2 weeks earlier than 2008)**
  - Paper survey with online option
  - Data collection ended August 23, 2010
- **All survey management conducted at UCSF**

# Evidence of the recession

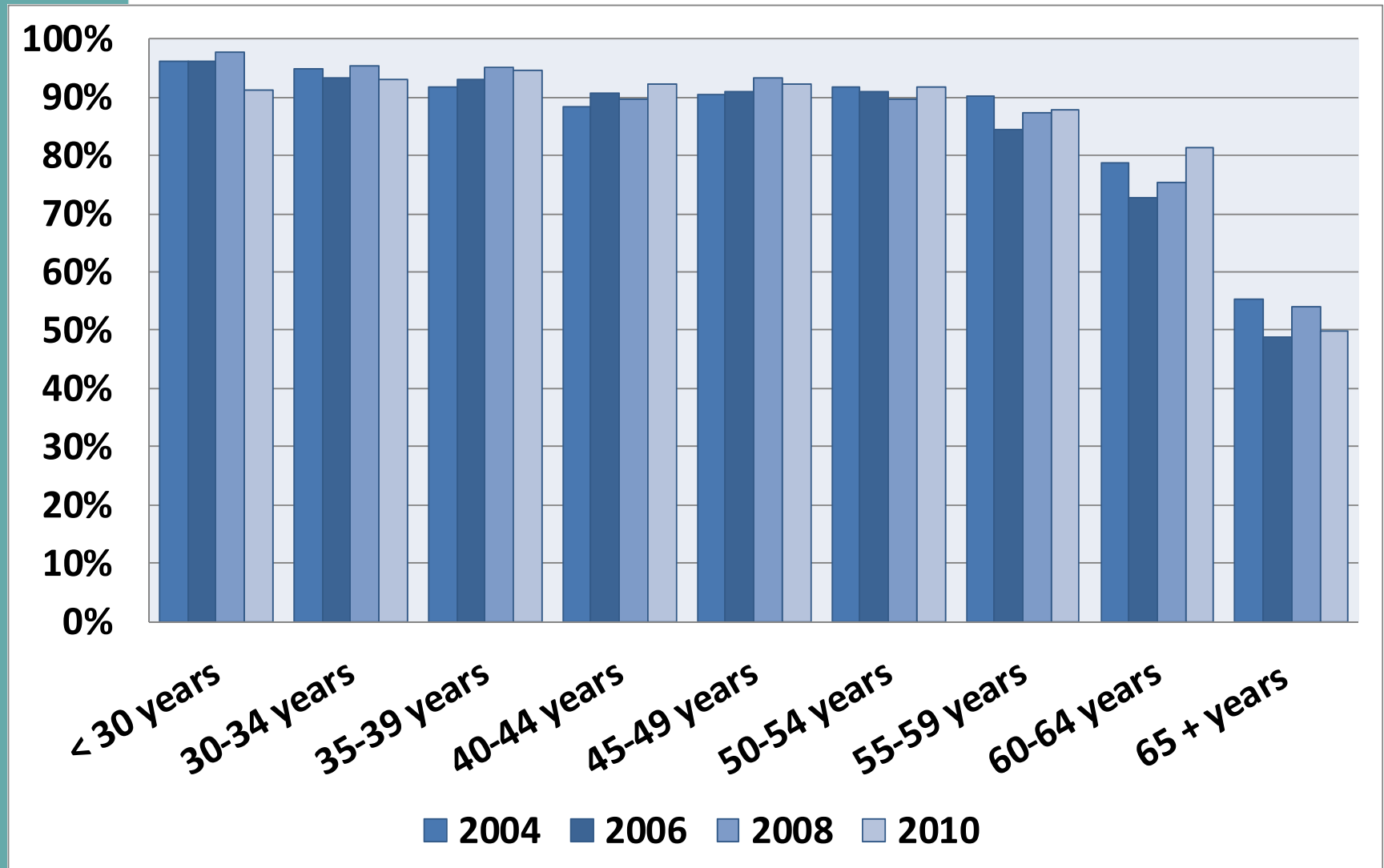
- **Employment rate is higher than in 2008**
  - Rose from 86.9% to 87.4%
- **Large increase in number of non-retired RNs looking for nursing work**
- **Higher employment of RNs age 50+**
  - Lower employment of RNs under 40 years
- **More nurses age 55+ do not plan to reduce hours or leave nursing**
  - More nurses age 35 and under plan to increase hours
- **Salaries have stabilized**

# Share of RNs that works in a nursing position



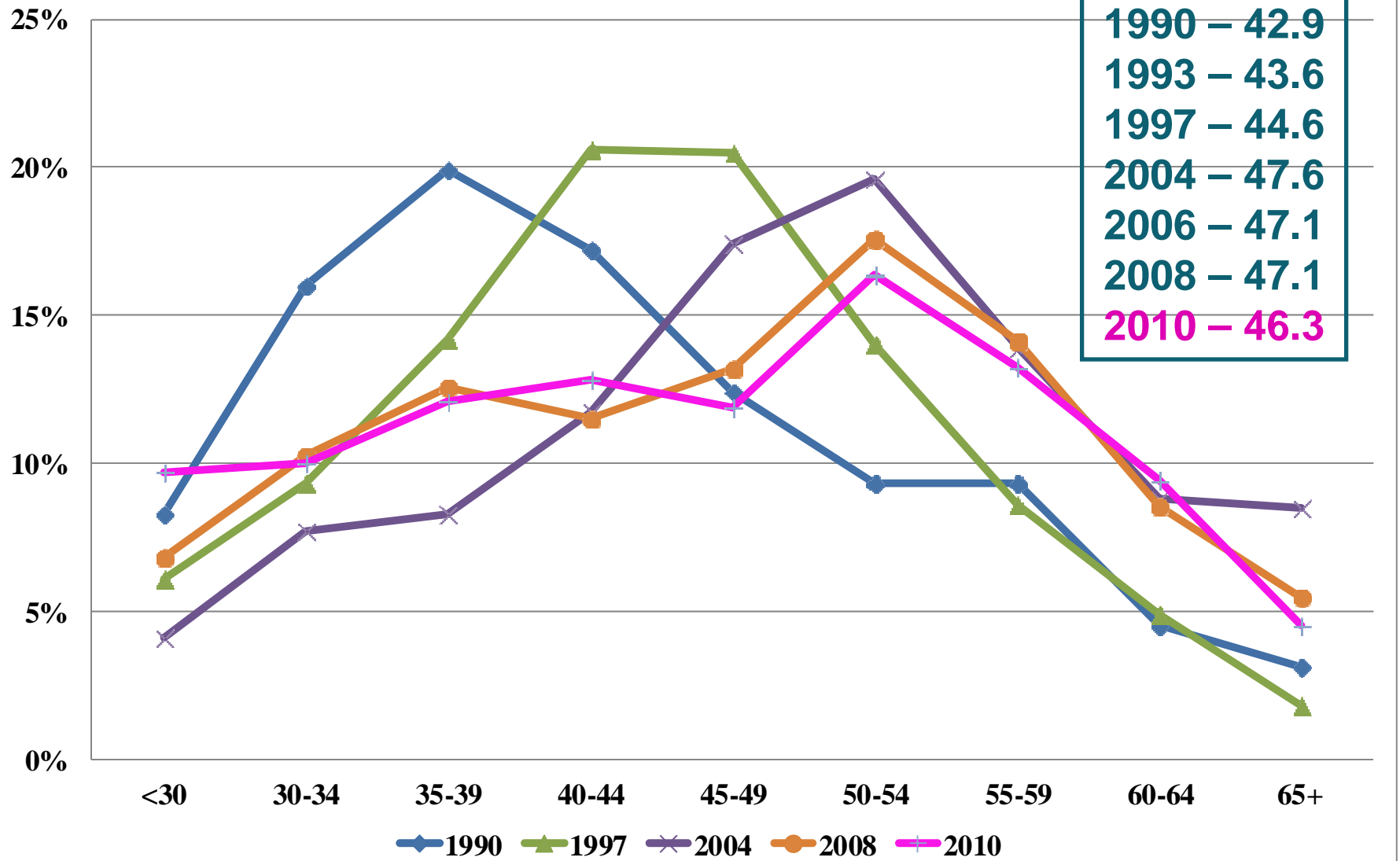
17.3% of working nurses have more than one RN job.

