AACN Survey - 2022

Associations

July, 2023

## Association of C17. On the whole, how satisfied are you with your current job? & C18. Do you plan to leave your present nursing position?

* C17 with c18

Association between Current Job Satisfaction and Intention to Leave

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| On the whole, how satisfied are you with your current job? |  |  |  |  | <0.001 |
| Very satisfied | 291 (28.2%) | 26 (11.8%) | 25 (21.2%) | 240 (34.6%) |  |
| Somewhat satisfied | 567 (54.9%) | 124 (56.1%) | 44 (37.3%) | 399 (57.5%) |  |
| Somewhat dissatisfied | 131 (12.7%) | 59 (26.7%) | 30 (25.4%) | 42 (6.1%) |  |
| Very dissatisfied | 44 (4.3%) | 12 (5.4%) | 19 (16.1%) | 13 (1.9%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## Association of Demographics Vs C17. On the whole, how satisfied are you with your current job?

* C17 with D1, D4, D5, D6, D7, D8, D9

Associations between Demographics and Intention to Leave

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**1 | **Very satisfied**1 | **Somewhat satisfied**1 | **Somewhat dissatisfied**1 | **Very dissatisfied**1 | **p-value**2 |
| Gender |  |  |  |  |  | 0.065 |
| Male | 204 (100.0%) | 57 (27.9%) | 117 (57.4%) | 19 (9.3%) | 11 (5.4%) |  |
| Female | 731 (100.0%) | 216 (29.5%) | 387 (52.9%) | 101 (13.8%) | 27 (3.7%) |  |
| Prefer not to answer | 84 (100.0%) | 14 (16.7%) | 56 (66.7%) | 9 (10.7%) | 5 (6.0%) |  |
| Current position |  |  |  |  |  | 0.8 |
| Unit Manager | 75 (100.0%) | 19 (25.3%) | 43 (57.3%) | 10 (13.3%) | 3 (4.0%) |  |
| Bed Side Nurse | 891 (100.0%) | 256 (28.7%) | 483 (54.2%) | 113 (12.7%) | 39 (4.4%) |  |
| Unit Educator | 16 (100.0%) | 5 (31.3%) | 8 (50.0%) | 2 (12.5%) | 1 (6.3%) |  |
| Other (please specify) | 34 (100.0%) | 6 (17.6%) | 24 (70.6%) | 4 (11.8%) | 0 (0.0%) |  |
| Years of total nursing experience | 14.1 (10.1) | 14.0 (10.7) | 13.9 (9.6) | 15.3 (10.6) | 14.5 (10.6) | 0.5 |
| Years of nursing experience in critical/intensive care unit | 10.8 (9.2) | 10.6 (10.1) | 10.8 (9.0) | 11.3 (8.6) | 9.7 (8.1) | 0.8 |
| Type of ICU |  |  |  |  |  | 0.13 |
| General(Mixed) | 646 (100.0%) | 195 (30.2%) | 341 (52.8%) | 86 (13.3%) | 24 (3.7%) |  |
| Medical-Surgical | 117 (100.0%) | 41 (35.0%) | 56 (47.9%) | 15 (12.8%) | 5 (4.3%) |  |
| Coronay | 31 (100.0%) | 5 (16.1%) | 20 (64.5%) | 5 (16.1%) | 1 (3.2%) |  |
| Cardiac Surgery | 46 (100.0%) | 6 (13.0%) | 32 (69.6%) | 4 (8.7%) | 4 (8.7%) |  |
| Neuro Surgery | 91 (100.0%) | 19 (20.9%) | 57 (62.6%) | 11 (12.1%) | 4 (4.4%) |  |
| Other | 77 (100.0%) | 17 (22.1%) | 47 (61.0%) | 8 (10.4%) | 5 (6.5%) |  |
| Country |  |  |  |  |  | <0.001 |
| Cyprus | 194 (100.0%) | 36 (18.6%) | 116 (59.8%) | 35 (18.0%) | 7 (3.6%) |  |
| Spain | 232 (100.0%) | 90 (38.8%) | 97 (41.8%) | 34 (14.7%) | 11 (4.7%) |  |
| Croatia | 257 (100.0%) | 62 (24.1%) | 152 (59.1%) | 25 (9.7%) | 18 (7.0%) |  |
| Poland | 75 (100.0%) | 6 (8.0%) | 50 (66.7%) | 18 (24.0%) | 1 (1.3%) |  |
| Romania | 275 (100.0%) | 97 (35.3%) | 152 (55.3%) | 19 (6.9%) | 7 (2.5%) |  |
| 1n (%); Mean (SD) | | | | | | |
| 2Pearson's Chi-squared test; One-way ANOVA | | | | | | |

