



University of California  
San Francisco

# 2014 Survey of Registered Nurses

*Joanne Spetz, PhD*

*Lela Chu, BS*

*Zachary Levin, BS*

*Ulrike Muench, PhD, RN*

*Dennis Keane, MPH*

June 4, 2015



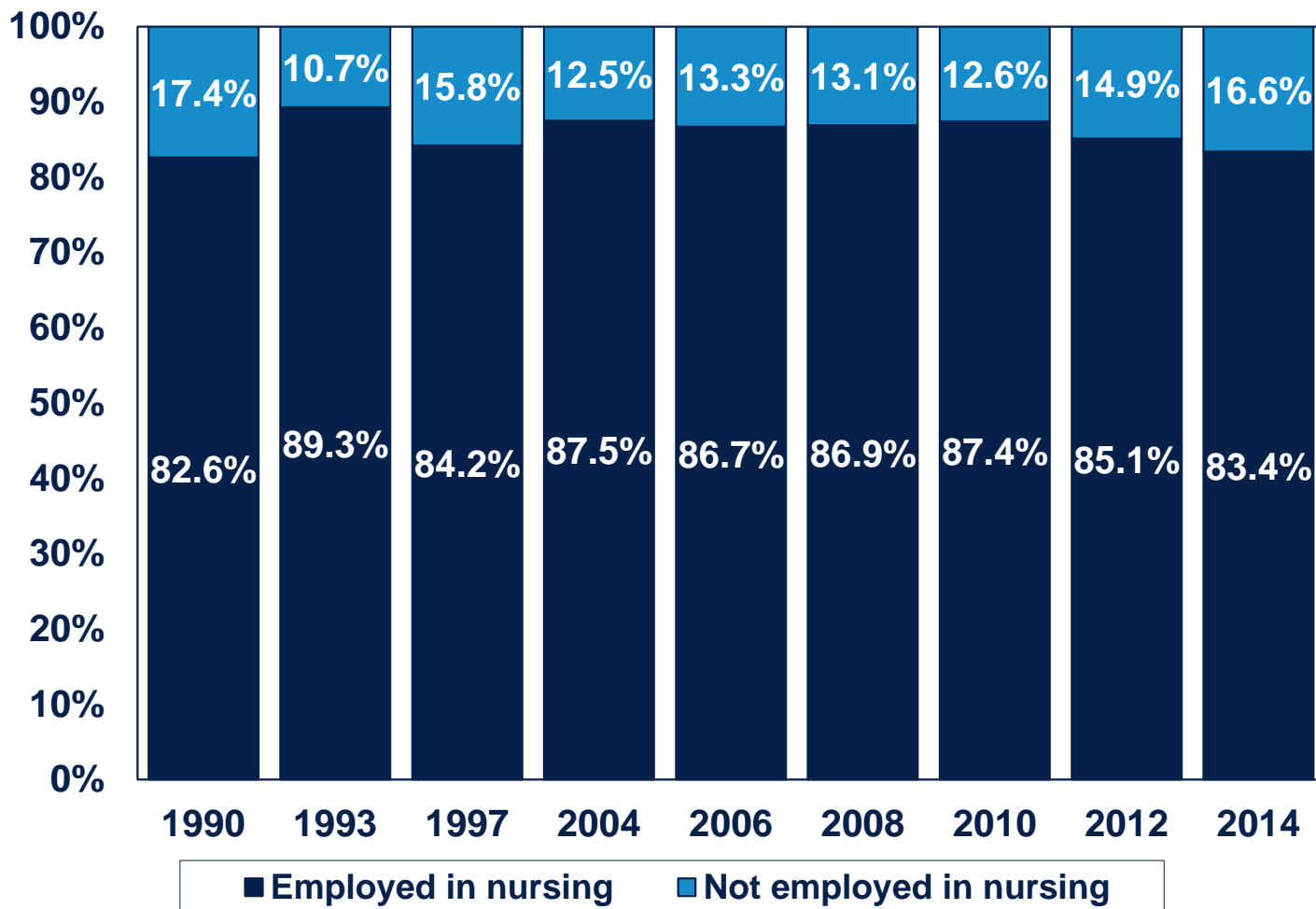
# BRN Surveys of RNs - background

- BRN required to collect and report data on the state's RN workforce every 2 years
- Surveys conducted:
  - Sporadically – 1990, 1993, 1997
  - Regularly – 2004, 2006, 2008, 2010, 2012, 2014
- Survey of RNs with active licenses, all years
  - Survey of RNs with inactive/lapsed licenses, 2004-10
- These data feed into forecasts of RN supply published by the BRN
- UCSF has been the contractor since 2006

# Survey of RNs, 2014

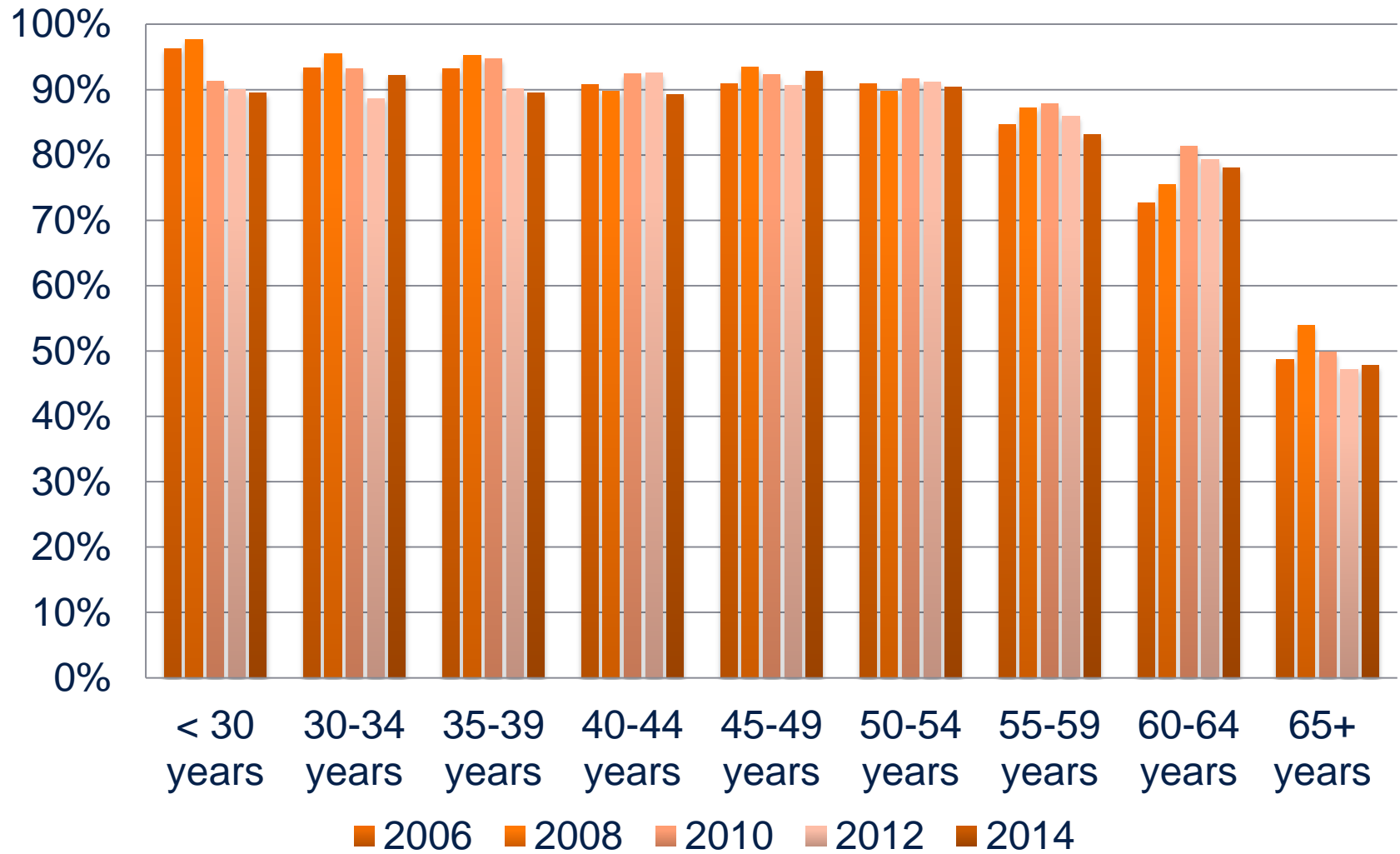
- 10,000 active RNs
  - Same sample size as last survey
- Mailed April 4, 2014
  - Paper survey with online option
- Multiple reminders
  - Postcard 2-3 weeks after first mailing
  - Re-mailing to non-respondents 2 weeks later
  - 2 more postcards
- Data collection ended September 4, 2014
- 57% response rate (similar to 2012)