# Share of RNs employed in nursing by age

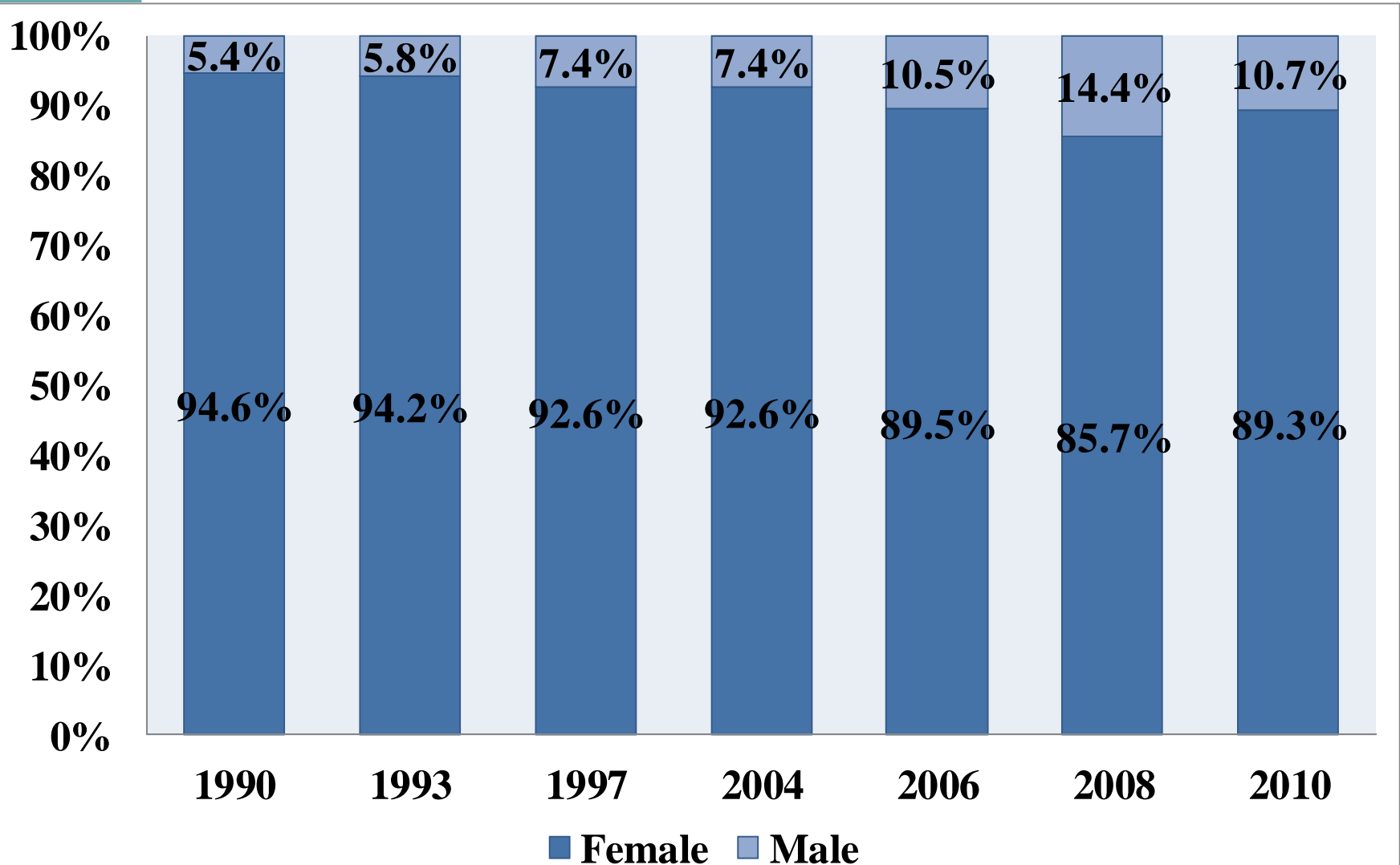


# Ages of working RNs

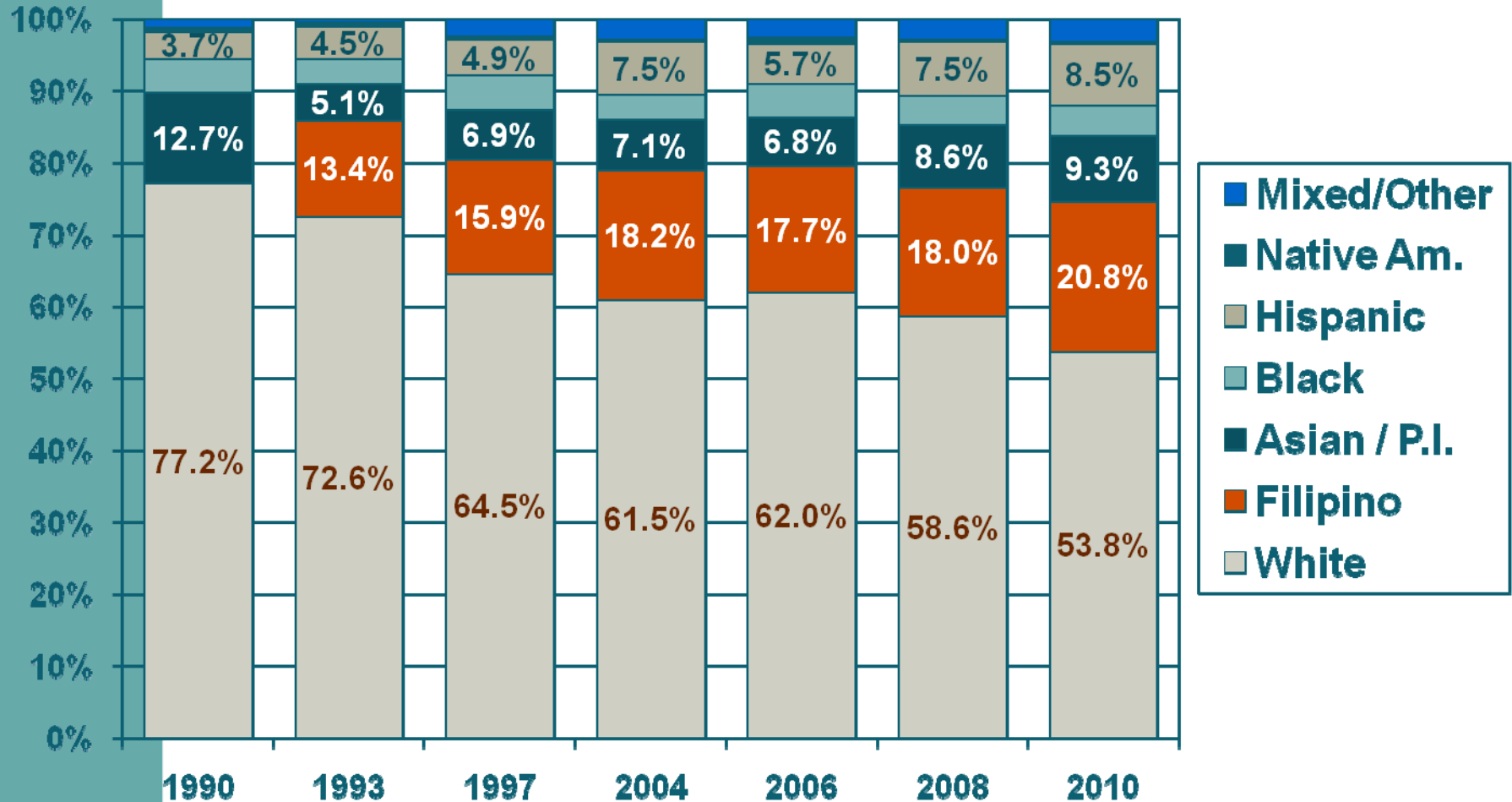
Average ages	
1990	42.9
1993	43.6
1997	44.6
2004	47.6
2006	47.1
2008	47.1
2010	46.3