## Association of Demographics Vs C18. Do you plan to leave your present nursing position?

* C18 with D1, D4, D5, D6, D7, D8, D9

Associations between Demographics and Intention to Leave

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Characteristic** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Gender |  |  |  | 0.089 |
| Male | 50 (24.5%) | 30 (14.7%) | 124 (60.8%) |  |
| Female | 151 (20.7%) | 82 (11.2%) | 498 (68.1%) |  |
| Prefer not to answer | 15 (17.9%) | 5 (6.0%) | 64 (76.2%) |  |
| Current position |  |  |  | 0.043 |
| Unit Manager | 18 (24.0%) | 7 (9.3%) | 50 (66.7%) |  |
| Bed Side Nurse | 185 (20.8%) | 97 (10.9%) | 609 (68.4%) |  |
| Unit Educator | 3 (18.8%) | 4 (25.0%) | 9 (56.3%) |  |
| Other (please specify) | 11 (32.4%) | 8 (23.5%) | 15 (44.1%) |  |
| Years of total nursing experience | 13.8 (10.4) | 12.8 (10.1) | 14.5 (9.9) | 0.2 |
| Years of nursing experience in critical/intensive care unit | 10.4 (9.2) | 9.8 (9.2) | 11.1 (9.2) | 0.3 |
| Type of ICU |  |  |  | 0.017 |
| General(Mixed) | 123 (19.0%) | 70 (10.8%) | 453 (70.1%) |  |
| Medical-Surgical | 27 (23.1%) | 10 (8.5%) | 80 (68.4%) |  |
| Coronay | 6 (19.4%) | 8 (25.8%) | 17 (54.8%) |  |
| Cardiac Surgery | 10 (21.7%) | 6 (13.0%) | 30 (65.2%) |  |
| Neuro Surgery | 32 (35.2%) | 10 (11.0%) | 49 (53.8%) |  |
| Other | 18 (23.4%) | 11 (14.3%) | 48 (62.3%) |  |
| Country |  |  |  | <0.001 |
| Cyprus | 30 (15.5%) | 28 (14.4%) | 136 (70.1%) |  |
| Spain | 72 (31.0%) | 41 (17.7%) | 119 (51.3%) |  |
| Croatia | 66 (25.7%) | 21 (8.2%) | 170 (66.1%) |  |
| Poland | 24 (32.0%) | 14 (18.7%) | 37 (49.3%) |  |
| Romania | 29 (10.5%) | 14 (5.1%) | 232 (84.4%) |  |
| 1n (%); Mean (SD) | | | | |
| 2Pearson's Chi-squared test; One-way ANOVA | | | | |

## Association of Demographics Vs C18a. How likely would each of the following be to influence you to reconsider your plans to leave your present position?

* C18a with D1, D4, D5, D6, D7, D8, D9

Responses to eleven (11) questions, were in the range of **Very likely, Somewhat likely, Not very likely** and **Not likely at all**. The associations were performed on the event of response of **Very Likely** to be influenced by the said factor.

### Gender

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Gender | | |  |
| --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Male**, N = 2041 | **Female**, N = 7311 | **Prefer not to answer**, N = 841 | **p-value**2 |
| More flexible scheduling | 66 (34.0%) | 233 (34.4%) | 27 (36.0%) | >0.9 |
| Higher salary and benefits | 116 (60.1%) | 348 (50.4%) | 48 (61.5%) | 0.017 |
| More autonomy | 74 (38.7%) | 205 (30.4%) | 16 (21.6%) | 0.015 |
| More opportunities to influence decisions about patient care | 62 (32.3%) | 186 (27.5%) | 23 (31.5%) | 0.4 |
| More respect from unit management | 65 (34.0%) | 253 (37.2%) | 31 (40.3%) | 0.6 |
| Better staffing | 88 (45.8%) | 321 (47.0%) | 35 (46.1%) | >0.9 |
| More respect from administration | 76 (39.8%) | 278 (41.1%) | 32 (41.6%) | >0.9 |
| More opportunities for professiona development | 95 (49.5%) | 305 (44.6%) | 37 (48.1%) | 0.4 |
| Better leadership | 75 (39.5%) | 258 (38.3%) | 30 (39.5%) | >0.9 |
| More/better equipment and technology resources | 70 (36.5%) | 214 (31.4%) | 26 (34.2%) | 0.4 |
| More meaningful recognition for my contribution | 85 (44.5%) | 258 (37.9%) | 33 (42.9%) | 0.2 |
| Other (please specify) | 31 (28.2%) | 101 (26.2%) | 7 (21.9%) | 0.8 |
| 1n (%) | | | | |
| 2Pearson's Chi-squared test | | | | |

### Current position

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Current position | | | |  |
| --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Unit Manager**, N = 751 | **Bed Side Nurse**, N = 8911 | **Unit Educator**, N = 161 | **Other (please specify)**, N = 341 | **p-value**2 |
| More flexible scheduling | 19 (26.8%) | 292 (35.4%) | 6 (37.5%) | 11 (33.3%) | 0.5 |
| Higher salary and benefits | 34 (47.2%) | 453 (53.9%) | 9 (56.3%) | 17 (51.5%) | 0.7 |
| More autonomy | 27 (38.0%) | 257 (31.3%) | 5 (31.3%) | 8 (25.0%) | 0.6 |
| More opportunities to influence decisions about patient care | 26 (35.1%) | 231 (28.2%) | 5 (31.3%) | 9 (28.1%) | 0.6 |
| More respect from unit management | 31 (42.5%) | 302 (36.7%) | 4 (25.0%) | 10 (31.3%) | 0.5 |
| Better staffing | 35 (47.9%) | 388 (46.9%) | 5 (31.3%) | 13 (40.6%) | 0.6 |
| More respect from administration | 33 (45.8%) | 336 (40.9%) | 4 (25.0%) | 12 (36.4%) | 0.4 |
| More opportunities for professiona development | 28 (38.9%) | 383 (46.2%) | 5 (31.3%) | 17 (50.0%) | 0.4 |
| Better leadership | 32 (43.8%) | 315 (38.7%) | 5 (31.3%) | 11 (33.3%) | 0.7 |
| More/better equipment and technology resources | 20 (27.8%) | 275 (33.2%) | 3 (18.8%) | 10 (31.3%) | 0.5 |
| More meaningful recognition for my contribution | 32 (43.8%) | 327 (39.6%) | 3 (18.8%) | 14 (42.4%) | 0.3 |
| Other (please specify) | 12 (30.0%) | 117 (25.9%) | 3 (21.4%) | 7 (33.3%) | 0.8 |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### Place of current work