# Share of RNs that works in nursing

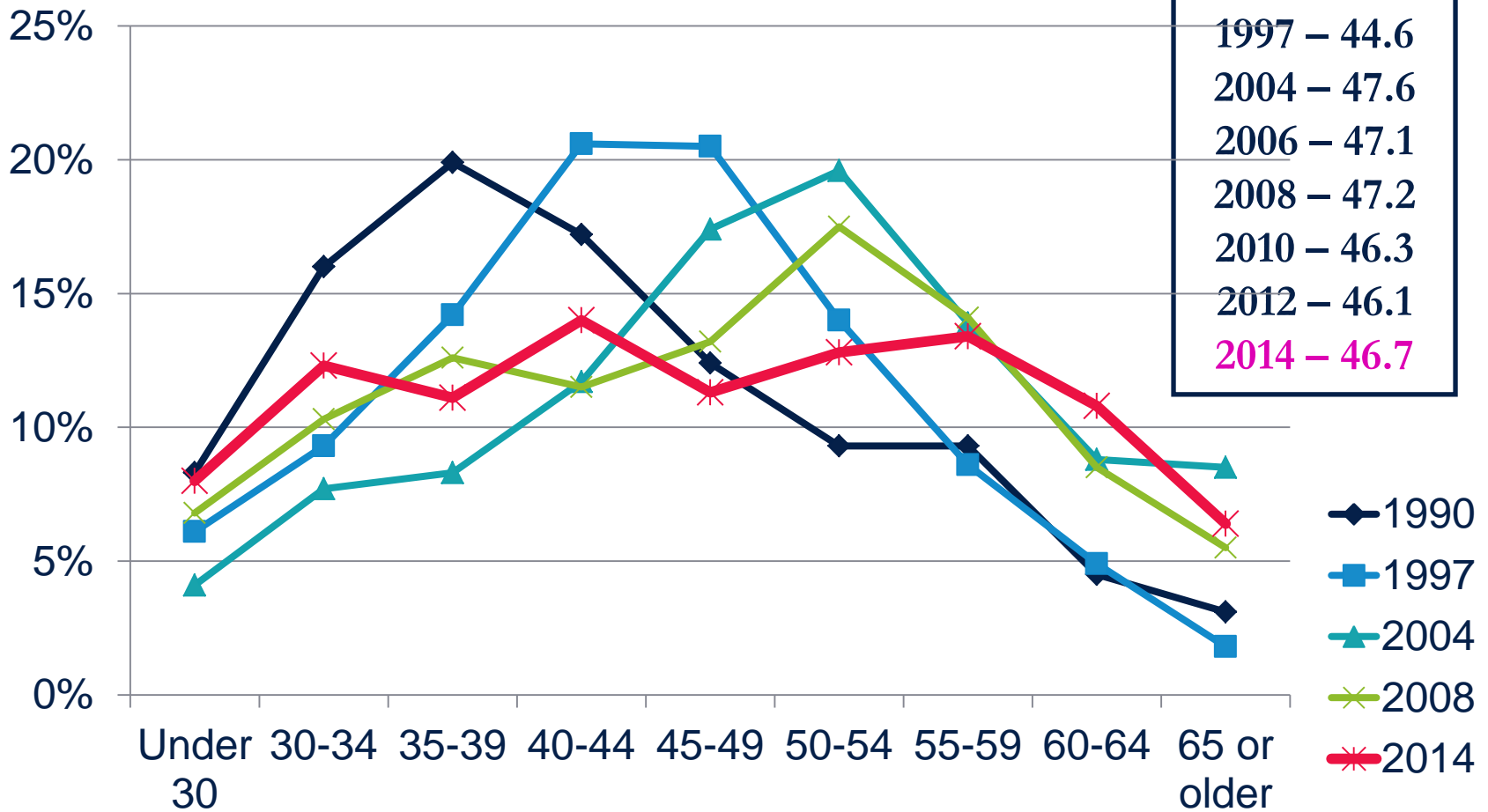


14.6% of working nurses have more than one RN job.

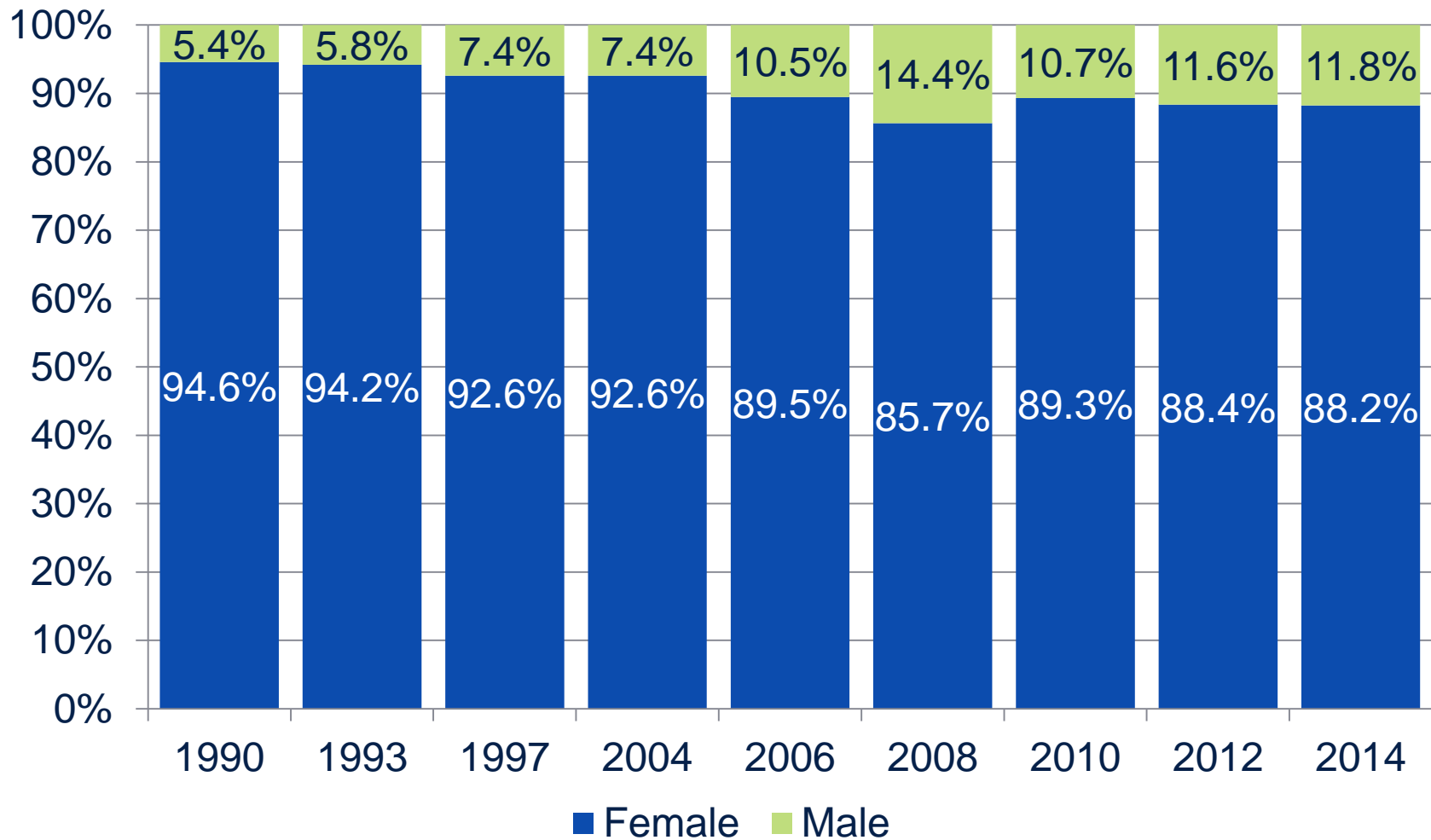
# Share of RNs employed in nursing by age



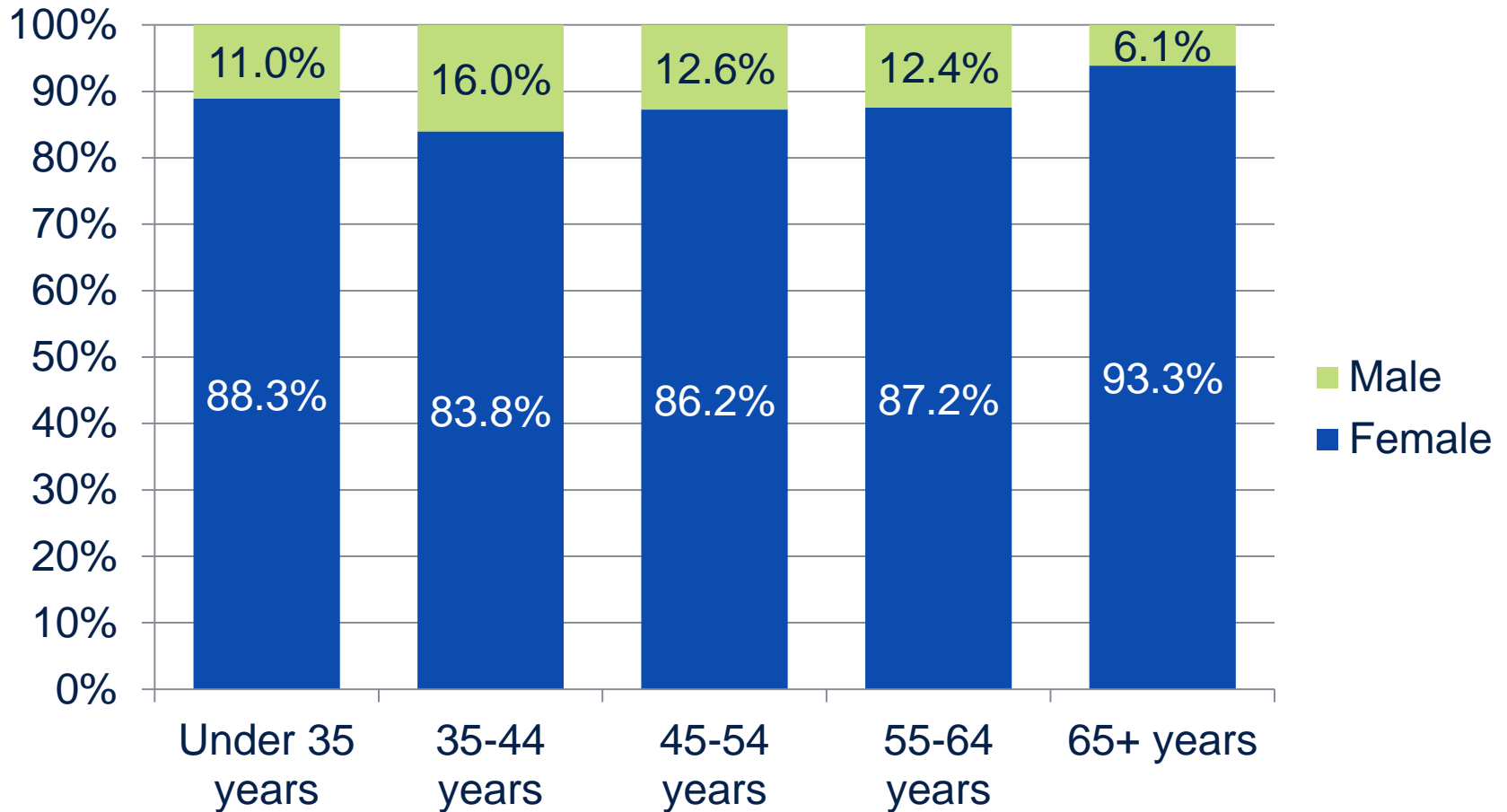
# Ages of working RNs



# Gender of working RNs

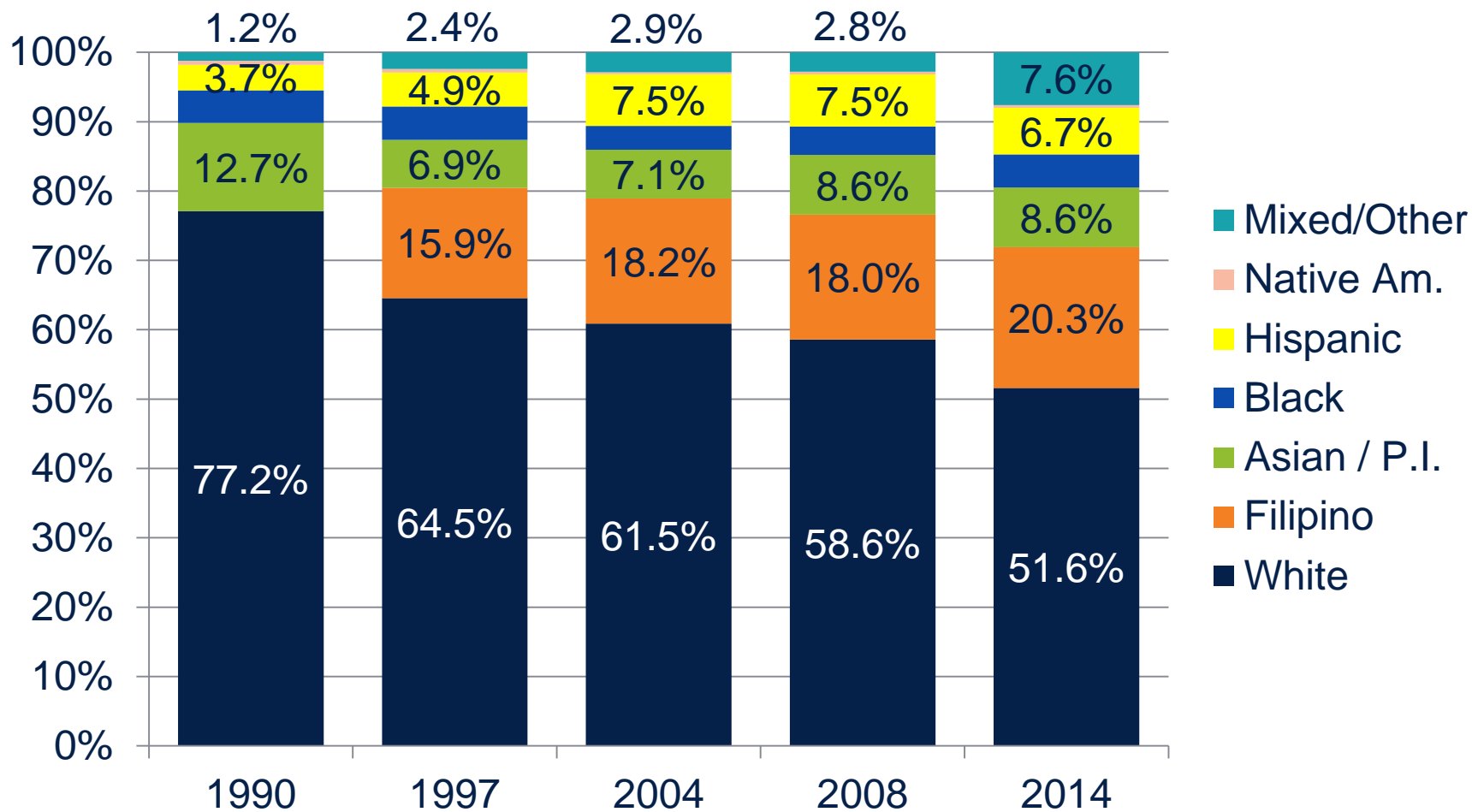


# Gender of RNs by age group

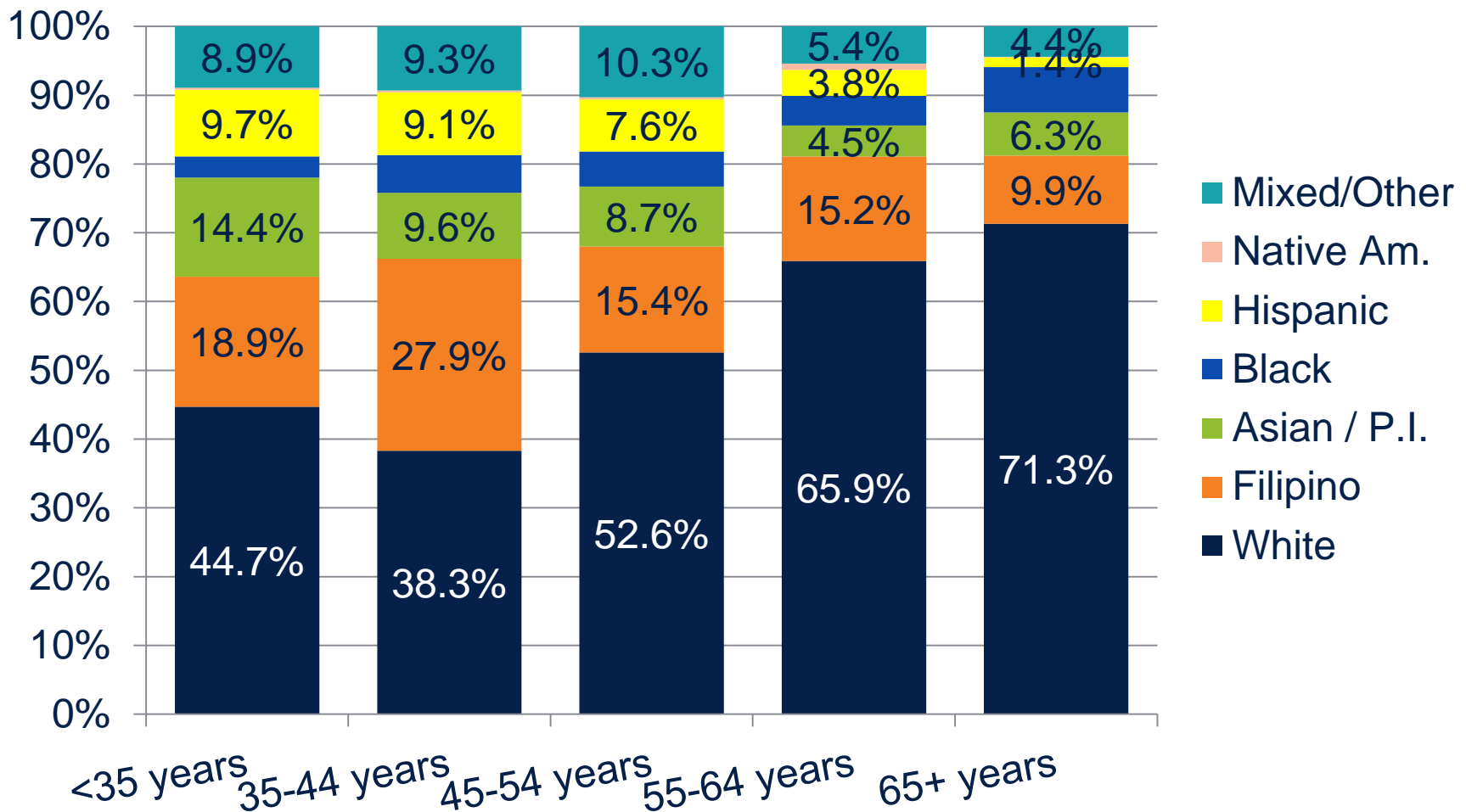




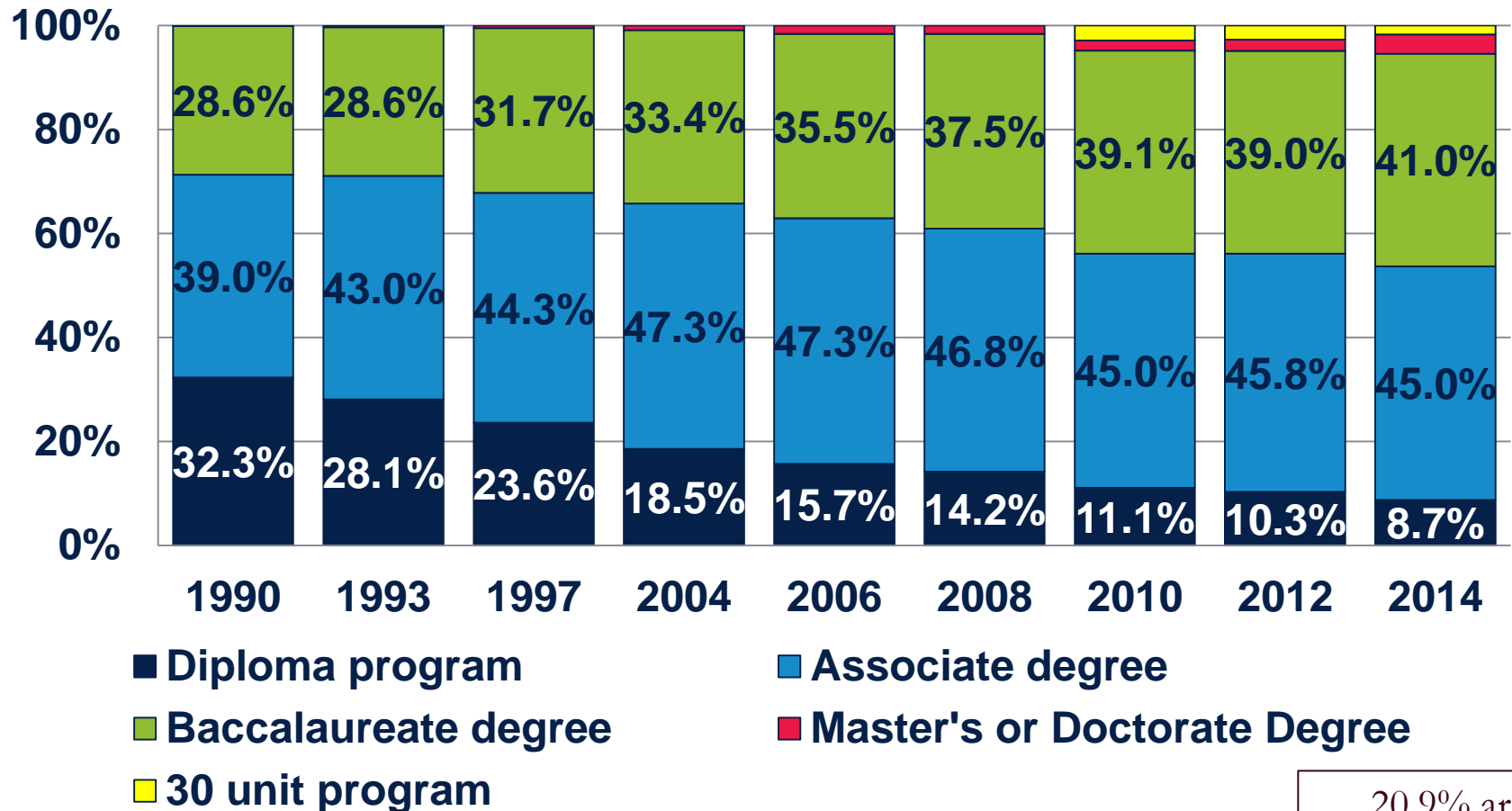
# Racial/ethnic mix of working RNs



# Racial/ethnic mix of RNs, by age group

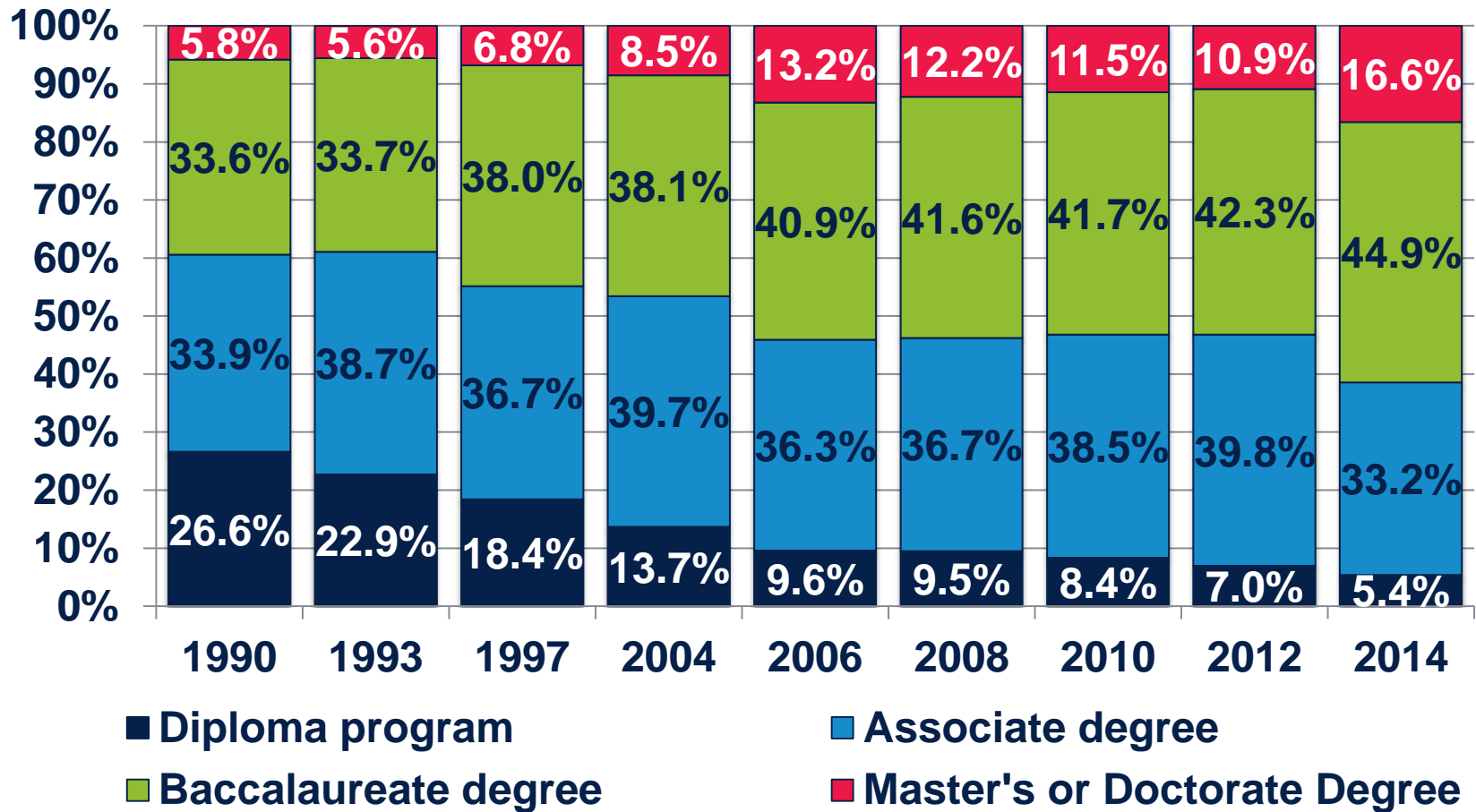


# Initial nursing education for working RNs

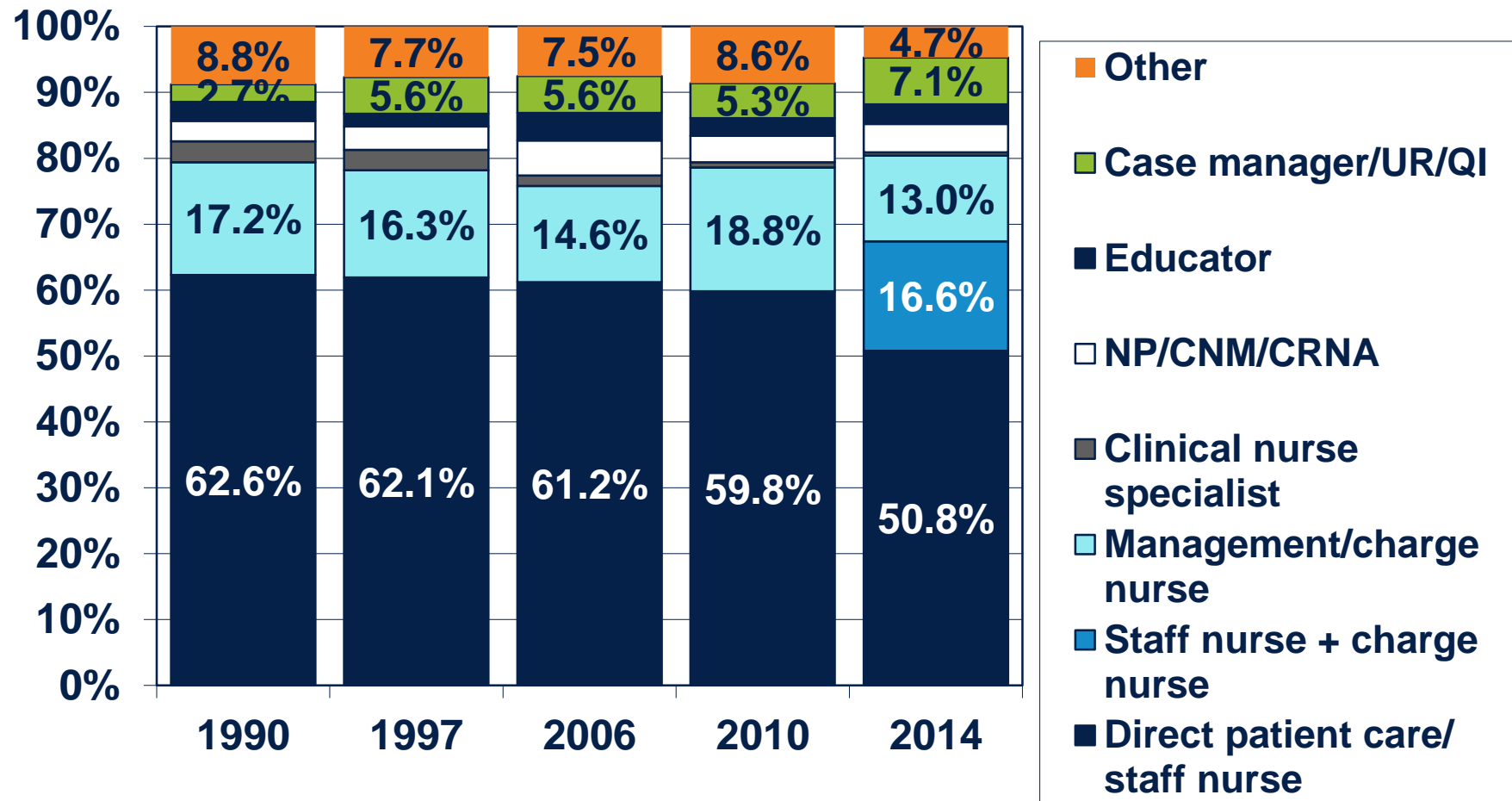


20.9% are internationally-educated

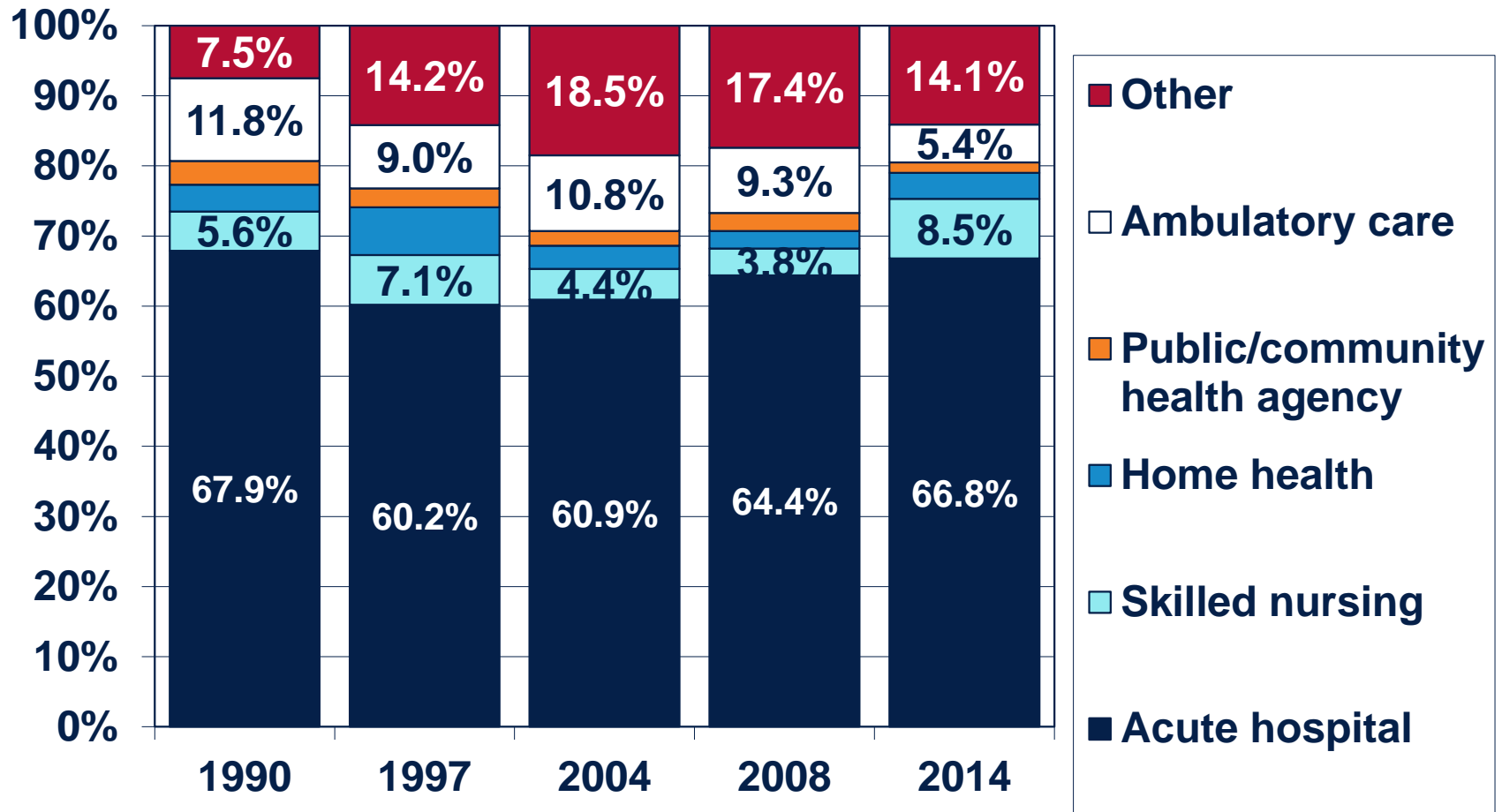
# Highest level of nursing education of working RNs



# Job titles of RNs for primary positions

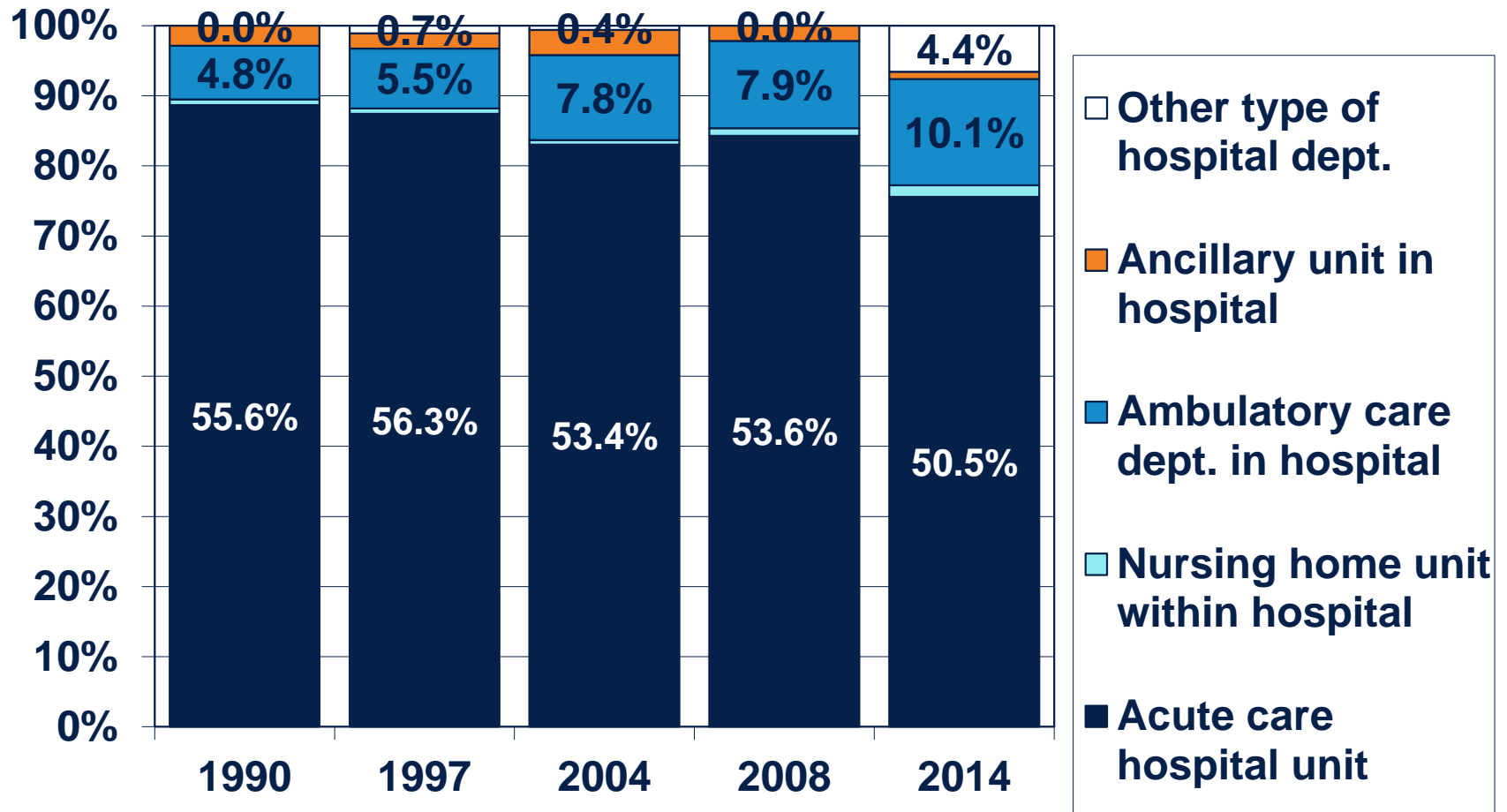


# Work settings of RNs for primary nursing position

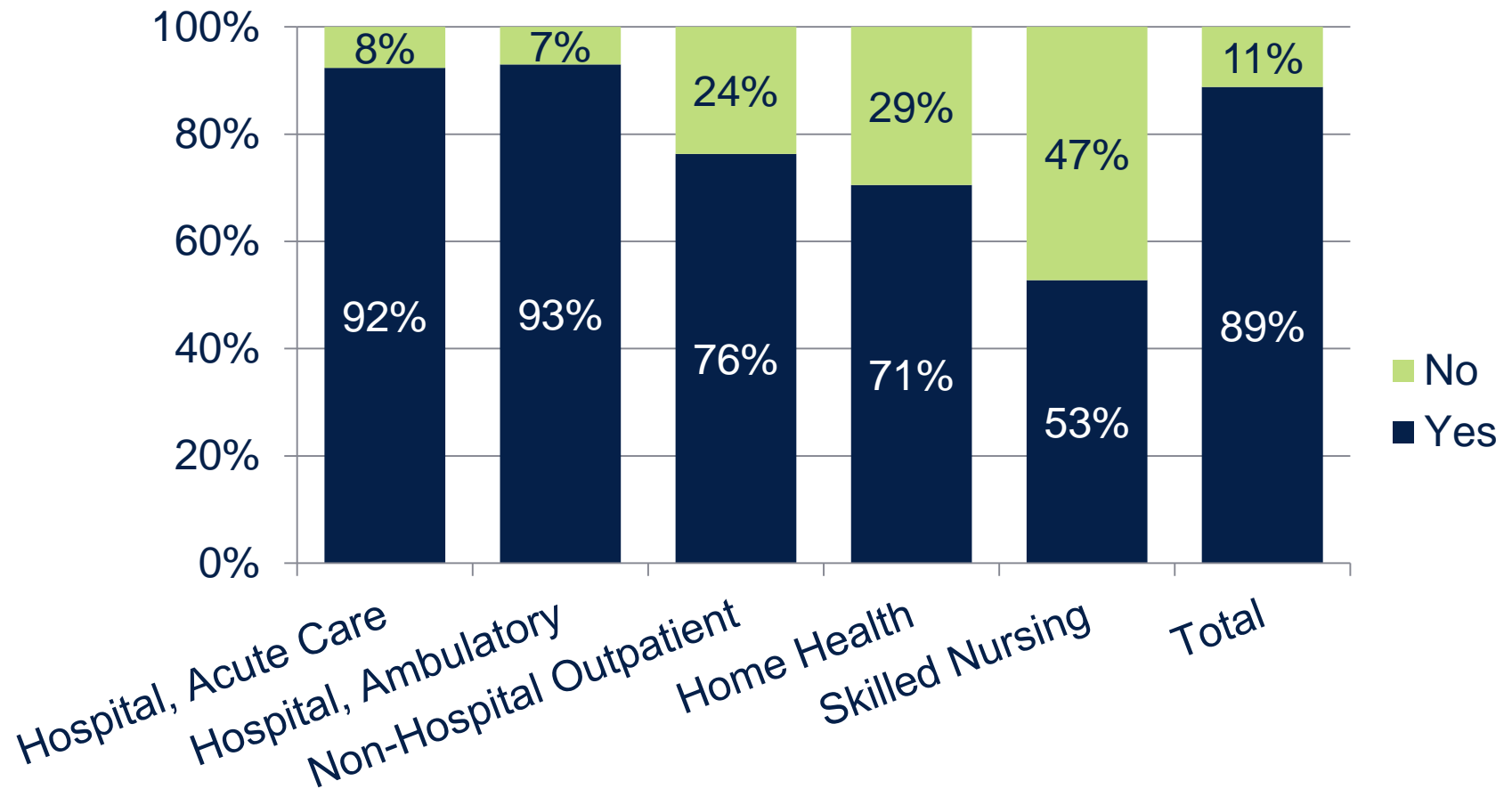


2.4% work for a temporary/traveling agency

# Departments within hospitals for hospital-employed RNs

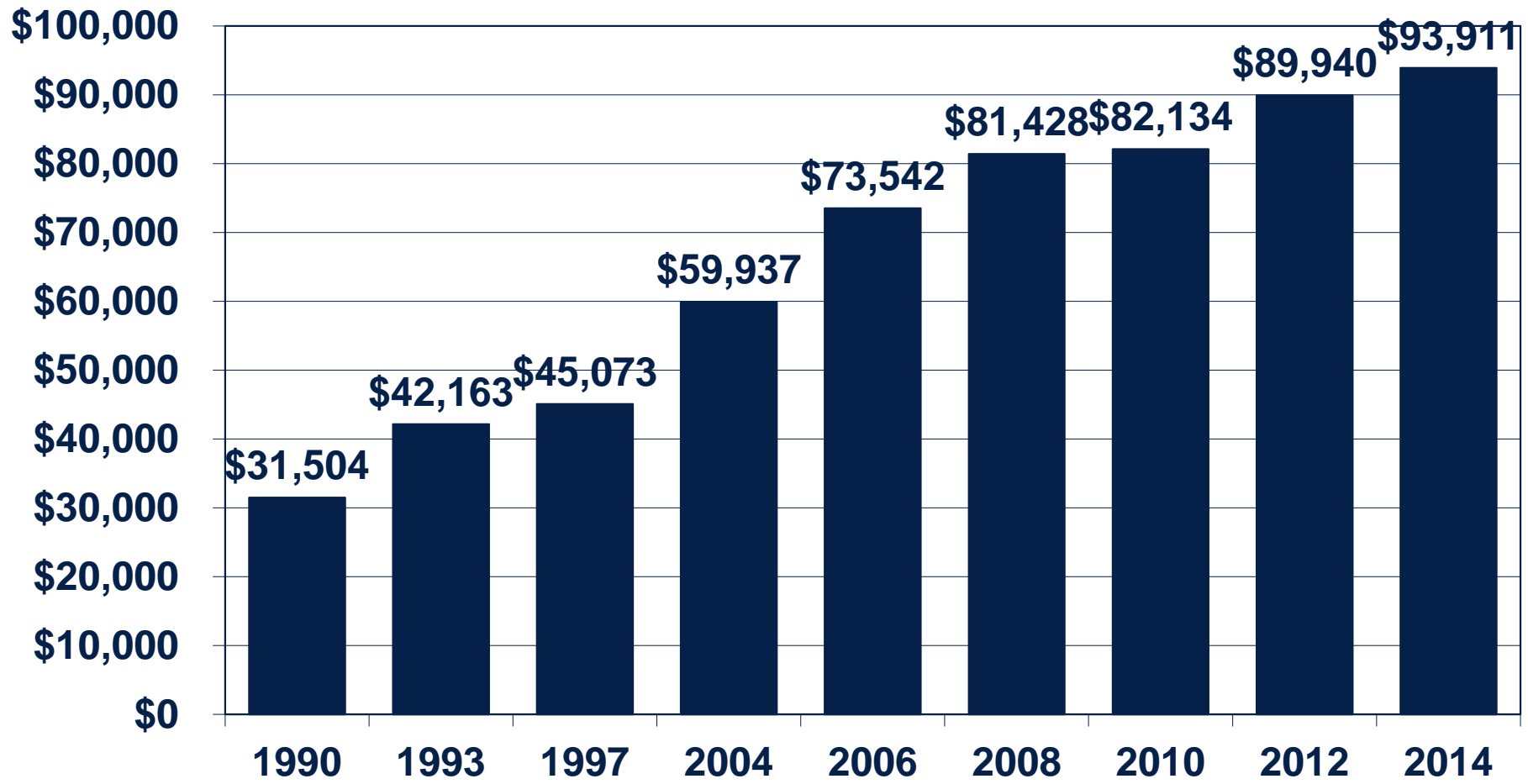


# Use of information technology in primary nursing job, 2014





# Average income from all nursing positions



# Highest job satisfaction ratings

- Interactions with patients
- Nursing profession overall
- Feeling that work is meaningful
- Job overall
- Relations with other non-nursing staff

Teamwork between coworkers was in the top 5 in 2012, but was replaced by Nursing profession overall in 2014.

# Lowest job satisfaction ratings

- Involvement in policy and management decisions
- Amount of paperwork required
- Non-nursing tasks required
- Employer-supported education/training programs
- Quality of preceptor/mentor programs

Relations with agency/registry nurses was in the bottom 5 in 2012 but was replaced with employer-supported education training programs in 2014.

# Largest changes in job satisfaction, 2012-2014

## ■ Improved:

- Leadership from nursing administration
- Amount of paperwork required
- Opportunities for advancement
- Relations with physicians

## ■ Worsened:

- Support of other nurses with whom you work
- Adequacy of RN staffing where you work
- Quality of preceptor and mentor programs
- Adequacy of clerical support services

# Changes in employment setting in past year

	Percent of RNs who experienced a change, 2012	Percent of RNs who experienced a change, 2014
Added secondary nursing job	14.3%	18.1%
Added secondary non-nursing job	1.2%	2.0%
Stopped secondary nursing job	*	8.9%
Stopped secondary non-nursing job	*	2.0%
Not working as RN now, but was earlier this year	6.5%	4.4%
Working as an RN now, but was not working earlier this year	7.5%	7.4%
New Position, Same Employer	29.5%	27.4%
Same Position, New Employer	14.3%	11.8%
New Position, New Employer	20.6%	27.0%
Other	17.2%	6.8%

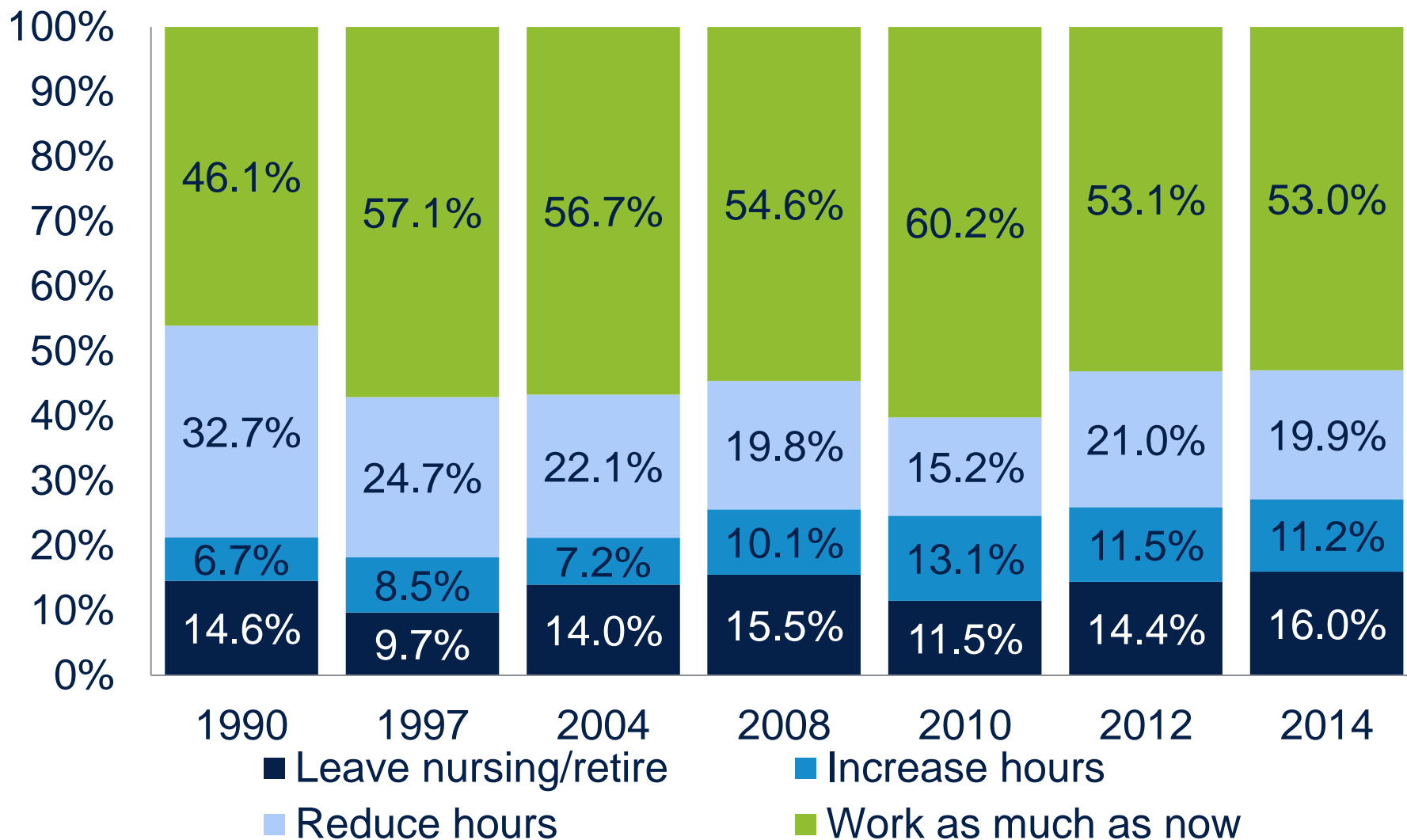
# Changes in hours worked in past year

	<b>Percent of RNs who experienced a change, 2012</b>	<b>Percent of RNs who experienced a change, 2014</b>
Did not work in past year	19.8%	17.3%
Increase in hours, imposed by employer	11.0%	13.6%
Increase in hours, by choice	28.9%	28.1%
Decrease in hours, imposed by employer	14.1%	12.6%
Decrease in hours, by choice	21.4%	28.7%
Other	11.1%	18.1%

# Reasons for employment changes

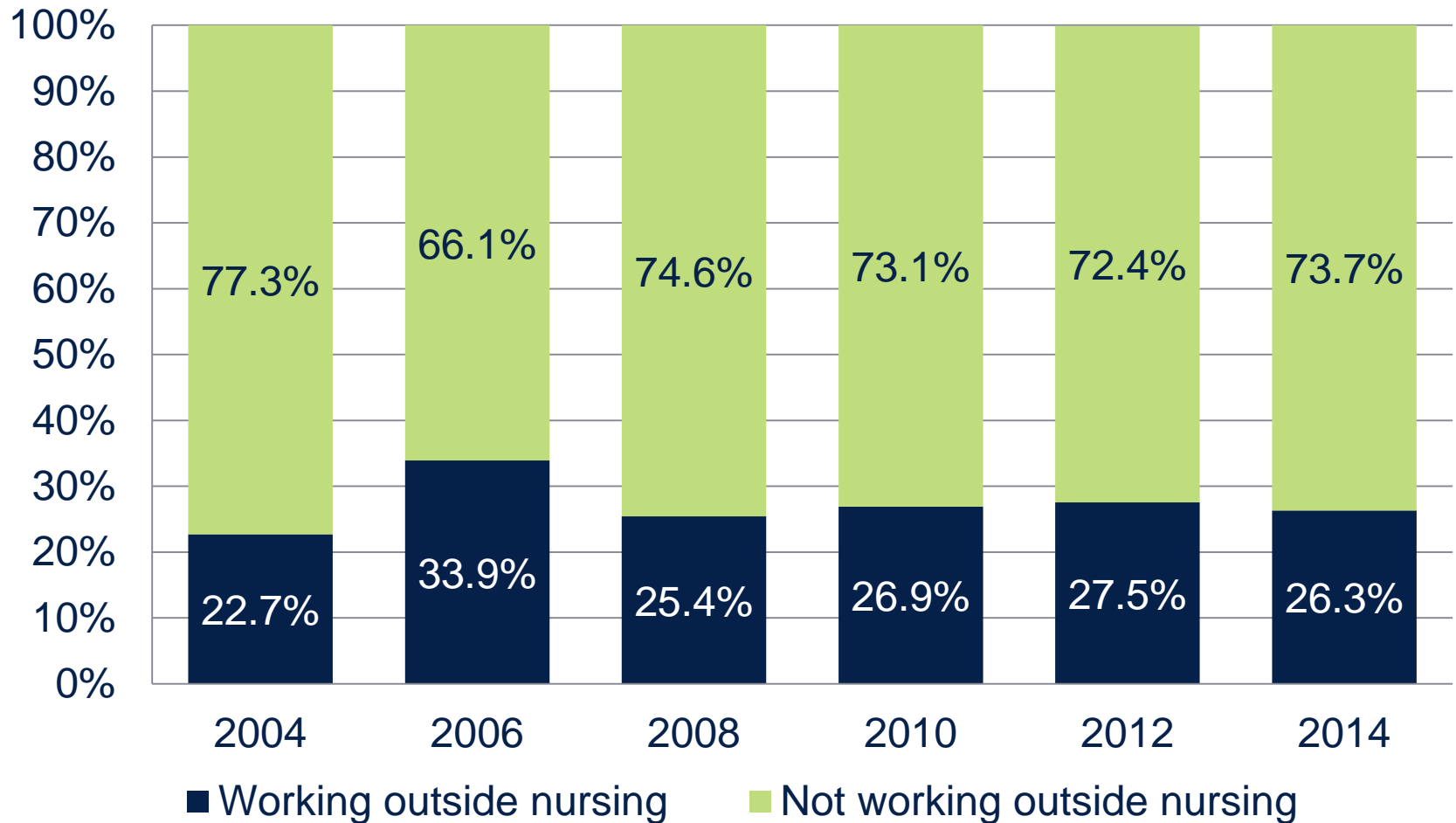
- Reasons for changes in work status, employer, or position:
  - Desire to use skills or learn new skills
  - Salary
  - Stress on the job
  - Benefits
  - Other family responsibilities
- Reasons for changes in work hours:
  - Salary
  - Other family responsibilities
  - Desire to use skills or learn new skills
  - Benefits

# Plans for next 5 years for working RNs





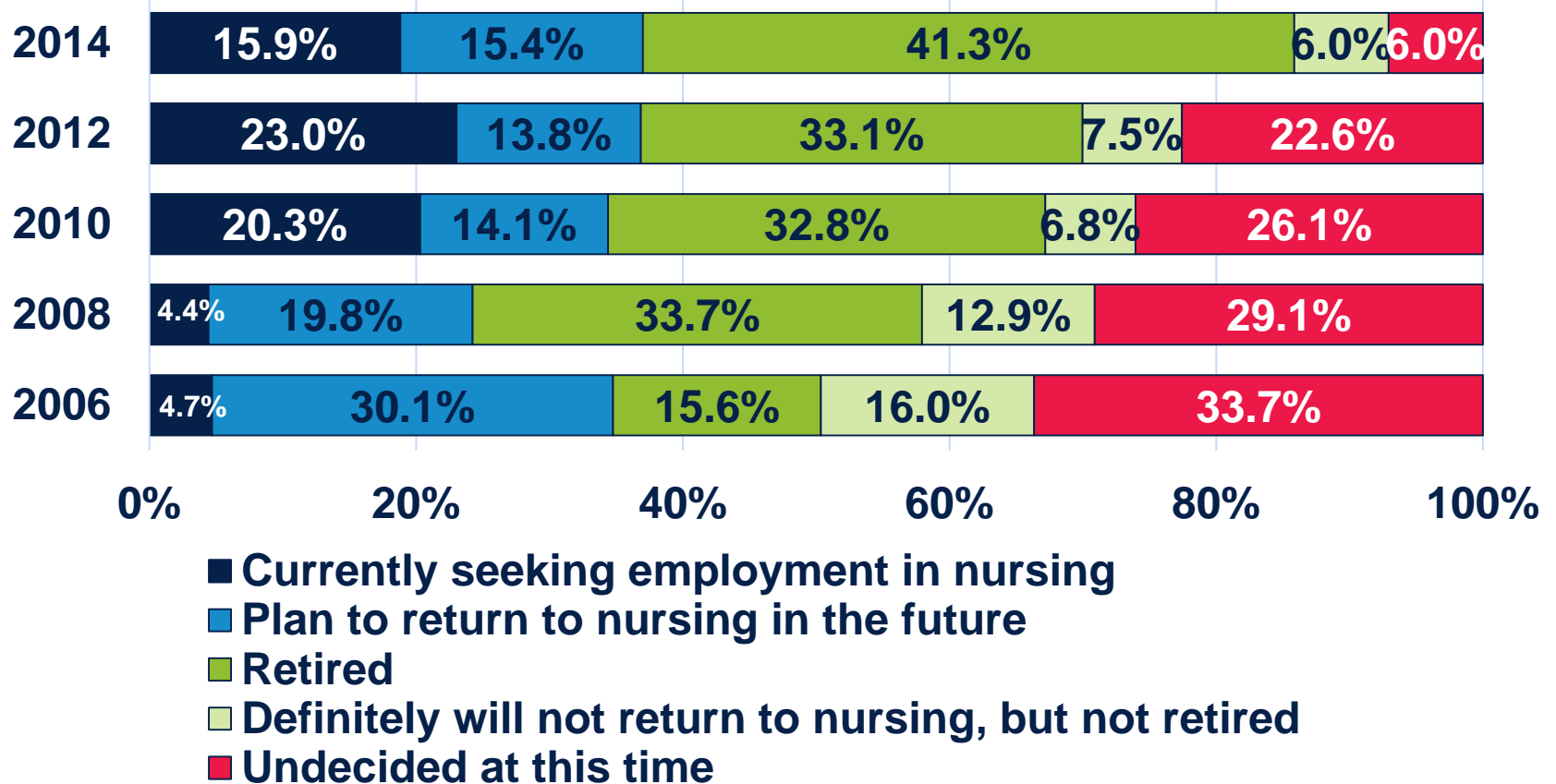
# Employment status of active RNs who do not have a nursing job



# “Very important” reasons for not having RN job

- Family responsibilities (33.5%)
- Non-job-related illness/injury (20.0%)
- Childcare responsibilities (18.2%)
- Moving to a different area (15.8%)
- Travel (14.5%)
- Retirement (14.4%)
- Increase between 2012 and 2014 in the share who said they are not working because they were laid off (5.9% in 2012 and 11.9% in 2014)
- Decreases in the shares reporting that it was difficult to find a nursing position or to find a desired position

# Intentions of non-retired RNs not working in nursing (5 years)



# Summary of key findings

- Age distribution is fairly “flat” – similar numbers in each age group
- Diversity of nursing workforce is slowly increasing
- Employment settings have been relatively stable
  - More hospital-employed RNs in ambulatory care
- More than 60% of RNs have a BSN or higher degree

# Summary of key findings

- Employment rate dropped again in 2014
  - Dropped to 83.4% in 2014, from 87.4% in 2010
  - Fewer RNs hold multiple jobs
- Employment rates for younger RNs still lower than historic averages
- Fewer nurses want to increase hours of work
  - A higher share is planning to retire within 5 years
- Salaries are continuing to rise
- Job satisfaction dropped in many areas

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