# Gender of working RNs

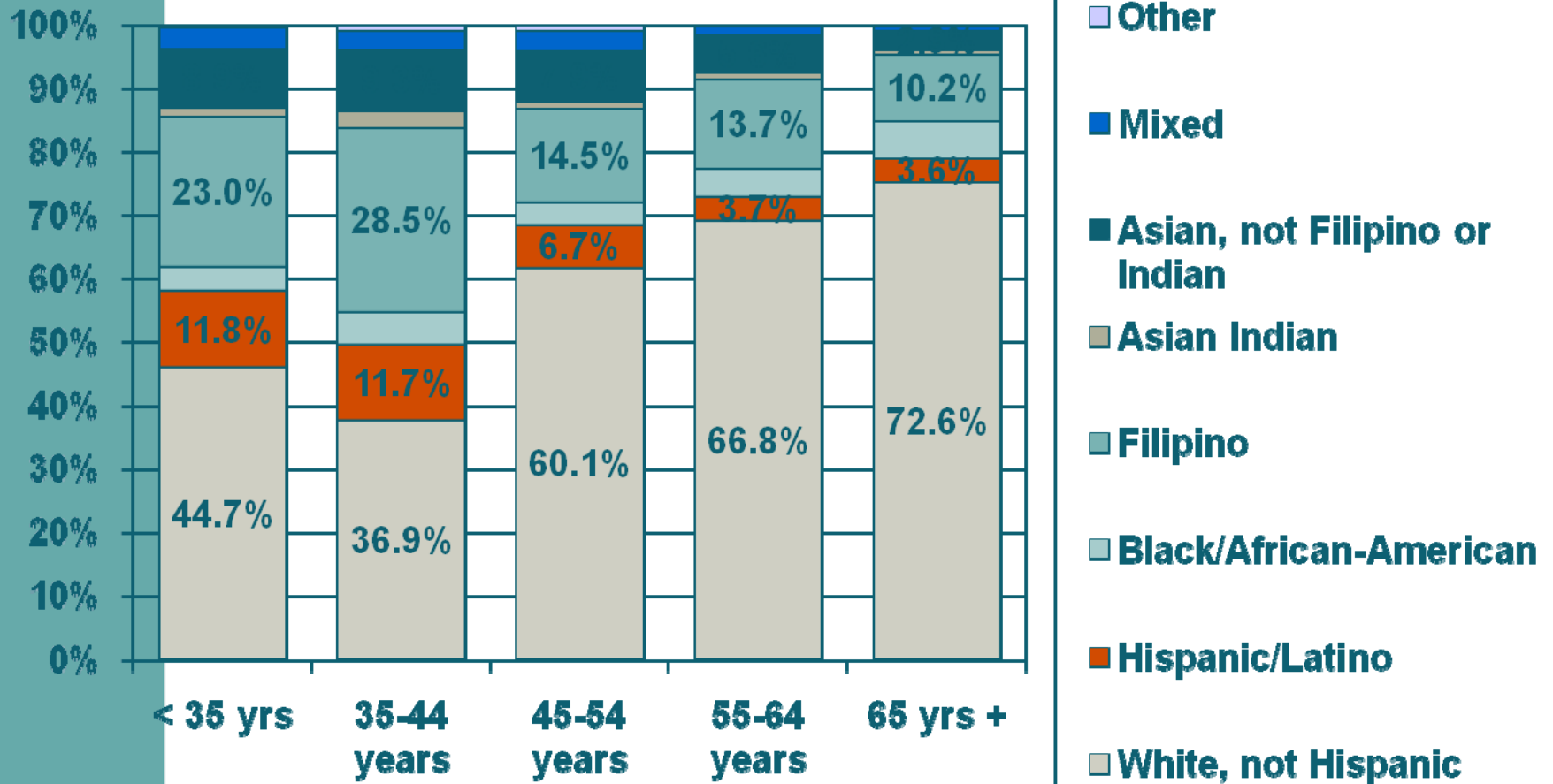


# Racial/ethnic mix of working RNs

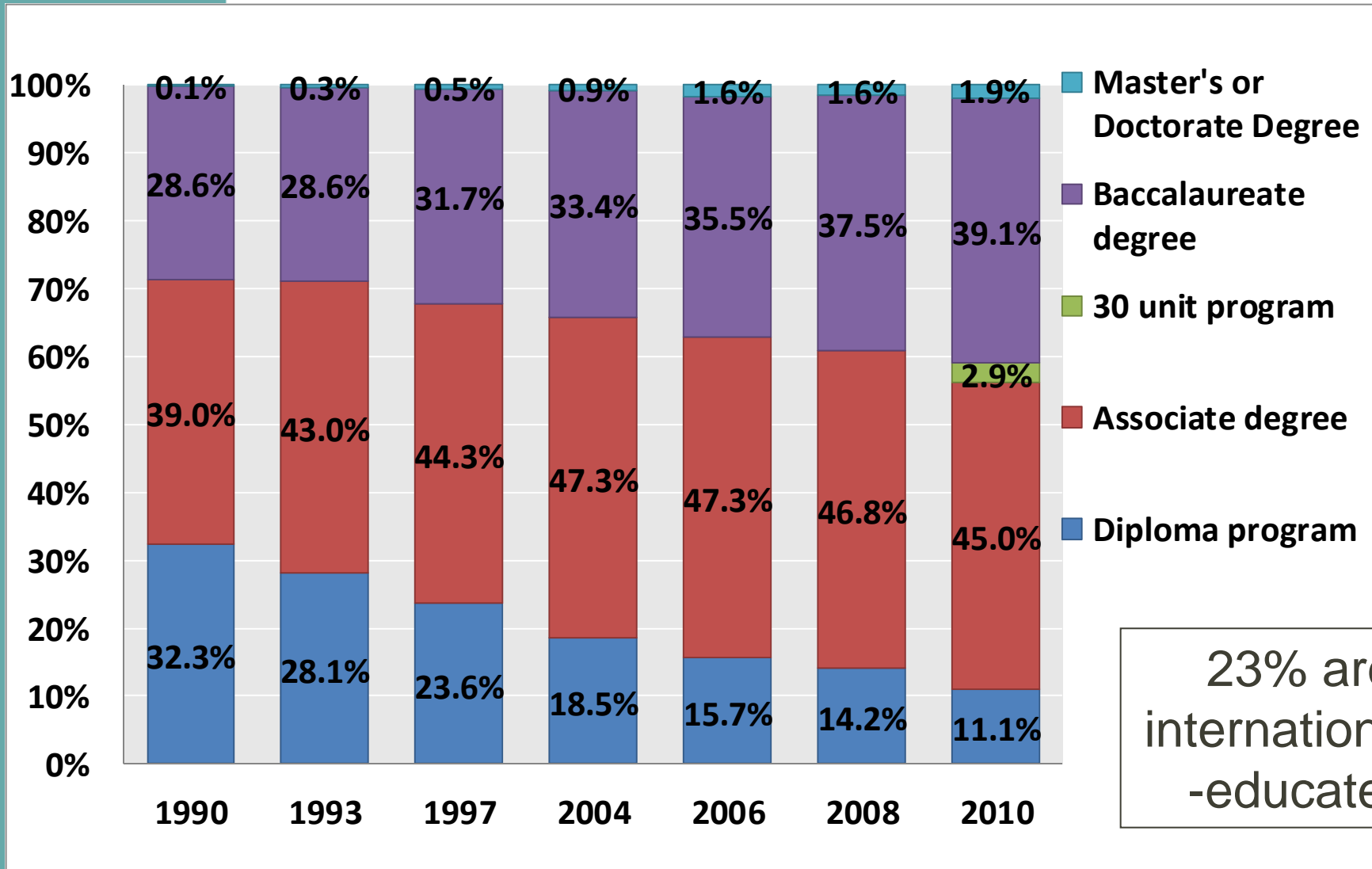




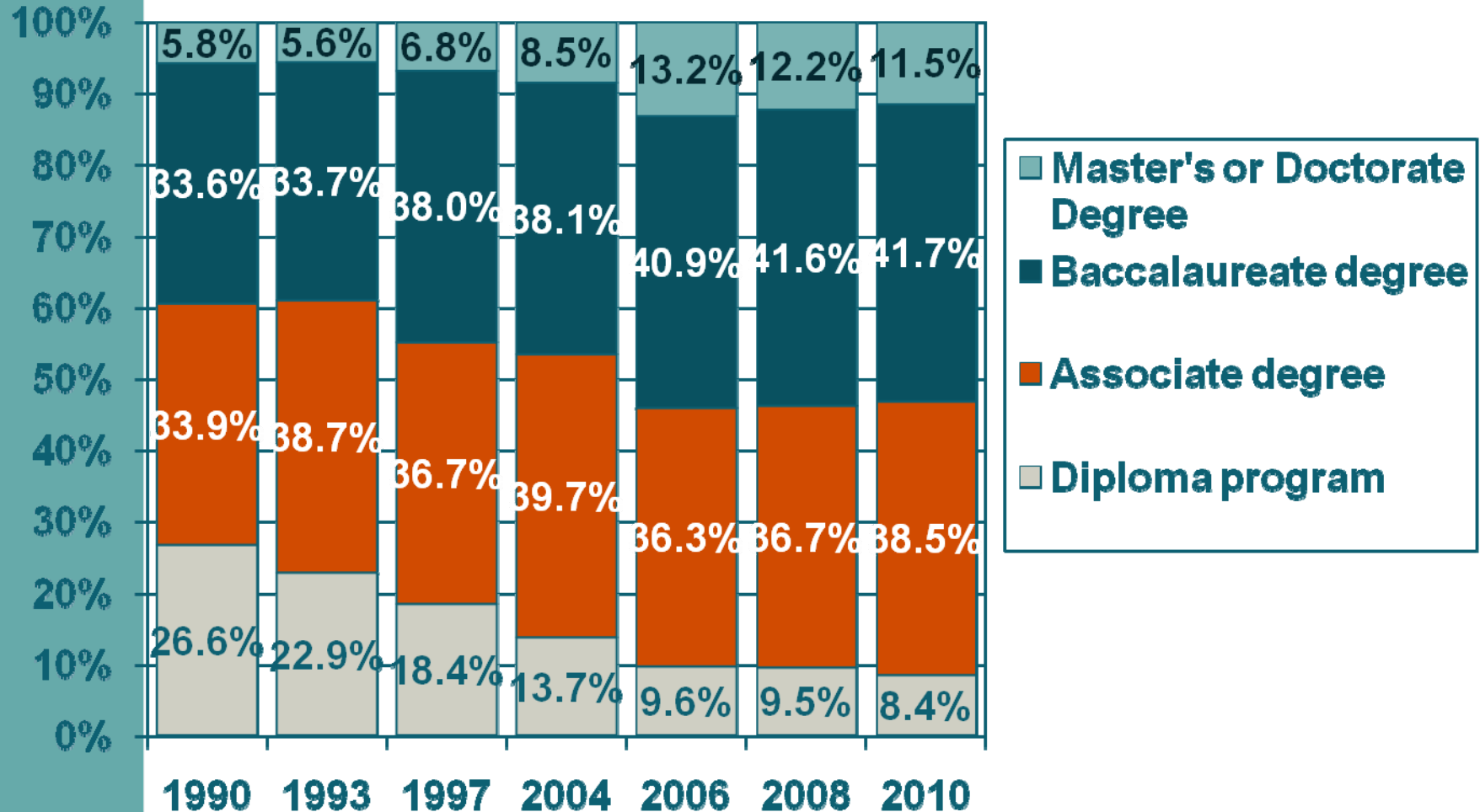