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Place of current work | | | |  |
| --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Clinical Practice**, N = 8261 | **Education**, N = 181 | **Management**, N = 231 | **Other (Please specify)**, N = 441 | **p-value**2 |
| More flexible scheduling | 267 (34.9%) | 7 (38.9%) | 6 (26.1%) | 16 (36.4%) | 0.8 |
| Higher salary and benefits | 421 (54.3%) | 10 (55.6%) | 9 (39.1%) | 26 (59.1%) | 0.5 |
| More autonomy | 235 (31.0%) | 4 (22.2%) | 7 (30.4%) | 20 (45.5%) | 0.2 |
| More opportunities to influence decisions about patient care | 223 (29.4%) | 5 (27.8%) | 6 (26.1%) | 14 (31.8%) | >0.9 |
| More respect from unit management | 270 (35.4%) | 6 (33.3%) | 10 (43.5%) | 18 (40.9%) | 0.8 |
| Better staffing | 362 (47.2%) | 6 (33.3%) | 8 (34.8%) | 25 (56.8%) | 0.2 |
| More respect from administration | 316 (41.5%) | 3 (16.7%) | 9 (39.1%) | 15 (34.1%) | 0.2 |
| More opportunities for professiona development | 351 (45.8%) | 5 (27.8%) | 9 (39.1%) | 21 (47.7%) | 0.4 |
| Better leadership | 300 (39.7%) | 5 (27.8%) | 9 (39.1%) | 16 (36.4%) | 0.8 |
| More/better equipment and technology resources | 250 (32.7%) | 5 (27.8%) | 4 (17.4%) | 13 (29.5%) | 0.4 |
| More meaningful recognition for my contribution | 298 (39.0%) | 4 (22.2%) | 12 (52.2%) | 19 (43.2%) | 0.2 |
| Other (please specify) | 116 (25.4%) | 3 (16.7%) | 6 (37.5%) | 14 (40.0%) | 0.14 |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### Type of ICU

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Type of ICU | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **General(Mixed)**, N = 6461 | **Medical-Surgical**, N = 1171 | **Coronay**, N = 311 | **Cardiac Surgery**, N = 461 | **Neuro Surgery**, N = 911 | **Other**, N = 771 | **p-value**2 |
| More flexible scheduling | 204 (34.6%) | 35 (32.1%) | 11 (35.5%) | 19 (42.2%) | 33 (36.3%) | 26 (36.1%) | >0.9 |
| Higher salary and benefits | 302 (50.2%) | 59 (53.6%) | 23 (74.2%) | 26 (56.5%) | 53 (58.9%) | 47 (61.8%) | 0.047 |
| More autonomy | 175 (29.9%) | 30 (27.3%) | 16 (51.6%) | 12 (27.3%) | 31 (34.4%) | 30 (41.7%) | 0.040 |
| More opportunities to influence decisions about patient care | 167 (28.4%) | 28 (25.7%) | 16 (51.6%) | 7 (15.6%) | 29 (32.2%) | 22 (30.6%) | 0.024 |
| More respect from unit management | 213 (35.9%) | 29 (26.6%) | 15 (48.4%) | 18 (40.0%) | 34 (37.8%) | 35 (48.6%) | 0.044 |
| Better staffing | 279 (47.0%) | 45 (41.3%) | 19 (61.3%) | 18 (39.1%) | 42 (46.7%) | 39 (53.4%) | 0.3 |
| More respect from administration | 254 (43.1%) | 32 (29.4%) | 13 (41.9%) | 16 (35.6%) | 31 (34.4%) | 38 (52.1%) | 0.023 |
| More opportunities for professiona development | 276 (46.3%) | 43 (39.4%) | 17 (54.8%) | 21 (45.7%) | 39 (43.3%) | 37 (50.7%) | 0.6 |
| Better leadership | 214 (36.6%) | 37 (33.9%) | 18 (58.1%) | 20 (45.5%) | 39 (43.3%) | 35 (47.9%) | 0.046 |
| More/better equipment and technology resources | 189 (31.9%) | 37 (33.9%) | 11 (35.5%) | 10 (21.7%) | 31 (34.4%) | 29 (39.7%) | 0.5 |
| More meaningful recognition for my contribution | 237 (40.0%) | 38 (34.9%) | 19 (61.3%) | 16 (35.6%) | 34 (37.8%) | 30 (41.1%) | 0.2 |
| Other (please specify) | 73 (25.7%) | 25 (29.1%) | 2 (9.1%) | 5 (26.3%) | 16 (22.2%) | 18 (40.9%) | 0.10 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Country

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Country | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Cyprus**, N = 1941 | **Spain**, N = 2321 | **Croatia**, N = 2571 | **Poland**, N = 751 | **Romania**, N = 2751 | **p-value**2 |
| More flexible scheduling | 63 (34.4%) | 106 (46.7%) | 79 (30.9%) | 20 (26.7%) | 63 (29.2%) | <0.001 |
| Higher salary and benefits | 97 (51.3%) | 124 (54.6%) | 161 (62.9%) | 47 (62.7%) | 89 (39.4%) | <0.001 |
| More autonomy | 66 (35.9%) | 85 (37.4%) | 87 (34.1%) | 20 (26.7%) | 41 (19.5%) | <0.001 |
| More opportunities to influence decisions about patient care | 51 (27.4%) | 88 (38.8%) | 72 (28.2%) | 18 (24.0%) | 45 (21.5%) | 0.002 |
| More respect from unit management | 79 (42.5%) | 78 (34.4%) | 100 (39.2%) | 27 (36.0%) | 68 (31.6%) | 0.2 |
| Better staffing | 80 (43.0%) | 116 (51.1%) | 132 (51.8%) | 34 (45.3%) | 87 (39.7%) | 0.045 |
| More respect from administration | 79 (42.7%) | 120 (52.9%) | 89 (34.8%) | 26 (34.7%) | 76 (35.8%) | <0.001 |
| More opportunities for professiona development | 85 (45.2%) | 123 (54.2%) | 123 (48.0%) | 31 (41.3%) | 79 (36.2%) | 0.004 |
| Better leadership | 68 (36.8%) | 99 (43.6%) | 116 (45.3%) | 29 (38.7%) | 55 (26.6%) | <0.001 |
| More/better equipment and technology resources | 64 (34.2%) | 75 (33.0%) | 85 (33.3%) | 17 (22.7%) | 72 (33.2%) | 0.4 |
| More meaningful recognition for my contribution | 77 (41.4%) | 105 (46.3%) | 100 (39.1%) | 26 (34.7%) | 73 (33.8%) | 0.082 |
| Other (please specify) | 28 (32.6%) | 31 (21.8%) | 47 (24.0%) | 22 (30.6%) | 11 (33.3%) | 0.3 |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

### Years of Experience (Nursing / ICU)

Correlation between `How likely would each of the following be to influence you to reconsider your plans to leave your present position?` and `Years of Experience (Nursing / ICU)`

|  | Correlation with | |
| --- | --- | --- |
| Likelihood of influenced by: | Years of total nursing experience | Years of nursing experience in critical/intensive care unit |
| More flexible scheduling | 0.02 | 0.01 |
| Higher salary and benefits | 0.07\* | 0.04 |
| More autonomy | -0.06 | -0.06 |
| More opportunities to influence decisions about patient care | -0.1\*\* | -0.09\*\* |
| More respect from unit management | 0.02 | 0 |
| Better staffing | -0.01 | -0.04 |
| More respect from administration | -0.02 | -0.04 |
| More opportunities for professiona development | 0.07\* | 0.03 |
| Better leadership | 0.01 | 0 |
| More/better equipment and technology resources | 0.05 | 0.03 |
| More meaningful recognition for my contribution | 0.01 | 0 |
| Other (please specify) | -0.02 | -0.02 |
| Note: Spearman correlation coefficient (r).   \* p < 0.05, \*\* p < 0.01 | | |

## Associations A1, A3, A5, A 6 with C17. On the whole, how satisfied are you with your current job?

Associations of 'How satisfied are you with your current job' and ' Implementation of HWE standards'

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment** | **Overall**1 | **Very satisfied**1 | **Somewhat satisfied**1 | **Somewhat dissatisfied**1 | **Very dissatisfied**1 | **p-value**2 |
| Has your unit implemented any Healthy Work Environment Standards? |  |  |  |  |  | <0.001 |
| Not at all | 354 (100.0%) | 60 (16.9%) | 189 (53.4%) | 78 (22.0%) | 27 (7.6%) |  |
| Just beginning | 112 (100.0%) | 24 (21.4%) | 75 (67.0%) | 10 (8.9%) | 3 (2.7%) |  |
| Well on the way | 193 (100.0%) | 78 (40.4%) | 102 (52.8%) | 8 (4.1%) | 5 (2.6%) |  |
| Fully implemented | 79 (100.0%) | 48 (60.8%) | 28 (35.4%) | 1 (1.3%) | 2 (2.5%) |  |
| Do not know | 295 (100.0%) | 81 (27.5%) | 173 (58.6%) | 34 (11.5%) | 7 (2.4%) |  |
| Has your Organization implemented any Healthy Work Environment Standards? |  |  |  |  |  | <0.001 |
| Not at all | 317 (100.0%) | 54 (17.0%) | 172 (54.3%) | 66 (20.8%) | 25 (7.9%) |  |
| Just beginning | 104 (100.0%) | 22 (21.2%) | 67 (64.4%) | 11 (10.6%) | 4 (3.8%) |  |
| Well on the way | 189 (100.0%) | 76 (40.2%) | 103 (54.5%) | 6 (3.2%) | 4 (2.1%) |  |
| Fully implemented | 80 (100.0%) | 45 (56.3%) | 32 (40.0%) | 1 (1.3%) | 2 (2.5%) |  |
| Do not know | 343 (100.0%) | 94 (27.4%) | 193 (56.3%) | 47 (13.7%) | 9 (2.6%) |  |
| Independent of your present job how satisfied are you with being a registered nurse? |  |  |  |  |  | <0.001 |
| Very satisfied | 550 (100.0%) | 232 (42.2%) | 265 (48.2%) | 41 (7.5%) | 12 (2.2%) |  |
| Somewhat satisfied | 378 (100.0%) | 45 (11.9%) | 264 (69.8%) | 60 (15.9%) | 9 (2.4%) |  |
| Somewhat dissatisfied | 63 (100.0%) | 3 (4.8%) | 26 (41.3%) | 26 (41.3%) | 8 (12.7%) |  |
| Very dissatisfied | 42 (100.0%) | 11 (26.2%) | 12 (28.6%) | 4 (9.5%) | 15 (35.7%) |  |
| How would you describe the quality of care for patients in your unit? |  |  |  |  |  | <0.001 |
| Excellent | 267 (100.0%) | 104 (39.0%) | 145 (54.3%) | 10 (3.7%) | 8 (3.0%) |  |
| Good | 569 (100.0%) | 166 (29.2%) | 316 (55.5%) | 72 (12.7%) | 15 (2.6%) |  |
| Fair | 160 (100.0%) | 20 (12.5%) | 87 (54.4%) | 39 (24.4%) | 14 (8.8%) |  |
| Poor | 37 (100.0%) | 1 (2.7%) | 19 (51.4%) | 10 (27.0%) | 7 (18.9%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## Associations of A1, A3, A5, A 6 with C18. Do you plan to leave your present nursing position?