# Diversity greater among younger RNs



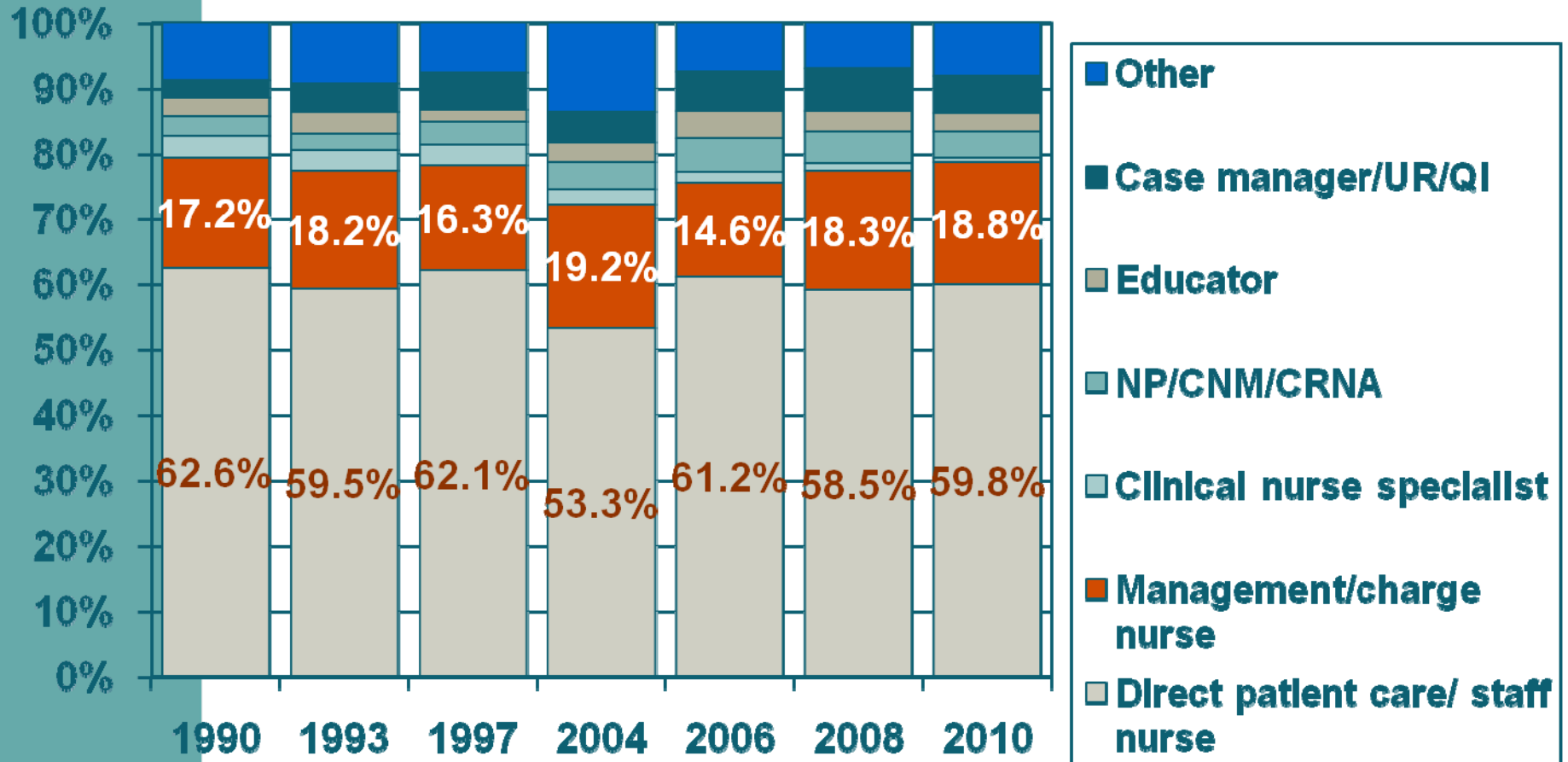
# Initial nursing education for working RNs



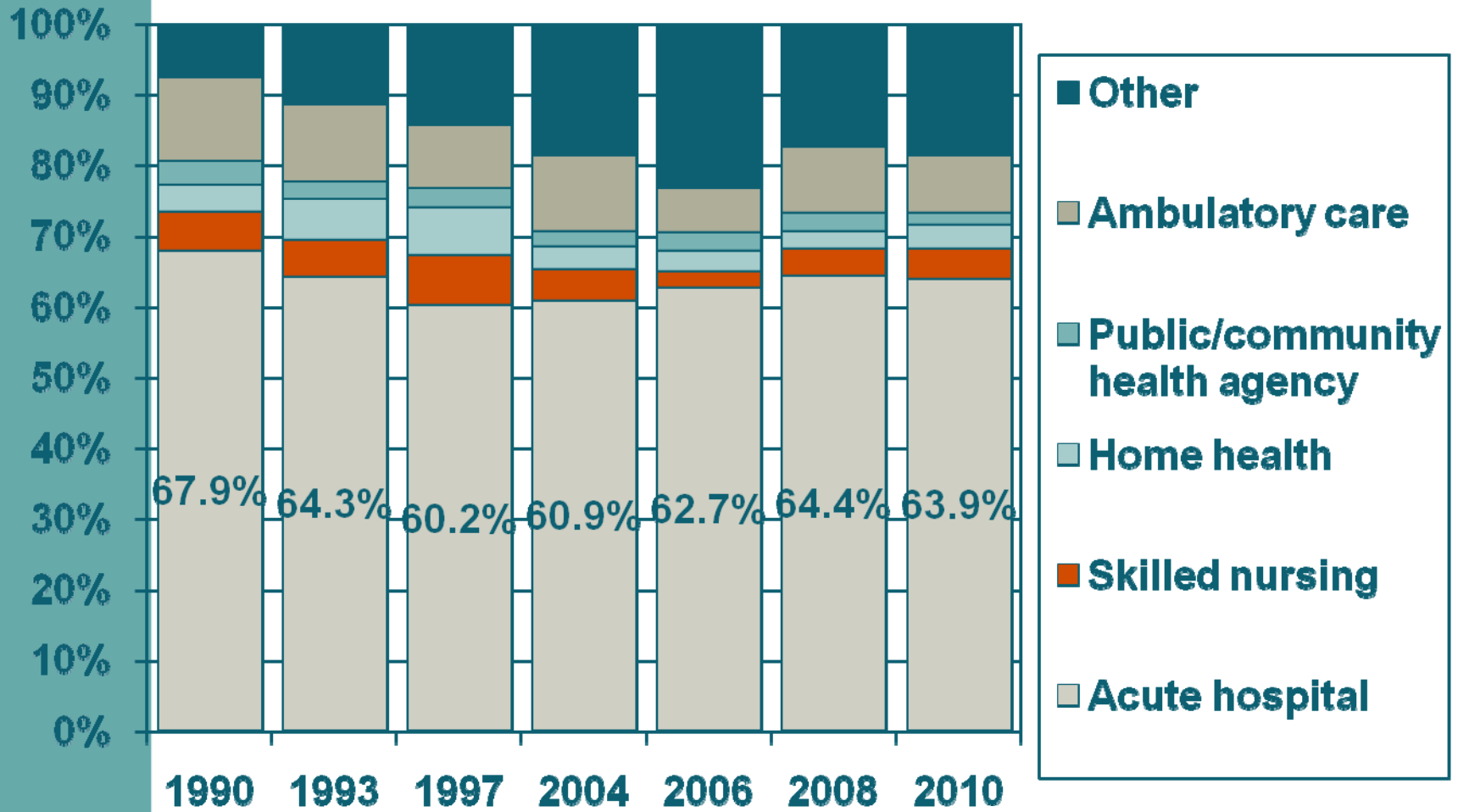
# Highest level of nursing education of working RNs