Associations of 'Intention to leave' and ' Implementation of HWE standards'

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment** | **Overall**1 | **Yes, within the next 3 years**1 | **Yes, within the next 12 months**1 | **No plans to leave within the next 3 years**1 | **p-value**2 |
| Has your unit implemented any Healthy Work Environment Standards? |  |  |  |  | <0.001 |
| Not at all | 354 (100.0%) | 101 (28.5%) | 61 (17.2%) | 192 (54.2%) |  |
| Just beginning | 112 (100.0%) | 30 (26.8%) | 13 (11.6%) | 69 (61.6%) |  |
| Well on the way | 193 (100.0%) | 34 (17.6%) | 12 (6.2%) | 147 (76.2%) |  |
| Fully implemented | 79 (100.0%) | 4 (5.1%) | 5 (6.3%) | 70 (88.6%) |  |
| Do not know | 295 (100.0%) | 52 (17.6%) | 27 (9.2%) | 216 (73.2%) |  |
| Has your Organization implemented any Healthy Work Environment Standards? |  |  |  |  | <0.001 |
| Not at all | 317 (100.0%) | 92 (29.0%) | 52 (16.4%) | 173 (54.6%) |  |
| Just beginning | 104 (100.0%) | 26 (25.0%) | 15 (14.4%) | 63 (60.6%) |  |
| Well on the way | 189 (100.0%) | 29 (15.3%) | 9 (4.8%) | 151 (79.9%) |  |
| Fully implemented | 80 (100.0%) | 3 (3.8%) | 8 (10.0%) | 69 (86.3%) |  |
| Do not know | 343 (100.0%) | 71 (20.7%) | 34 (9.9%) | 238 (69.4%) |  |
| Independent of your present job how satisfied are you with being a registered nurse? |  |  |  |  | <0.001 |
| Very satisfied | 550 (100.0%) | 88 (16.0%) | 56 (10.2%) | 406 (73.8%) |  |
| Somewhat satisfied | 378 (100.0%) | 90 (23.8%) | 47 (12.4%) | 241 (63.8%) |  |
| Somewhat dissatisfied | 63 (100.0%) | 33 (52.4%) | 5 (7.9%) | 25 (39.7%) |  |
| Very dissatisfied | 42 (100.0%) | 10 (23.8%) | 10 (23.8%) | 22 (52.4%) |  |
| How would you describe the quality of care for patients in your unit? |  |  |  |  | 0.001 |
| Excellent | 267 (100.0%) | 38 (14.2%) | 25 (9.4%) | 204 (76.4%) |  |
| Good | 569 (100.0%) | 131 (23.0%) | 60 (10.5%) | 378 (66.4%) |  |
| Fair | 160 (100.0%) | 42 (26.3%) | 27 (16.9%) | 91 (56.9%) |  |
| Poor | 37 (100.0%) | 10 (27.0%) | 6 (16.2%) | 21 (56.8%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## Section B with C17, C18

### C17 “On the whole, how satisfied are you with your current job?”

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How satisfied are you with your current job'

|  | On the whole, how satisfied are you with your current job? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| Skilled Communication | 3.0 (0.6) | 2.6 (0.6) | 2.3 (0.6) | 2.1 (0.7) | <0.001 |
| True Collaboration | 2.8 (0.7) | 2.5 (0.6) | 2.1 (0.6) | 1.9 (0.7) | <0.001 |
| Effective Decision-Making | 2.9 (0.5) | 2.6 (0.5) | 2.3 (0.5) | 2.0 (0.9) | <0.001 |
| Appropriate Staffing | 2.8 (0.7) | 2.5 (0.7) | 2.1 (0.7) | 2.0 (0.9) | <0.001 |
| Meaningful Recognition | 2.8 (0.7) | 2.4 (0.6) | 2.1 (0.5) | 1.9 (0.8) | <0.001 |
| Authentic Leadership | 2.9 (0.7) | 2.5 (0.6) | 2.1 (0.6) | 1.9 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How satisfied are you with your current job'