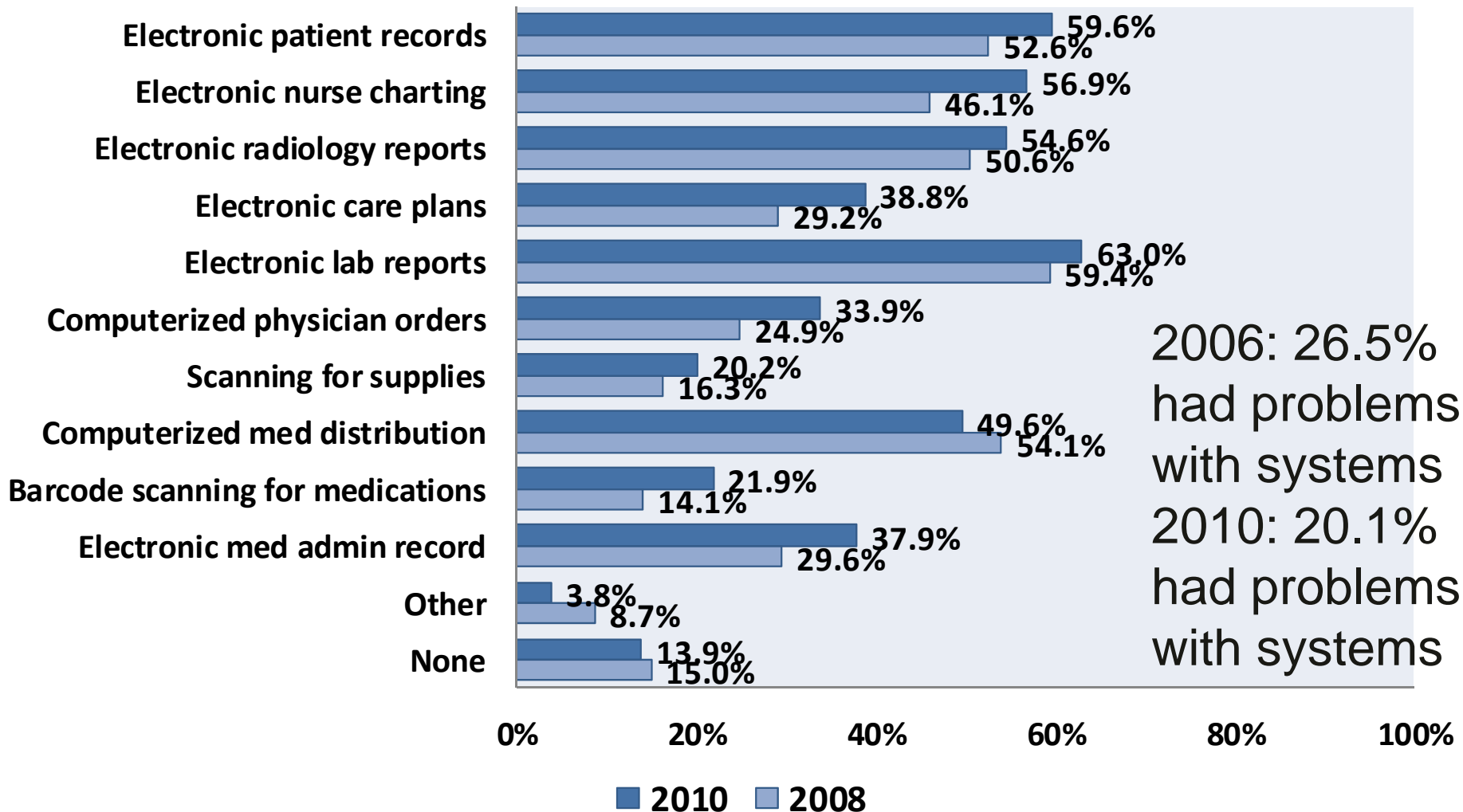
# Job titles of RNs for primary positions



# Work settings of RNs for primary nursing position



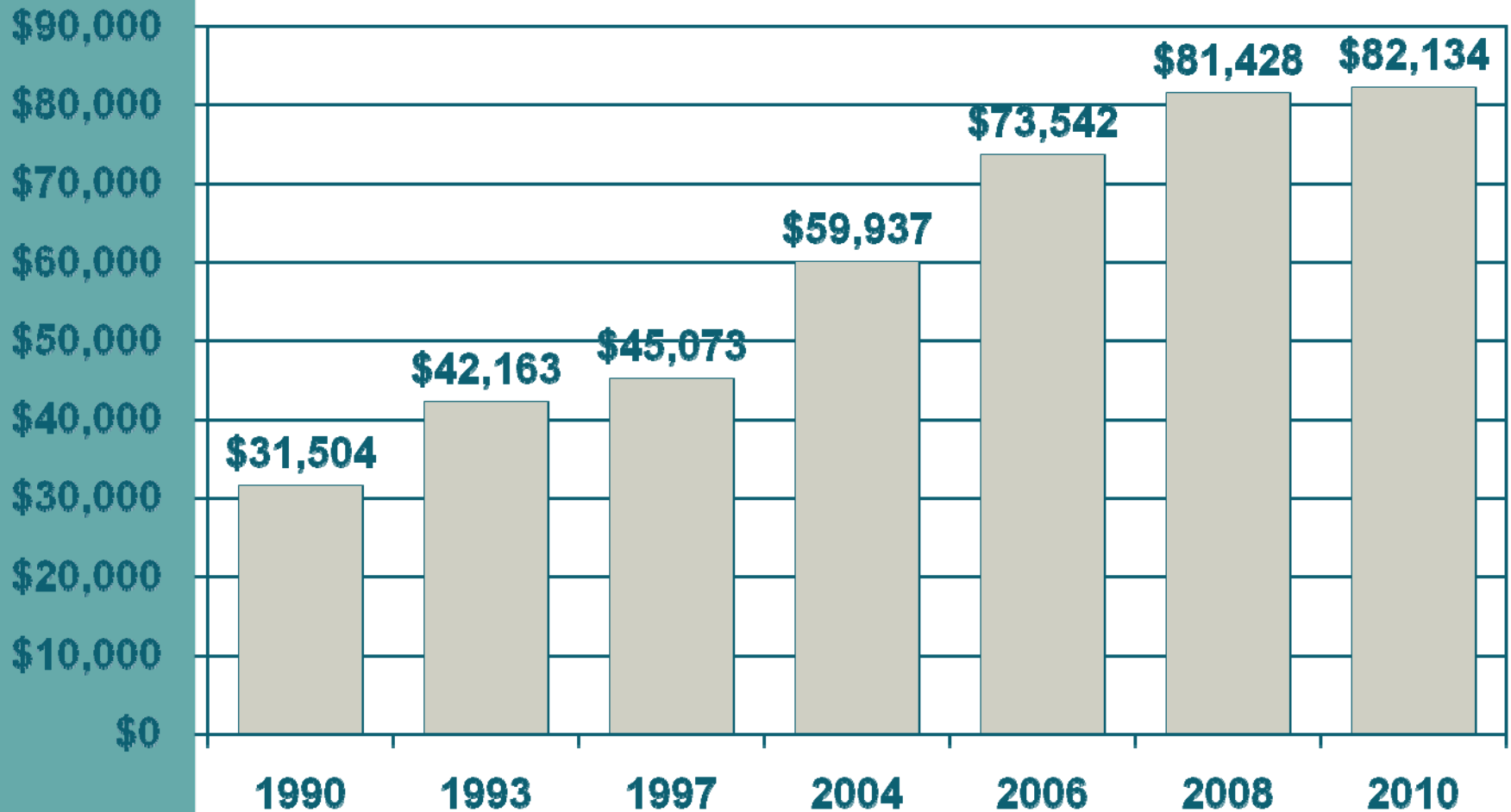
# Use of information technology in primary nursing job



# Temporary agency employment of California-resident RNs

	2006	2008	2010
% temp/travel	4.6%	4.1%	3.9%
<i>Reasons why...</i>			
Wages	59.5%	58.6%	28.0%
Control schedule	57.2%	56.9%	52.6%
Supplement income	36.6%	42.6%	46.2%
Control work conditions	26.1%	24.2%	9.3%
Waiting for position	12.8%	16.1%	16.5%
Unable to find job/ insufficient hours			13.8%
Other	16.1%	12.9%	5.3%

# Average income from all nursing positions





# Highest job satisfaction ratings

- Interactions with patients
- Feeling that work is meaningful
- Job overall
- Team work between coworkers
- Work schedule

**Job security was in the top 5 in 2008, but not in 2010. Job security satisfaction dropped 2008-2010, first drop since 1990-1993. Employer-supported education satisfaction also dropped.**

# Lowest job satisfaction ratings

- Amount of paperwork required
- Involvement in policy and management decisions
- Leadership from administration
- Non-nursing tasks required
- Recognition for a job well done

**Recognition was not in bottom 5 in 2008.**

# **Largest improvements in job satisfaction, 2004-2010**

- **Adequacy of RN staffing**
- **Benefits**
- **Adequacy of clerical support**
- **Paperwork required**
- **Nursing profession overall**
- **Salary**
- **Physical work environment**
- **Job overall**
- **Time available for patient education**
- **Non-nursing tasks**

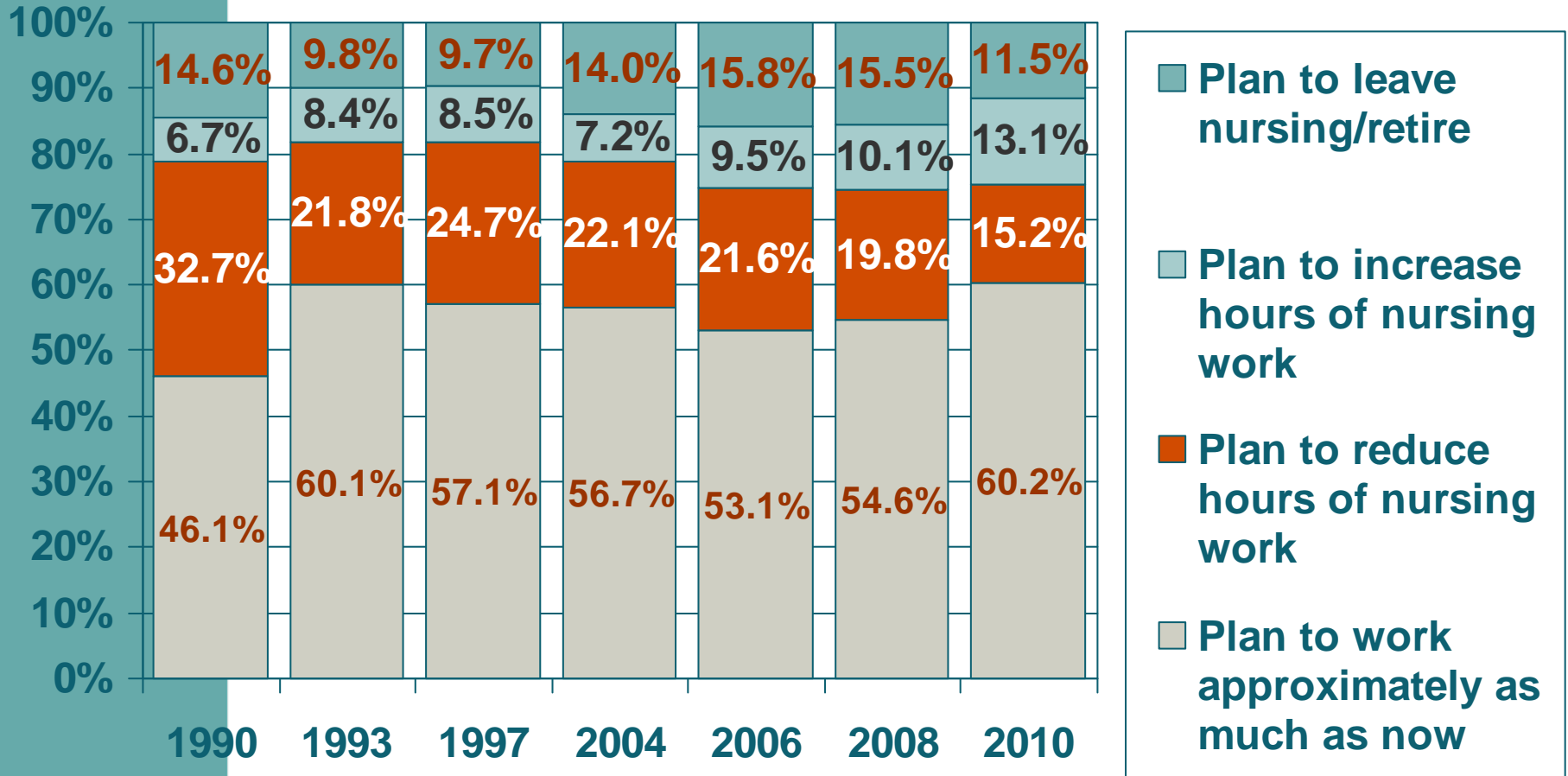
# Changes in employment in past year

- **29% report a change in past year**
- **Most common:**
  - Decreased hours 26.3%
  - New position with same employer 20.6%
  - Increased hours 19.9%
  - New position with new employer 16.7%

# Reasons for employment changes

- **Key reasons for decreased hours:**
  - Wanted more convenient hours
  - Salary
  - Family
- **Key reasons for increased hours**
  - Change in financial status
  - Salary
  - Family
  - Wanted more convenient hours
- **Key reasons for new RN position**
  - Salary
  - Change in financial status
  - Promotion
  - Family

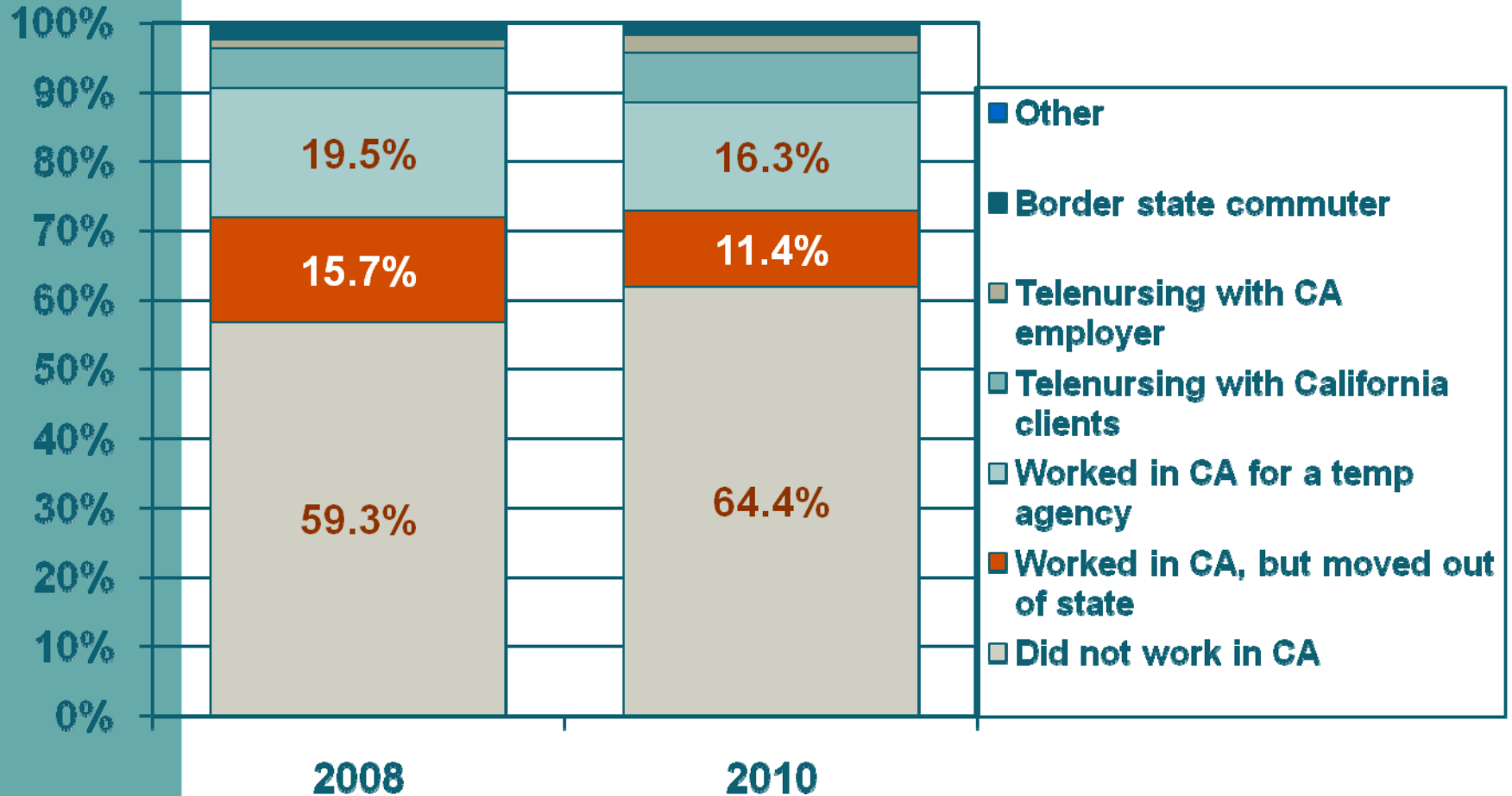
# Plans for next five years for working RNs