|  | On the whole, how satisfied are you with your current job? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| Skilled Communication | 3.1 (0.6) | 2.7 (0.6) | 2.4 (0.6) | 2.2 (0.7) | <0.001 |
| True Collaboration | 2.9 (0.7) | 2.6 (0.6) | 2.2 (0.6) | 1.9 (0.7) | <0.001 |
| Effective Decision-Making | 3.1 (0.6) | 2.7 (0.5) | 2.4 (0.5) | 2.0 (0.9) | <0.001 |
| Appropriate Staffing | 2.9 (0.6) | 2.6 (0.6) | 2.2 (0.7) | 2.0 (0.8) | <0.001 |
| Meaningful Recognition | 2.9 (0.7) | 2.5 (0.6) | 2.2 (0.5) | 2.0 (0.8) | <0.001 |
| Authentic Leadership | 3.1 (0.7) | 2.6 (0.6) | 2.2 (0.6) | 1.8 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### C18 “Do you plan to leave your present nursing position?”

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'Do you plan to leave your present nursing position'

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Skilled Communication | 2.5 (0.7) | 2.6 (0.7) | 2.7 (0.6) | <0.001 |
| True Collaboration | 2.3 (0.6) | 2.3 (0.7) | 2.6 (0.6) | <0.001 |
| Effective Decision-Making | 2.5 (0.6) | 2.5 (0.7) | 2.7 (0.6) | <0.001 |
| Appropriate Staffing | 2.4 (0.7) | 2.3 (0.8) | 2.6 (0.7) | <0.001 |
| Meaningful Recognition | 2.3 (0.6) | 2.3 (0.7) | 2.6 (0.7) | <0.001 |
| Authentic Leadership | 2.3 (0.6) | 2.3 (0.8) | 2.7 (0.7) | <0.001 |
| 1Mean (SD) | | | | |
| 2One-way ANOVA | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'Do you plan to leave your present nursing position'

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Skilled Communication | 2.6 (0.7) | 2.6 (0.7) | 2.9 (0.6) | <0.001 |
| True Collaboration | 2.4 (0.6) | 2.3 (0.7) | 2.7 (0.7) | <0.001 |
| Effective Decision-Making | 2.6 (0.6) | 2.6 (0.7) | 2.8 (0.6) | <0.001 |
| Appropriate Staffing | 2.4 (0.7) | 2.4 (0.8) | 2.7 (0.7) | <0.001 |
| Meaningful Recognition | 2.4 (0.6) | 2.3 (0.7) | 2.7 (0.7) | <0.001 |
| Authentic Leadership | 2.4 (0.6) | 2.3 (0.8) | 2.8 (0.7) | <0.001 |
| 1Mean (SD) | | | | |
| 2One-way ANOVA | | | | |

## Section B with A1, A2, A3,

### A1. Independent of your present job how satisfied are you with being a registered nurse?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'Independent of your present job how satisfied are you with being a registered nurse?'

|  | Independent of your present job how satisfied are you with being a registered nurse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Very satisfied**, N = 6271 | **Somewhat satisfied**, N = 4331 | **Somewhat dissatisfied**, N = 761 | **Very dissatisfied**, N = 471 | **p-value**2 |
| Skilled Communication | 2.8 (0.7) | 2.5 (0.6) | 2.5 (0.5) | 2.4 (0.9) | <0.001 |
| True Collaboration | 2.6 (0.7) | 2.4 (0.6) | 2.2 (0.6) | 2.4 (0.9) | <0.001 |
| Effective Decision-Making | 2.8 (0.6) | 2.5 (0.5) | 2.4 (0.6) | 2.4 (0.9) | <0.001 |
| Appropriate Staffing | 2.6 (0.7) | 2.5 (0.7) | 2.3 (0.7) | 2.3 (0.8) | <0.001 |
| Meaningful Recognition | 2.6 (0.7) | 2.4 (0.6) | 2.2 (0.6) | 2.4 (0.9) | <0.001 |
| Authentic Leadership | 2.6 (0.7) | 2.5 (0.6) | 2.3 (0.7) | 2.3 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'Independent of your present job how satisfied are you with being a registered nurse?'

|  | Independent of your present job how satisfied are you with being a registered nurse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Very satisfied**, N = 6271 | **Somewhat satisfied**, N = 4331 | **Somewhat dissatisfied**, N = 761 | **Very dissatisfied**, N = 471 | **p-value**2 |
| Skilled Communication | 2.9 (0.7) | 2.6 (0.6) | 2.5 (0.6) | 2.4 (0.9) | <0.001 |
| True Collaboration | 2.7 (0.7) | 2.5 (0.6) | 2.2 (0.6) | 2.3 (0.8) | <0.001 |
| Effective Decision-Making | 2.9 (0.6) | 2.6 (0.5) | 2.4 (0.6) | 2.4 (0.9) | <0.001 |
| Appropriate Staffing | 2.7 (0.7) | 2.5 (0.7) | 2.3 (0.7) | 2.4 (0.9) | <0.001 |
| Meaningful Recognition | 2.7 (0.7) | 2.5 (0.6) | 2.2 (0.6) | 2.4 (0.9) | <0.001 |
| Authentic Leadership | 2.8 (0.7) | 2.6 (0.6) | 2.2 (0.6) | 2.4 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### A2. How likely are you to advice a qualified individual to pursue a career in Nursing?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How likely are you to advice a qualified individual to pursue a career in Nursing?'