# Changes in plans...

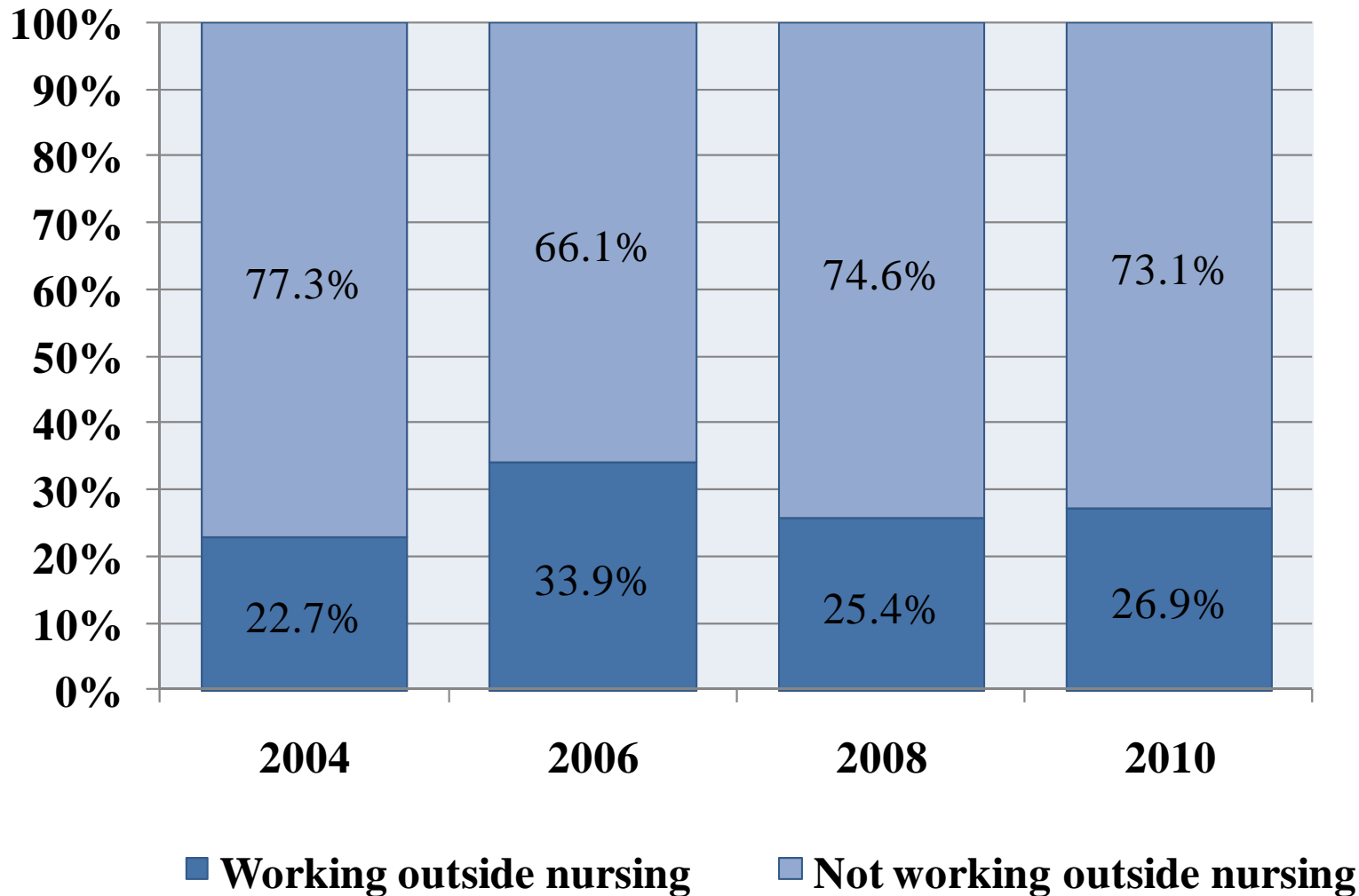
	Under 35		55-64 years	
	2008	2010	2008	2010
Work as much as now	54.8%	60.0%	41.2%	49.3%
Reduce hours	21.1%	12.6%	20.8%	18.6%
Increase hours	19.3%	25.5%	2.3%	3.9%
Leave nursing	4.7%	1.8%	35.8%	28.2%

# Employment of active RNs who reside outside California





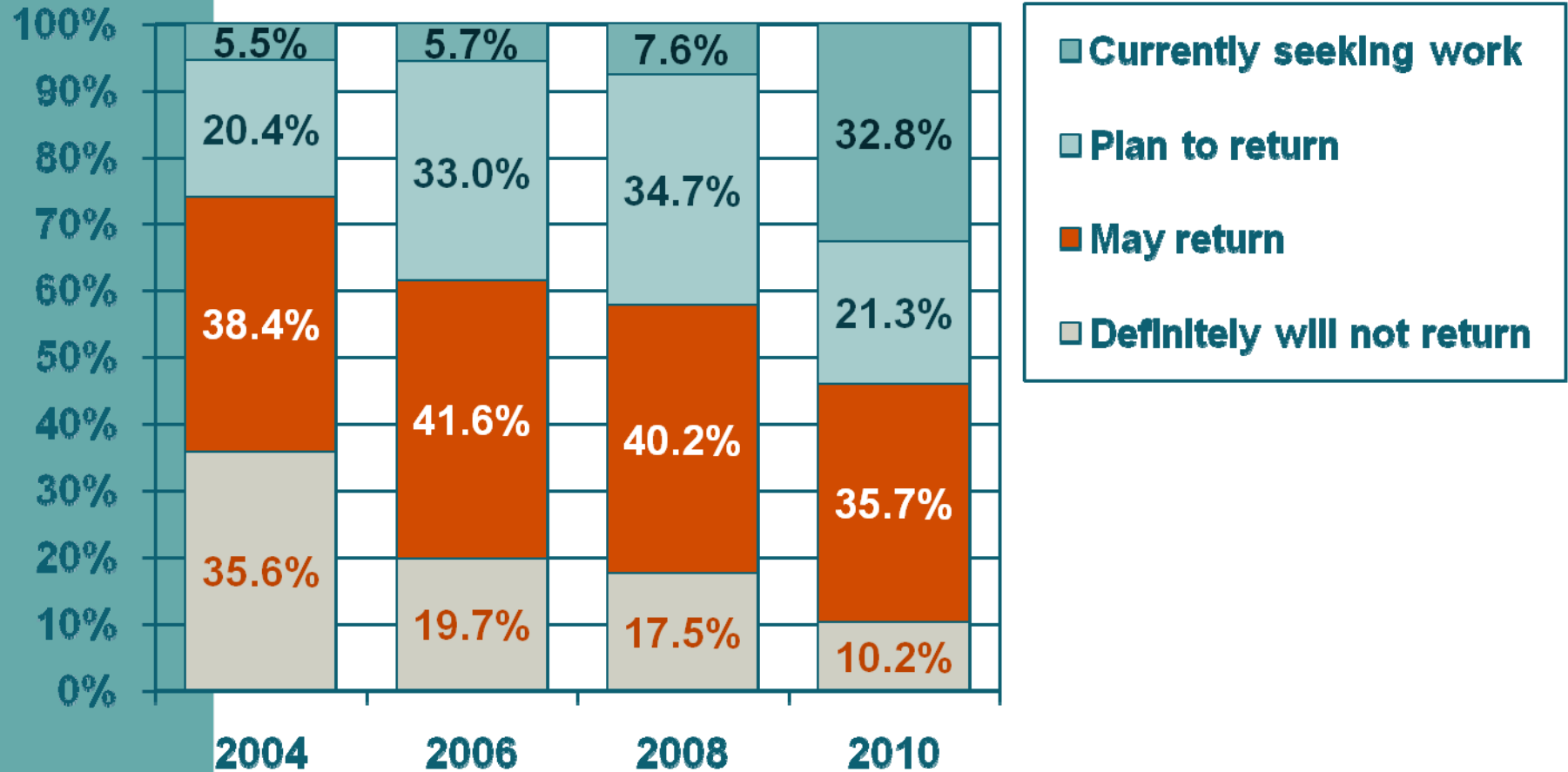
# Employment status of active RNs who do not have a nursing job



# Reasons for not having RN job

	2008	2010	Under 55 years	55 years and older
<b>Retired</b>	32.4%	34.9%	6.0%	54.3%
<b>Childcare responsibilities</b>	25.8%	21.9%	37.2%	11.7%
<b>Other family responsibilities</b>	33.8%	29.7%	34.2%	26.6%
<b>Stress on the job</b>	47.5%	35.7%	33.9%	36.9%
<b>Salary</b>	27.8%	20.1%	23.8%	17.6%
<b>Inconvenient schedules in nursing jobs</b>	26.9%	19.9%	25.7%	16.1%
<b>Difficult to find a nursing position</b>	8.1%	19.3%	33.4%	9.8%
<b>Laid Off</b>	*	15.7%	20.9%	12.2%

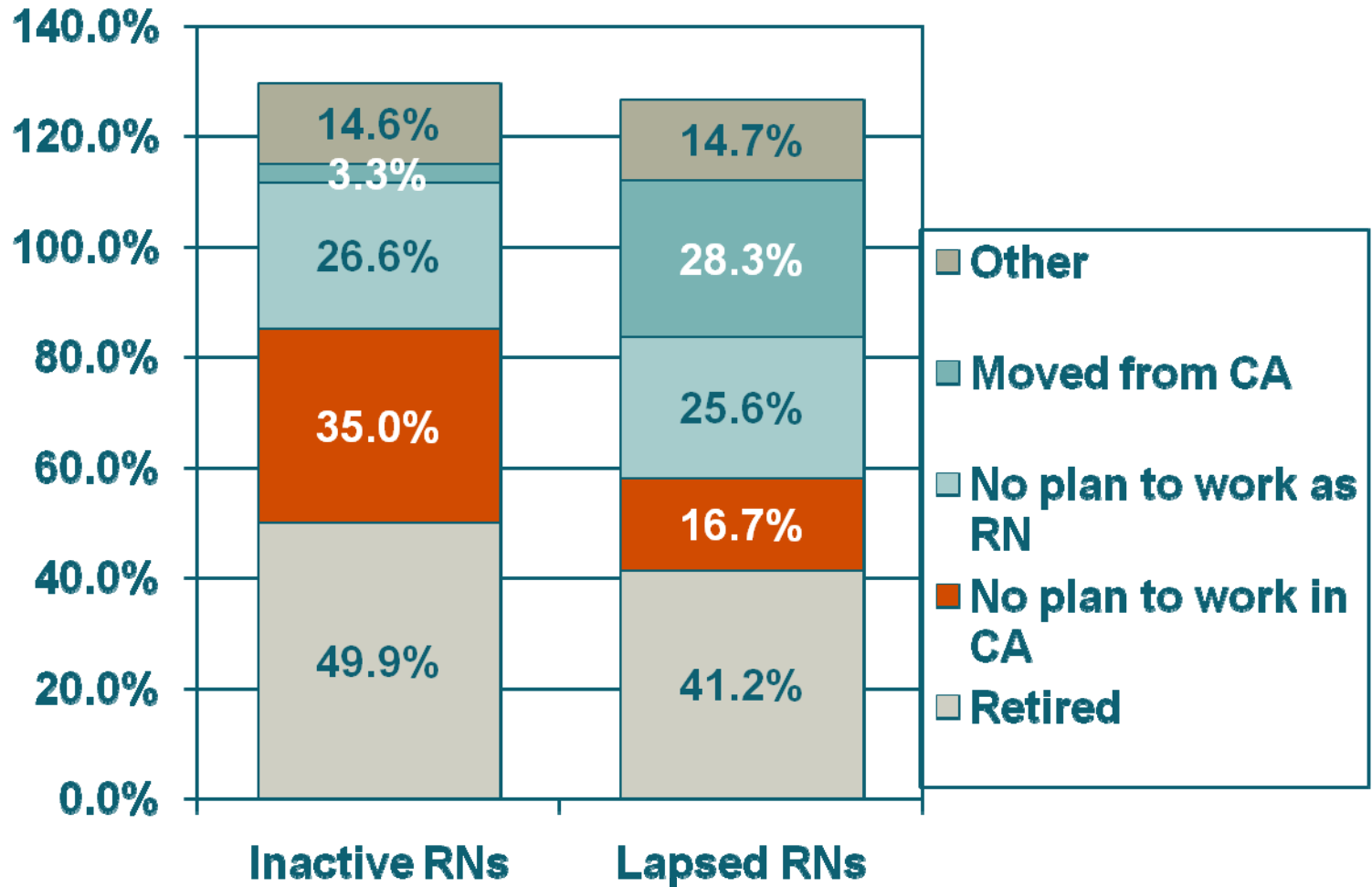
# Intentions of non-retired RNs not working in nursing



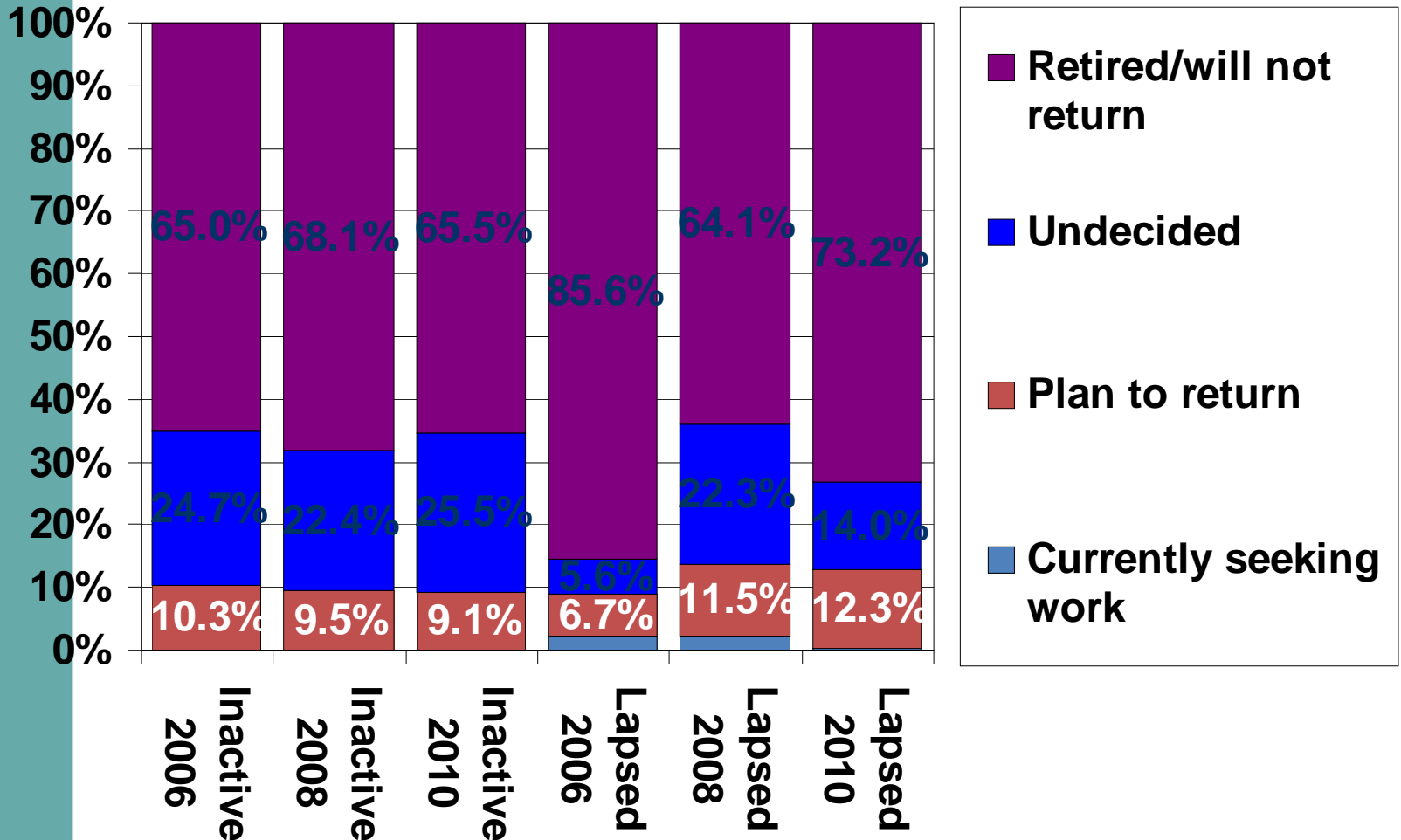
# Important factors in the decision to return to nursing for active RNs who are undecided about their plans

- **Flexible work hours (80.6%)**
- **Better support from nursing management (67.1%)**
- **Availability of re-entry programs/mentoring (67%)**
- **Adequate support staff (65%)**
- **Better nurse-to-patient ratios (61.8%)**
- **Better retirement benefits (53.6%)**
- **Higher nursing salary (53.2%)**
- **More support from other nurses (51.5%)**

# Reasons for lapsed and inactive licenses



# Future plans for RNs with inactive or lapsed licenses



# Important factors in the decision to return to nursing for inactive/lapsed RNs who are undecided

## Inactive RNs

- Flexible work hours (71.3%)
- Adequate support staff (66.7%)
- Better nurse-to-patient ratios (65.8%)
- Re-entry programs/mentoring (60.3%)
- Better support from nursing management (59%)
- More support from other RNs (58.7%)

## Lapsed RNs

- Re-entry programs/mentoring (90.4%)
- Adequate support staff (88.1%)
- Better nurse-to-patient ratios (77.9%)
- Flexible work hours (77.8%)
- More support from other RNs (59.9%)
- Higher salary (56.9%)

# Summary of key findings

- **Employment rate rose between 2008 and 2010, especially for older RNs, and dropped for younger RNs**
- **Fewer nurses plan to retire soon**
- **More nurses want to increase hours of work**
- **Employment settings have been relatively stable**
- **Salaries have stabilized**
- **Job satisfaction continues to rise**
- **Diversity of nursing workforce is increasing**
- **More than half of RNs had post-secondary education before pursuing RN education**
- **More than half of RNs have a BSN or higher degree**