|  | How likely are you to advice a qualified individual to pursue a career in Nursing? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Definitely would**, N = 2831 | **Probably would**, N = 5961 | **Probably would not**, N = 2401 | **Definitely would not**, N = 641 | **p-value**2 |
| Skilled Communication | 2.9 (0.7) | 2.7 (0.6) | 2.5 (0.6) | 2.3 (0.8) | <0.001 |
| True Collaboration | 2.7 (0.7) | 2.5 (0.6) | 2.3 (0.5) | 2.2 (0.8) | <0.001 |
| Effective Decision-Making | 2.8 (0.6) | 2.6 (0.6) | 2.5 (0.5) | 2.4 (0.8) | <0.001 |
| Appropriate Staffing | 2.7 (0.7) | 2.5 (0.7) | 2.3 (0.7) | 2.2 (0.8) | <0.001 |
| Meaningful Recognition | 2.6 (0.7) | 2.5 (0.6) | 2.3 (0.6) | 2.1 (0.8) | <0.001 |
| Authentic Leadership | 2.8 (0.7) | 2.5 (0.7) | 2.4 (0.5) | 2.1 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How likely are you to advice a qualified individual to pursue a career in Nursing?'

|  | How likely are you to advice a qualified individual to pursue a career in Nursing? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Definitely would**, N = 2831 | **Probably would**, N = 5961 | **Probably would not**, N = 2401 | **Definitely would not**, N = 641 | **p-value**2 |
| Skilled Communication | 3.0 (0.7) | 2.8 (0.6) | 2.6 (0.6) | 2.3 (0.8) | <0.001 |
| True Collaboration | 2.8 (0.7) | 2.6 (0.7) | 2.4 (0.5) | 2.2 (0.8) | <0.001 |
| Effective Decision-Making | 2.9 (0.6) | 2.8 (0.6) | 2.5 (0.5) | 2.4 (0.8) | <0.001 |
| Appropriate Staffing | 2.8 (0.7) | 2.6 (0.7) | 2.4 (0.7) | 2.3 (0.8) | <0.001 |
| Meaningful Recognition | 2.8 (0.7) | 2.6 (0.7) | 2.3 (0.6) | 2.2 (0.8) | <0.001 |
| Authentic Leadership | 2.9 (0.7) | 2.7 (0.7) | 2.4 (0.6) | 2.1 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### A3. How would you describe the quality of care for patients in your unit?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How would you describe the quality of care for patients in your unit?'

|  | How would you describe the quality of care for patients in your unit? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Excellent**, N = 3061 | **Good**, N = 6461 | **Fair**, N = 1881 | **Poor**, N = 431 | **p-value**2 |
| Skilled Communication | 3.0 (0.7) | 2.6 (0.6) | 2.4 (0.6) | 2.2 (0.7) | <0.001 |
| True Collaboration | 2.8 (0.7) | 2.5 (0.6) | 2.3 (0.6) | 2.0 (0.7) | <0.001 |
| Effective Decision-Making | 2.9 (0.6) | 2.6 (0.5) | 2.4 (0.6) | 2.1 (0.7) | <0.001 |
| Appropriate Staffing | 2.8 (0.7) | 2.5 (0.6) | 2.3 (0.7) | 1.9 (0.6) | <0.001 |
| Meaningful Recognition | 2.7 (0.7) | 2.5 (0.6) | 2.3 (0.6) | 2.0 (0.6) | <0.001 |
| Authentic Leadership | 2.9 (0.7) | 2.5 (0.6) | 2.2 (0.7) | 1.9 (0.6) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How would you describe the quality of care for patients in your unit?'

|  | How would you describe the quality of care for patients in your unit? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Excellent**, N = 3061 | **Good**, N = 6461 | **Fair**, N = 1881 | **Poor**, N = 431 | **p-value**2 |
| Skilled Communication | 3.1 (0.7) | 2.7 (0.6) | 2.5 (0.6) | 2.2 (0.7) | <0.001 |
| True Collaboration | 2.9 (0.7) | 2.5 (0.6) | 2.3 (0.6) | 2.0 (0.7) | <0.001 |
| Effective Decision-Making | 3.0 (0.6) | 2.7 (0.5) | 2.4 (0.6) | 2.1 (0.7) | <0.001 |
| Appropriate Staffing | 2.9 (0.7) | 2.6 (0.6) | 2.3 (0.7) | 2.0 (0.7) | <0.001 |
| Meaningful Recognition | 2.8 (0.8) | 2.6 (0.6) | 2.3 (0.6) | 2.2 (0.8) | <0.001 |
| Authentic Leadership | 3.0 (0.7) | 2.6 (0.6) | 2.3 (0.7) | 2.0 (0.7) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

## C18 with C4, C5, C14, C15, C16,

### C4, C5, C14, C16,and Intention to leave

Associations of 'Intention to leave' and ' ... '

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  | <0.001 |
| Very Frequently | 103 (10.0%) | 26 (11.8%) | 24 (20.3%) | 53 (7.6%) |  |
| Frequently | 275 (26.6%) | 67 (30.3%) | 47 (39.8%) | 161 (23.2%) |  |
| Occasionally | 437 (42.3%) | 91 (41.2%) | 36 (30.5%) | 310 (44.7%) |  |
| Very Rarely | 218 (21.1%) | 37 (16.7%) | 11 (9.3%) | 170 (24.5%) |  |
| With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills? |  |  |  |  | 0.2 |
| Less than 25% of the time | 233 (22.6%) | 41 (18.6%) | 34 (28.8%) | 158 (22.8%) |  |
| Between 25-49% of the time | 308 (29.8%) | 79 (35.7%) | 35 (29.7%) | 194 (28.0%) |  |
| 50-75% of the time | 288 (27.9%) | 62 (28.1%) | 28 (23.7%) | 198 (28.5%) |  |
| More than 75% of the time | 151 (14.6%) | 31 (14.0%) | 17 (14.4%) | 103 (14.8%) |  |
| All the time | 53 (5.1%) | 8 (3.6%) | 4 (3.4%) | 41 (5.9%) |  |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  | <0.001 |
| Strongly agree | 83 (8.0%) | 9 (4.1%) | 14 (11.9%) | 60 (8.6%) |  |
| Agree | 388 (37.6%) | 64 (29.0%) | 29 (24.6%) | 295 (42.5%) |  |
| Disagree | 387 (37.5%) | 95 (43.0%) | 44 (37.3%) | 248 (35.7%) |  |
| Strongly disagree | 175 (16.9%) | 53 (24.0%) | 31 (26.3%) | 91 (13.1%) |  |
| To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? |  |  |  |  | <0.001 |
| Plays a major part in my evaluation | 197 (19.4%) | 29 (13.2%) | 24 (20.5%) | 144 (21.2%) |  |
| Plays a substantial part in my evaluation | 428 (42.1%) | 78 (35.5%) | 47 (40.2%) | 303 (44.6%) |  |
| Plays a minor part in my evaluation | 187 (18.4%) | 57 (25.9%) | 16 (13.7%) | 114 (16.8%) |  |
| Plays no part in my evaluation | 204 (20.1%) | 56 (25.5%) | 30 (25.6%) | 118 (17.4%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### C15. Work Done and Intention to leave

Associations of 'Intention to leave' and 'At the end of a typical shift, to what degree do you get the following work done?'

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| At the end of a typical shift, to what degree do you get the following work done? | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Direct care (medications, procedures, monitoring etc.) |  |  |  |  | 0.054 |
| 0-49% of work done | 30 (3.0%) | 4 (1.9%) | 9 (8.0%) | 17 (2.5%) |  |
| 50-74% of work done | 114 (11.4%) | 28 (13.2%) | 13 (11.5%) | 73 (10.8%) |  |
| 75-99% of work done | 345 (34.6%) | 77 (36.3%) | 36 (31.9%) | 232 (34.5%) |  |
| 100% of work done | 509 (51.0%) | 103 (48.6%) | 55 (48.7%) | 351 (52.2%) |  |
| Comforting/Talking with patients |  |  |  |  | 0.044 |
| 0-49% of work done | 198 (20.2%) | 47 (22.4%) | 32 (28.6%) | 119 (18.0%) |  |
| 50-74% of work done | 272 (27.7%) | 67 (31.9%) | 31 (27.7%) | 174 (26.4%) |  |
| 75-99% of work done | 330 (33.6%) | 65 (31.0%) | 32 (28.6%) | 233 (35.3%) |  |
| 100% of work done | 182 (18.5%) | 31 (14.8%) | 17 (15.2%) | 134 (20.3%) |  |
| Developing or updating care plans |  |  |  |  | <0.001 |
| 0-49% of work done | 189 (20.2%) | 45 (23.4%) | 32 (30.5%) | 112 (17.6%) |  |
| 50-74% of work done | 223 (23.9%) | 48 (25.0%) | 30 (28.6%) | 145 (22.8%) |  |
| 75-99% of work done | 279 (29.9%) | 70 (36.5%) | 27 (25.7%) | 182 (28.6%) |  |
| 100% of work done | 243 (26.0%) | 29 (15.1%) | 16 (15.2%) | 198 (31.1%) |  |
| Prepring patients and families for discharge |  |  |  |  | 0.029 |
| 0-49% of work done | 141 (17.0%) | 31 (16.9%) | 21 (22.1%) | 89 (16.2%) |  |
| 50-74% of work done | 179 (21.6%) | 49 (26.8%) | 27 (28.4%) | 103 (18.8%) |  |
| 75-99% of work done | 283 (34.2%) | 63 (34.4%) | 23 (24.2%) | 197 (35.9%) |  |
| 100% of work done | 224 (27.1%) | 40 (21.9%) | 24 (25.3%) | 160 (29.1%) |  |
| Teaching patients or family |  |  |  |  | 0.011 |
| 0-49% of work done | 204 (23.2%) | 51 (26.3%) | 35 (33.7%) | 118 (20.3%) |  |
| 50-74% of work done | 238 (27.1%) | 56 (28.9%) | 30 (28.8%) | 152 (26.2%) |  |
| 75-99% of work done | 285 (32.4%) | 63 (32.5%) | 26 (25.0%) | 196 (33.7%) |  |
| 100% of work done | 152 (17.3%) | 24 (12.4%) | 13 (12.5%) | 115 (19.8%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |