AACN Survey - 2022

Associations

January, 2023

## C4 WITH DEMOGRAPHICS D3B b. What is the highest degree you have received?

Association between 'What is the highest degree you have received?' and 'To what extent, in your work as a nurse do you experience moral distress?'

|  | What is the highest degree you have received? | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0031 | **Diploma in Nursing**, N = 2911 | **Bachelor Degree**, N = 4031 | **Master’s degree in Nursing**, N = 2451 | **Master’s degree in Non – Nursing**, N = 471 | **Doctoral Degree in Nursing in Non – Nursing**, N = 171 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  |  |  | <0.001 |
| Very Frequently | 99 (9.9%) | 23 (7.9%) | 39 (9.7%) | 28 (11%) | 6 (13%) | 3 (18%) |  |
| Frequently | 265 (26%) | 60 (21%) | 110 (27%) | 73 (30%) | 12 (26%) | 10 (59%) |  |
| Occasionally | 427 (43%) | 125 (43%) | 176 (44%) | 103 (42%) | 23 (49%) | 0 (0%) |  |
| Very Rarely | 212 (21%) | 83 (29%) | 78 (19%) | 41 (17%) | 6 (13%) | 4 (24%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

## C4 WITH DEMOGRAPHICS D6 Current position

Association between 'Current position' and 'To what extent, in your work as a nurse do you experience moral distress?'

|  | Current position | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0161 | **Unit Manager**, N = 751 | **Bed Side Nurse**, N = 8911 | **Unit Educator**, N = 161 | **Other (please specify)**, N = 341 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  |  | 0.014 |
| Very Frequently | 101 (9.9%) | 6 (8.0%) | 88 (9.9%) | 3 (19%) | 4 (12%) |  |
| Frequently | 268 (26%) | 30 (40%) | 219 (25%) | 5 (31%) | 14 (41%) |  |
| Occasionally | 431 (42%) | 27 (36%) | 382 (43%) | 7 (44%) | 15 (44%) |  |
| Very Rarely | 216 (21%) | 12 (16%) | 202 (23%) | 1 (6.2%) | 1 (2.9%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## C4 WITH D4 Years of total nursing experience

Association between 'Years of total nursing experience' and 'To what extent, in your work as a nurse do you experience moral distress?'

|  | To what extent, in your work as a nurse do you experience moral distress? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Very Frequently**, N = 1031 | **Frequently**, N = 2751 | **Occasionally**, N = 4371 | **Very Rarely**, N = 2181 | **p-value**2 |
| Years of total nursing experience | 14.1 (10.1) | 13.8 (10.7) | 14.8 (9.8) | 13.8 (9.9) | 14.2 (10.4) | 0.6 |
| 1Mean (SD) | | | | | | |
| 2One-way ANOVA | | | | | | |

## C18 Do you plan to leave your present nursing position? WITH C18A How likely would each of the following influence you to reconsider your plans to leave your present position?

Association between 'Do you plan to leave your present nursing position?' and 'How likely would each of the following influence you to reconsider your plans to leave your present position?'

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| How likely would each of the following influence you to reconsider your plans to leave your present 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 |
| More flexible scheduling |  |  |  |  | 0.005 |
| Very likely | 331 (35%) | 81 (38%) | 53 (46%) | 197 (31%) |  |
| Somewhat likely | 278 (29%) | 72 (34%) | 30 (26%) | 176 (28%) |  |
| Not very likely | 195 (20%) | 34 (16%) | 20 (17%) | 141 (22%) |  |
| Not likely at all | 153 (16%) | 27 (13%) | 12 (10%) | 114 (18%) |  |
| Higher salary and benefits |  |  |  |  | <0.001 |
| Very likely | 518 (53%) | 138 (64%) | 58 (51%) | 322 (50%) |  |
| Somewhat likely | 270 (28%) | 56 (26%) | 35 (31%) | 179 (28%) |  |
| Not very likely | 114 (12%) | 15 (7.0%) | 16 (14%) | 83 (13%) |  |
| Not likely at all | 71 (7.3%) | 6 (2.8%) | 5 (4.4%) | 60 (9.3%) |  |
| More autonomy |  |  |  |  | 0.052 |
| Very likely | 299 (31%) | 78 (37%) | 42 (37%) | 179 (29%) |  |
| Somewhat likely | 293 (31%) | 69 (33%) | 27 (24%) | 197 (31%) |  |
| Not very likely | 238 (25%) | 48 (23%) | 30 (27%) | 160 (26%) |  |
| Not likely at all | 121 (13%) | 17 (8.0%) | 14 (12%) | 90 (14%) |  |
| More opportunities to influence decisions about patient care |  |  |  |  | <0.001 |
| Very likely | 274 (29%) | 79 (37%) | 44 (39%) | 151 (24%) |  |
| Somewhat likely | 328 (34%) | 72 (34%) | 31 (28%) | 225 (36%) |  |
| Not very likely | 218 (23%) | 49 (23%) | 26 (23%) | 143 (23%) |  |
| Not likely at all | 132 (14%) | 12 (5.7%) | 11 (9.8%) | 109 (17%) |  |
| More respect from unit management |  |  |  |  | <0.001 |
| Very likely | 352 (37%) | 101 (47%) | 55 (48%) | 196 (31%) |  |
| Somewhat likely | 284 (30%) | 62 (29%) | 34 (30%) | 188 (30%) |  |
| Not very likely | 185 (19%) | 37 (17%) | 14 (12%) | 134 (21%) |  |
| Not likely at all | 137 (14%) | 14 (6.5%) | 11 (9.6%) | 112 (18%) |  |
| Better staffing |  |  |  |  | <0.001 |
| Very likely | 449 (47%) | 124 (57%) | 64 (56%) | 261 (41%) |  |
| Somewhat likely | 274 (28%) | 69 (32%) | 27 (23%) | 178 (28%) |  |
| Not very likely | 144 (15%) | 16 (7.3%) | 18 (16%) | 110 (17%) |  |
| Not likely at all | 95 (9.9%) | 9 (4.1%) | 6 (5.2%) | 80 (13%) |  |
| More respect from administration |  |  |  |  | <0.001 |
| Very likely | 390 (41%) | 113 (53%) | 52 (46%) | 225 (36%) |  |
| Somewhat likely | 263 (28%) | 55 (26%) | 33 (29%) | 175 (28%) |  |
| Not very likely | 184 (19%) | 34 (16%) | 18 (16%) | 132 (21%) |  |
| Not likely at all | 118 (12%) | 12 (5.6%) | 11 (9.6%) | 95 (15%) |  |
| More opportunities for professiona development |  |  |  |  | 0.019 |
| Very likely | 441 (46%) | 111 (51%) | 62 (54%) | 268 (42%) |  |
| Somewhat likely | 299 (31%) | 68 (31%) | 29 (25%) | 202 (32%) |  |
| Not very likely | 139 (14%) | 28 (13%) | 16 (14%) | 95 (15%) |  |
| Not likely at all | 85 (8.8%) | 9 (4.2%) | 8 (7.0%) | 68 (11%) |  |
| Better leadership |  |  |  |  | <0.001 |
| Very likely | 367 (39%) | 107 (50%) | 61 (54%) | 199 (32%) |  |
| Somewhat likely | 286 (30%) | 63 (30%) | 33 (29%) | 190 (30%) |  |
| Not very likely | 174 (18%) | 26 (12%) | 14 (12%) | 134 (21%) |  |
| Not likely at all | 123 (13%) | 16 (7.5%) | 6 (5.3%) | 101 (16%) |  |
| More/better equipment and technology resources |  |  |  |  | 0.031 |
| Very likely | 313 (33%) | 79 (36%) | 44 (39%) | 190 (30%) |  |
| Somewhat likely | 312 (32%) | 69 (32%) | 32 (28%) | 211 (33%) |  |
| Not very likely | 209 (22%) | 50 (23%) | 28 (25%) | 131 (21%) |  |
| Not likely at all | 127 (13%) | 19 (8.8%) | 9 (8.0%) | 99 (16%) |  |
| More meaningful recognition for my contribution |  |  |  |  | <0.001 |
| Very likely | 381 (40%) | 113 (53%) | 53 (46%) | 215 (34%) |  |
| Somewhat likely | 324 (34%) | 68 (32%) | 34 (30%) | 222 (35%) |  |
| Not very likely | 151 (16%) | 21 (9.9%) | 15 (13%) | 115 (18%) |  |
| Not likely at all | 104 (11%) | 10 (4.7%) | 13 (11%) | 81 (13%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

##C17 On the whole, how satisfied are you with your current job? WITH C14 To what degree do you agree with the statement “My organization values my health and safety”?

Association between 'On the whole, how satisfied are you with your current job?, and 'To what degree do you agree with the statement?
"My organization values my health and safety"'

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  |  | <0.001 |
| Strongly agree | 83 (8.0%) | 52 (18%) | 25 (4.4%) | 5 (3.8%) | 1 (2.3%) |  |
| Agree | 388 (38%) | 145 (50%) | 216 (38%) | 21 (16%) | 6 (14%) |  |
| Disagree | 387 (37%) | 78 (27%) | 235 (41%) | 66 (50%) | 8 (18%) |  |
| Strongly disagree | 175 (17%) | 16 (5.5%) | 91 (16%) | 39 (30%) | 29 (66%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## C11 In the past year, in your work as a nurse, please indicate the number of times you personally experienced each of the following? WITH C8 Does your organization have a zero tolerance policy on verbal abuse?;

The below tables, show the proportion of patients having at least one incident of abuse. The proportions are within the level of the question Does your organization have a zero tolerance policy on verbal abuse?.

* Physical Abuse
* Verbal Abuse
* Discrimination
* Sexual Harassment

## C14 To what degree do you agree with the statement “My organization values my health and safety”? WITH C8 Does your organization have a zero tolerance policy on verbal abuse?;

Association between 'Does your organization have a zero tolerance policy on verbal abuse?, and 'To what degree do you agree with the statement?
"My organization values my health and safety"'

|  | Does your organization have a zero tolerance policy on verbal abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes**, N = 2871 | **No**, N = 2791 | **Don't know**, N = 4671 | **p-value**2 |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  | <0.001 |
| Strongly agree | 83 (8.0%) | 38 (13%) | 21 (7.5%) | 24 (5.1%) |  |
| Agree | 388 (38%) | 125 (44%) | 80 (29%) | 183 (39%) |  |
| Disagree | 387 (37%) | 94 (33%) | 106 (38%) | 187 (40%) |  |
| Strongly disagree | 175 (17%) | 30 (10%) | 72 (26%) | 73 (16%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## C9 Does your organization have a zero tolerance policy on physical abuse? WITH C1 –C7

* Quality of communication

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'How would you rate the quality of communication in your unit among the following?'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| How would you rate the quality of communication in your unit among the following? | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| Communication between Nurses |  |  |  |  | 0.002 |
| Excellent | 225 (22%) | 124 (29%) | 22 (15%) | 79 (17%) |  |
| Good | 491 (48%) | 189 (44%) | 76 (52%) | 226 (50%) |  |
| Fair | 266 (26%) | 100 (23%) | 40 (27%) | 126 (28%) |  |
| Poor | 51 (4.9%) | 19 (4.4%) | 8 (5.5%) | 24 (5.3%) |  |
| Communication between nurses and Physicians |  |  |  |  | <0.001 |
| Excellent | 101 (9.8%) | 62 (14%) | 13 (8.9%) | 26 (5.7%) |  |
| Good | 426 (41%) | 178 (41%) | 58 (40%) | 190 (42%) |  |
| Fair | 388 (38%) | 144 (33%) | 50 (34%) | 194 (43%) |  |
| Poor | 118 (11%) | 48 (11%) | 25 (17%) | 45 (9.9%) |  |
| Communication between Nurses and unit Nursing Managers |  |  |  |  | <0.001 |
| Excellent | 189 (18%) | 105 (24%) | 24 (16%) | 60 (13%) |  |
| Good | 364 (35%) | 145 (34%) | 57 (39%) | 162 (36%) |  |
| Fair | 319 (31%) | 133 (31%) | 37 (25%) | 149 (33%) |  |
| Poor | 161 (16%) | 49 (11%) | 28 (19%) | 84 (18%) |  |
| Communication between Nurses and Hospital Administration |  |  |  |  | <0.001 |
| Excellent | 53 (5.1%) | 37 (8.6%) | 8 (5.5%) | 8 (1.8%) |  |
| Good | 191 (18%) | 86 (20%) | 29 (20%) | 76 (17%) |  |
| Fair | 356 (34%) | 159 (37%) | 40 (27%) | 157 (35%) |  |
| Poor | 433 (42%) | 150 (35%) | 69 (47%) | 214 (47%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Quality of collaboration

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'How would you rate the quality of collaboration in your unit among the following?'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| How would you rate the quality of collaboration in your unit among the following? | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| Collaboration between Nurses |  |  |  |  | <0.001 |
| Excellent | 236 (23%) | 132 (31%) | 22 (15%) | 82 (18%) |  |
| Good | 530 (51%) | 197 (46%) | 85 (58%) | 248 (55%) |  |
| Fair | 230 (22%) | 87 (20%) | 34 (23%) | 109 (24%) |  |
| Poor | 37 (3.6%) | 16 (3.7%) | 5 (3.4%) | 16 (3.5%) |  |
| Collaboration between nurses and Physicians |  |  |  |  | <0.001 |
| Excellent | 99 (9.6%) | 67 (16%) | 8 (5.5%) | 24 (5.3%) |  |
| Good | 488 (47%) | 190 (44%) | 73 (50%) | 225 (49%) |  |
| Fair | 366 (35%) | 148 (34%) | 48 (33%) | 170 (37%) |  |
| Poor | 80 (7.7%) | 27 (6.2%) | 17 (12%) | 36 (7.9%) |  |
| Collaboration between Nurses and unit Nursing Managers |  |  |  |  | <0.001 |
| Excellent | 171 (17%) | 97 (22%) | 19 (13%) | 55 (12%) |  |
| Good | 366 (35%) | 149 (34%) | 56 (38%) | 161 (35%) |  |
| Fair | 348 (34%) | 141 (33%) | 44 (30%) | 163 (36%) |  |
| Poor | 148 (14%) | 45 (10%) | 27 (18%) | 76 (17%) |  |
| Collaboration between Nurses and Hospital Administration |  |  |  |  | <0.001 |
| Excellent | 50 (4.8%) | 37 (8.6%) | 3 (2.1%) | 10 (2.2%) |  |
| Good | 219 (21%) | 107 (25%) | 32 (22%) | 80 (18%) |  |
| Fair | 366 (35%) | 154 (36%) | 47 (32%) | 165 (36%) |  |
| Poor | 398 (39%) | 134 (31%) | 64 (44%) | 200 (44%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Respect for nurses

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'In your unit how would you rate the respect for nurses by each of the following?'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| In your unit how would you rate the respect for nurses by each of the following? | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| Other Nurses |  |  |  |  | <0.001 |
| Excellent | 210 (20%) | 118 (27%) | 19 (13%) | 73 (16%) |  |
| Good | 549 (53%) | 216 (50%) | 78 (53%) | 255 (56%) |  |
| Fair | 227 (22%) | 85 (20%) | 39 (27%) | 103 (23%) |  |
| Poor | 47 (4.5%) | 13 (3.0%) | 10 (6.8%) | 24 (5.3%) |  |
| Physicians |  |  |  |  | 0.019 |
| Excellent | 120 (12%) | 64 (15%) | 13 (8.9%) | 43 (9.5%) |  |
| Good | 454 (44%) | 198 (46%) | 65 (45%) | 191 (42%) |  |
| Fair | 343 (33%) | 132 (31%) | 45 (31%) | 166 (36%) |  |
| Poor | 116 (11%) | 38 (8.8%) | 23 (16%) | 55 (12%) |  |
| Other Health Care colleagues |  |  |  |  | <0.001 |
| Excellent | 135 (13%) | 81 (19%) | 11 (7.5%) | 43 (9.5%) |  |
| Good | 535 (52%) | 225 (52%) | 73 (50%) | 237 (52%) |  |
| Fair | 302 (29%) | 117 (27%) | 44 (30%) | 141 (31%) |  |
| Poor | 61 (5.9%) | 9 (2.1%) | 18 (12%) | 34 (7.5%) |  |
| Unit Nursing Managers |  |  |  |  | <0.001 |
| Excellent | 191 (18%) | 101 (23%) | 25 (17%) | 65 (14%) |  |
| Good | 424 (41%) | 185 (43%) | 58 (40%) | 181 (40%) |  |
| Fair | 302 (29%) | 118 (27%) | 41 (28%) | 143 (31%) |  |
| Poor | 116 (11%) | 28 (6.5%) | 22 (15%) | 66 (15%) |  |
| Hospital Administration |  |  |  |  | <0.001 |
| Excellent | 75 (7.3%) | 45 (10%) | 7 (4.8%) | 23 (5.1%) |  |
| Good | 260 (25%) | 116 (27%) | 41 (28%) | 103 (23%) |  |
| Fair | 395 (38%) | 172 (40%) | 42 (29%) | 181 (40%) |  |
| Poor | 303 (29%) | 99 (23%) | 56 (38%) | 148 (33%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Moral Distress

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'To what extent, in your work as a nurse do you experience moral distress?'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  | 0.4 |
| Very Frequently | 103 (10.0%) | 40 (9.3%) | 15 (10%) | 48 (11%) |  |
| Frequently | 275 (27%) | 105 (24%) | 45 (31%) | 125 (27%) |  |
| Occasionally | 437 (42%) | 197 (46%) | 61 (42%) | 179 (39%) |  |
| Very Rarely | 218 (21%) | 90 (21%) | 25 (17%) | 103 (23%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Staffing for your unit

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills?'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills? |  |  |  |  | 0.048 |
| Less than 25% of the time | 233 (23%) | 88 (20%) | 40 (27%) | 105 (23%) |  |
| Between 25-49% of the time | 308 (30%) | 116 (27%) | 36 (25%) | 156 (34%) |  |
| 50-75% of the time | 288 (28%) | 129 (30%) | 41 (28%) | 118 (26%) |  |
| More than 75% of the time | 151 (15%) | 77 (18%) | 22 (15%) | 52 (11%) |  |
| All the time | 53 (5.1%) | 22 (5.1%) | 7 (4.8%) | 24 (5.3%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Skill of your unit Nursing managers

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'Please rate the skill of your unit Nursing managers in the following areas'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| Please rate the skill of your unit Nursing managers in the following areas | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| Communication |  |  |  |  | 0.001 |
| Excellent | 271 (26%) | 142 (33%) | 34 (23%) | 95 (21%) |  |
| Good | 372 (36%) | 151 (35%) | 48 (33%) | 173 (38%) |  |
| Fair | 266 (26%) | 100 (23%) | 40 (27%) | 126 (28%) |  |
| Poor | 124 (12%) | 39 (9.0%) | 24 (16%) | 61 (13%) |  |
| Collaboration |  |  |  |  | 0.001 |
| Excellent | 280 (27%) | 146 (34%) | 34 (23%) | 100 (22%) |  |
| Good | 399 (39%) | 157 (36%) | 57 (39%) | 185 (41%) |  |
| Fair | 247 (24%) | 97 (22%) | 33 (23%) | 117 (26%) |  |
| Poor | 107 (10%) | 32 (7.4%) | 22 (15%) | 53 (12%) |  |
| Proving Staff resources |  |  |  |  | <0.001 |
| Excellent | 173 (17%) | 99 (23%) | 17 (12%) | 57 (13%) |  |
| Good | 321 (31%) | 135 (31%) | 44 (30%) | 142 (31%) |  |
| Fair | 358 (35%) | 143 (33%) | 55 (38%) | 160 (35%) |  |
| Poor | 181 (18%) | 55 (13%) | 30 (21%) | 96 (21%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  | <0.001 |
| Excellent | 281 (27%) | 159 (37%) | 31 (21%) | 91 (20%) |  |
| Good | 481 (47%) | 178 (41%) | 70 (48%) | 233 (51%) |  |
| Fair | 205 (20%) | 84 (19%) | 34 (23%) | 87 (19%) |  |
| Poor | 66 (6.4%) | 11 (2.5%) | 11 (7.5%) | 44 (9.7%) |  |
| Effective decision making |  |  |  |  | <0.001 |
| Excellent | 237 (23%) | 131 (30%) | 27 (18%) | 79 (17%) |  |
| Good | 402 (39%) | 164 (38%) | 57 (39%) | 181 (40%) |  |
| Fair | 274 (27%) | 104 (24%) | 40 (27%) | 130 (29%) |  |
| Poor | 120 (12%) | 33 (7.6%) | 22 (15%) | 65 (14%) |  |
| Recognition of others contribution |  |  |  |  | <0.001 |
| Excellent | 234 (23%) | 125 (29%) | 35 (24%) | 74 (16%) |  |
| Good | 329 (32%) | 132 (31%) | 43 (29%) | 154 (34%) |  |
| Fair | 294 (28%) | 124 (29%) | 32 (22%) | 138 (30%) |  |
| Poor | 176 (17%) | 51 (12%) | 36 (25%) | 89 (20%) |  |
| Leadership |  |  |  |  | <0.001 |
| Excellent | 245 (24%) | 131 (30%) | 36 (25%) | 78 (17%) |  |
| Good | 385 (37%) | 152 (35%) | 46 (32%) | 187 (41%) |  |
| Fair | 246 (24%) | 109 (25%) | 32 (22%) | 105 (23%) |  |
| Poor | 157 (15%) | 40 (9.3%) | 32 (22%) | 85 (19%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  | <0.001 |
| Excellent | 284 (27%) | 151 (35%) | 37 (25%) | 96 (21%) |  |
| Good | 423 (41%) | 165 (38%) | 62 (42%) | 196 (43%) |  |
| Fair | 248 (24%) | 92 (21%) | 32 (22%) | 124 (27%) |  |
| Poor | 78 (7.6%) | 24 (5.6%) | 15 (10%) | 39 (8.6%) |  |
| Promoting a professional practice environment |  |  |  |  | <0.001 |
| Excellent | 255 (25%) | 139 (32%) | 32 (22%) | 84 (18%) |  |
| Good | 391 (38%) | 162 (38%) | 47 (32%) | 182 (40%) |  |
| Fair | 246 (24%) | 92 (21%) | 32 (22%) | 122 (27%) |  |
| Poor | 141 (14%) | 39 (9.0%) | 35 (24%) | 67 (15%) |  |
| Overall effectiveness |  |  |  |  | <0.001 |
| Excellent | 249 (24%) | 137 (32%) | 31 (21%) | 81 (18%) |  |
| Good | 417 (40%) | 171 (40%) | 54 (37%) | 192 (42%) |  |
| Fair | 271 (26%) | 96 (22%) | 37 (25%) | 138 (30%) |  |
| Poor | 96 (9.3%) | 28 (6.5%) | 24 (16%) | 44 (9.7%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

* Skill of your hospital nursing administrators

Association between 'Does your organization have a zero tolerance policy on physical abuse?, and 'Please rate the skill of your hospital nursing administrators in the following'

|  | Does your organization have a zero tolerance policy on physical abuse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| Please rate the skill of your hospital nursing administrators in the following | **Overall**, N = 1,0331 | **Yes**, N = 4321 | **No**, N = 1461 | **Don't know**, N = 4551 | **p-value**2 |
| Communication |  |  |  |  | 0.001 |
| Excellent | 271 (26%) | 142 (33%) | 34 (23%) | 95 (21%) |  |
| Good | 372 (36%) | 151 (35%) | 48 (33%) | 173 (38%) |  |
| Fair | 266 (26%) | 100 (23%) | 40 (27%) | 126 (28%) |  |
| Poor | 124 (12%) | 39 (9.0%) | 24 (16%) | 61 (13%) |  |
| Collaboration |  |  |  |  | 0.001 |
| Excellent | 280 (27%) | 146 (34%) | 34 (23%) | 100 (22%) |  |
| Good | 399 (39%) | 157 (36%) | 57 (39%) | 185 (41%) |  |
| Fair | 247 (24%) | 97 (22%) | 33 (23%) | 117 (26%) |  |
| Poor | 107 (10%) | 32 (7.4%) | 22 (15%) | 53 (12%) |  |
| Proving Staff resources |  |  |  |  | <0.001 |
| Excellent | 173 (17%) | 99 (23%) | 17 (12%) | 57 (13%) |  |
| Good | 321 (31%) | 135 (31%) | 44 (30%) | 142 (31%) |  |
| Fair | 358 (35%) | 143 (33%) | 55 (38%) | 160 (35%) |  |
| Poor | 181 (18%) | 55 (13%) | 30 (21%) | 96 (21%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  | <0.001 |
| Excellent | 281 (27%) | 159 (37%) | 31 (21%) | 91 (20%) |  |
| Good | 481 (47%) | 178 (41%) | 70 (48%) | 233 (51%) |  |
| Fair | 205 (20%) | 84 (19%) | 34 (23%) | 87 (19%) |  |
| Poor | 66 (6.4%) | 11 (2.5%) | 11 (7.5%) | 44 (9.7%) |  |
| Effective decision making |  |  |  |  | <0.001 |
| Excellent | 237 (23%) | 131 (30%) | 27 (18%) | 79 (17%) |  |
| Good | 402 (39%) | 164 (38%) | 57 (39%) | 181 (40%) |  |
| Fair | 274 (27%) | 104 (24%) | 40 (27%) | 130 (29%) |  |
| Poor | 120 (12%) | 33 (7.6%) | 22 (15%) | 65 (14%) |  |
| Recognition of others contribution |  |  |  |  | <0.001 |
| Excellent | 234 (23%) | 125 (29%) | 35 (24%) | 74 (16%) |  |
| Good | 329 (32%) | 132 (31%) | 43 (29%) | 154 (34%) |  |
| Fair | 294 (28%) | 124 (29%) | 32 (22%) | 138 (30%) |  |
| Poor | 176 (17%) | 51 (12%) | 36 (25%) | 89 (20%) |  |
| Leadership |  |  |  |  | <0.001 |
| Excellent | 245 (24%) | 131 (30%) | 36 (25%) | 78 (17%) |  |
| Good | 385 (37%) | 152 (35%) | 46 (32%) | 187 (41%) |  |
| Fair | 246 (24%) | 109 (25%) | 32 (22%) | 105 (23%) |  |
| Poor | 157 (15%) | 40 (9.3%) | 32 (22%) | 85 (19%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  | <0.001 |
| Excellent | 284 (27%) | 151 (35%) | 37 (25%) | 96 (21%) |  |
| Good | 423 (41%) | 165 (38%) | 62 (42%) | 196 (43%) |  |
| Fair | 248 (24%) | 92 (21%) | 32 (22%) | 124 (27%) |  |
| Poor | 78 (7.6%) | 24 (5.6%) | 15 (10%) | 39 (8.6%) |  |
| Promoting a professional practice environment |  |  |  |  | <0.001 |
| Excellent | 255 (25%) | 139 (32%) | 32 (22%) | 84 (18%) |  |
| Good | 391 (38%) | 162 (38%) | 47 (32%) | 182 (40%) |  |
| Fair | 246 (24%) | 92 (21%) | 32 (22%) | 122 (27%) |  |
| Poor | 141 (14%) | 39 (9.0%) | 35 (24%) | 67 (15%) |  |
| Overall effectiveness |  |  |  |  | <0.001 |
| Excellent | 249 (24%) | 137 (32%) | 31 (21%) | 81 (18%) |  |
| Good | 417 (40%) | 171 (40%) | 54 (37%) | 192 (42%) |  |
| Fair | 271 (26%) | 96 (22%) | 37 (25%) | 138 (30%) |  |
| Poor | 96 (9.3%) | 28 (6.5%) | 24 (16%) | 44 (9.7%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## C16 To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? WITH C1 –C7

* Quality of communication

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'How would you rate the quality of communication in your unit among the following?'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| How would you rate the quality of communication in your unit among the following? | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| Communication between Nurses |  |  |  |  |  | <0.001 |
| Excellent | 220 (22%) | 71 (36%) | 90 (21%) | 25 (13%) | 34 (17%) |  |
| Good | 484 (48%) | 92 (47%) | 233 (54%) | 77 (41%) | 82 (40%) |  |
| Fair | 262 (26%) | 31 (16%) | 92 (21%) | 67 (36%) | 72 (35%) |  |
| Poor | 50 (4.9%) | 3 (1.5%) | 13 (3.0%) | 18 (9.6%) | 16 (7.8%) |  |
| Communication between nurses and Physicians |  |  |  |  |  | <0.001 |
| Excellent | 99 (9.7%) | 35 (18%) | 47 (11%) | 7 (3.7%) | 10 (4.9%) |  |
| Good | 415 (41%) | 97 (49%) | 188 (44%) | 61 (33%) | 69 (34%) |  |
| Fair | 386 (38%) | 48 (24%) | 162 (38%) | 89 (48%) | 87 (43%) |  |
| Poor | 116 (11%) | 17 (8.6%) | 31 (7.2%) | 30 (16%) | 38 (19%) |  |
| Communication between Nurses and unit Nursing Managers |  |  |  |  |  | <0.001 |
| Excellent | 184 (18%) | 53 (27%) | 92 (21%) | 21 (11%) | 18 (8.8%) |  |
| Good | 358 (35%) | 85 (43%) | 172 (40%) | 49 (26%) | 52 (25%) |  |
| Fair | 314 (31%) | 44 (22%) | 120 (28%) | 81 (43%) | 69 (34%) |  |
| Poor | 160 (16%) | 15 (7.6%) | 44 (10%) | 36 (19%) | 65 (32%) |  |
| Communication between Nurses and Hospital Administration |  |  |  |  |  | <0.001 |
| Excellent | 51 (5.0%) | 25 (13%) | 22 (5.1%) | 1 (0.5%) | 3 (1.5%) |  |
| Good | 189 (19%) | 60 (30%) | 98 (23%) | 15 (8.0%) | 16 (7.8%) |  |
| Fair | 350 (34%) | 61 (31%) | 159 (37%) | 76 (41%) | 54 (26%) |  |
| Poor | 426 (42%) | 51 (26%) | 149 (35%) | 95 (51%) | 131 (64%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Quality of collaboration

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'How would you rate the quality of collaboration in your unit among the following?'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| How would you rate the quality of collaboration in your unit among the following? | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| Collaboration between Nurses |  |  |  |  |  | <0.001 |
| Excellent | 229 (23%) | 81 (41%) | 95 (22%) | 23 (12%) | 30 (15%) |  |
| Good | 525 (52%) | 91 (46%) | 241 (56%) | 93 (50%) | 100 (49%) |  |
| Fair | 226 (22%) | 24 (12%) | 78 (18%) | 60 (32%) | 64 (31%) |  |
| Poor | 36 (3.5%) | 1 (0.5%) | 14 (3.3%) | 11 (5.9%) | 10 (4.9%) |  |
| Collaboration between nurses and Physicians |  |  |  |  |  | <0.001 |
| Excellent | 97 (9.5%) | 37 (19%) | 46 (11%) | 7 (3.7%) | 7 (3.4%) |  |
| Good | 478 (47%) | 108 (55%) | 215 (50%) | 71 (38%) | 84 (41%) |  |
| Fair | 363 (36%) | 40 (20%) | 145 (34%) | 92 (49%) | 86 (42%) |  |
| Poor | 78 (7.7%) | 12 (6.1%) | 22 (5.1%) | 17 (9.1%) | 27 (13%) |  |
| Collaboration between Nurses and unit Nursing Managers |  |  |  |  |  | <0.001 |
| Excellent | 166 (16%) | 57 (29%) | 82 (19%) | 17 (9.1%) | 10 (4.9%) |  |
| Good | 360 (35%) | 80 (41%) | 178 (42%) | 49 (26%) | 53 (26%) |  |
| Fair | 343 (34%) | 47 (24%) | 128 (30%) | 91 (49%) | 77 (38%) |  |
| Poor | 147 (14%) | 13 (6.6%) | 40 (9.3%) | 30 (16%) | 64 (31%) |  |
| Collaboration between Nurses and Hospital Administration |  |  |  |  |  | <0.001 |
| Excellent | 48 (4.7%) | 24 (12%) | 22 (5.1%) | 1 (0.5%) | 1 (0.5%) |  |
| Good | 219 (22%) | 76 (39%) | 105 (25%) | 19 (10%) | 19 (9.3%) |  |
| Fair | 358 (35%) | 48 (24%) | 175 (41%) | 85 (45%) | 50 (25%) |  |
| Poor | 391 (38%) | 49 (25%) | 126 (29%) | 82 (44%) | 134 (66%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Respect for nurses

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'In your unit how would you rate the respect for nurses by each of the following?'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| In your unit how would you rate the respect for nurses by each of the following? | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| Other Nurses |  |  |  |  |  | <0.001 |
| Excellent | 207 (20%) | 72 (37%) | 84 (20%) | 19 (10%) | 32 (16%) |  |
| Good | 540 (53%) | 97 (49%) | 254 (59%) | 95 (51%) | 94 (46%) |  |
| Fair | 224 (22%) | 21 (11%) | 78 (18%) | 62 (33%) | 63 (31%) |  |
| Poor | 45 (4.4%) | 7 (3.6%) | 12 (2.8%) | 11 (5.9%) | 15 (7.4%) |  |
| Physicians |  |  |  |  |  | <0.001 |
| Excellent | 118 (12%) | 39 (20%) | 55 (13%) | 6 (3.2%) | 18 (8.8%) |  |
| Good | 446 (44%) | 102 (52%) | 201 (47%) | 69 (37%) | 74 (36%) |  |
| Fair | 339 (33%) | 42 (21%) | 137 (32%) | 82 (44%) | 78 (38%) |  |
| Poor | 113 (11%) | 14 (7.1%) | 35 (8.2%) | 30 (16%) | 34 (17%) |  |
| Other Health Care colleagues |  |  |  |  |  | <0.001 |
| Excellent | 132 (13%) | 47 (24%) | 56 (13%) | 9 (4.8%) | 20 (9.8%) |  |
| Good | 527 (52%) | 109 (55%) | 240 (56%) | 91 (49%) | 87 (43%) |  |
| Fair | 299 (29%) | 37 (19%) | 115 (27%) | 74 (40%) | 73 (36%) |  |
| Poor | 58 (5.7%) | 4 (2.0%) | 17 (4.0%) | 13 (7.0%) | 24 (12%) |  |
| Unit Nursing Managers |  |  |  |  |  | <0.001 |
| Excellent | 187 (18%) | 58 (29%) | 82 (19%) | 21 (11%) | 26 (13%) |  |
| Good | 417 (41%) | 98 (50%) | 192 (45%) | 61 (33%) | 66 (32%) |  |
| Fair | 299 (29%) | 35 (18%) | 120 (28%) | 82 (44%) | 62 (30%) |  |
| Poor | 113 (11%) | 6 (3.0%) | 34 (7.9%) | 23 (12%) | 50 (25%) |  |
| Hospital Administration |  |  |  |  |  | <0.001 |
| Excellent | 73 (7.2%) | 34 (17%) | 32 (7.5%) | 2 (1.1%) | 5 (2.5%) |  |
| Good | 257 (25%) | 67 (34%) | 126 (29%) | 35 (19%) | 29 (14%) |  |
| Fair | 388 (38%) | 62 (31%) | 173 (40%) | 86 (46%) | 67 (33%) |  |
| Poor | 298 (29%) | 34 (17%) | 97 (23%) | 64 (34%) | 103 (50%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Moral Distress

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'To what extent, in your work as a nurse do you experience moral distress?'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  |  | 0.003 |
| Very Frequently | 102 (10%) | 30 (15%) | 32 (7.5%) | 18 (9.6%) | 22 (11%) |  |
| Frequently | 269 (26%) | 45 (23%) | 114 (27%) | 55 (29%) | 55 (27%) |  |
| Occasionally | 430 (42%) | 64 (32%) | 193 (45%) | 83 (44%) | 90 (44%) |  |
| Very Rarely | 215 (21%) | 58 (29%) | 89 (21%) | 31 (17%) | 37 (18%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Staffing for your unit

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills?'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills? |  |  |  |  |  | 0.001 |
| Less than 25% of the time | 230 (23%) | 48 (24%) | 91 (21%) | 41 (22%) | 50 (25%) |  |
| Between 25-49% of the time | 300 (30%) | 50 (25%) | 111 (26%) | 67 (36%) | 72 (35%) |  |
| 50-75% of the time | 284 (28%) | 46 (23%) | 137 (32%) | 47 (25%) | 54 (26%) |  |
| More than 75% of the time | 150 (15%) | 35 (18%) | 69 (16%) | 29 (16%) | 17 (8.3%) |  |
| All the time | 52 (5.1%) | 18 (9.1%) | 20 (4.7%) | 3 (1.6%) | 11 (5.4%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Skill of your unit Nursing managers

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'Please rate the skill of your unit Nursing managers in the following areas'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| Please rate the skill of your unit Nursing managers in the following areas | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| Communication |  |  |  |  |  | <0.001 |
| Excellent | 266 (26%) | 70 (36%) | 128 (30%) | 30 (16%) | 38 (19%) |  |
| Good | 366 (36%) | 81 (41%) | 167 (39%) | 65 (35%) | 53 (26%) |  |
| Fair | 263 (26%) | 37 (19%) | 91 (21%) | 65 (35%) | 70 (34%) |  |
| Poor | 121 (12%) | 9 (4.6%) | 42 (9.8%) | 27 (14%) | 43 (21%) |  |
| Collaboration |  |  |  |  |  | <0.001 |
| Excellent | 274 (27%) | 71 (36%) | 137 (32%) | 30 (16%) | 36 (18%) |  |
| Good | 392 (39%) | 83 (42%) | 165 (39%) | 79 (42%) | 65 (32%) |  |
| Fair | 246 (24%) | 35 (18%) | 92 (21%) | 54 (29%) | 65 (32%) |  |
| Poor | 104 (10%) | 8 (4.1%) | 34 (7.9%) | 24 (13%) | 38 (19%) |  |
| Proving Staff resources |  |  |  |  |  | <0.001 |
| Excellent | 171 (17%) | 49 (25%) | 84 (20%) | 16 (8.6%) | 22 (11%) |  |
| Good | 314 (31%) | 66 (34%) | 149 (35%) | 53 (28%) | 46 (23%) |  |
| Fair | 355 (35%) | 61 (31%) | 136 (32%) | 74 (40%) | 84 (41%) |  |
| Poor | 176 (17%) | 21 (11%) | 59 (14%) | 44 (24%) | 52 (25%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  |  | <0.001 |
| Excellent | 279 (27%) | 72 (37%) | 132 (31%) | 40 (21%) | 35 (17%) |  |
| Good | 472 (46%) | 84 (43%) | 212 (50%) | 77 (41%) | 99 (49%) |  |
| Fair | 201 (20%) | 36 (18%) | 65 (15%) | 53 (28%) | 47 (23%) |  |
| Poor | 64 (6.3%) | 5 (2.5%) | 19 (4.4%) | 17 (9.1%) | 23 (11%) |  |
| Effective decision making |  |  |  |  |  | <0.001 |
| Excellent | 235 (23%) | 65 (33%) | 113 (26%) | 28 (15%) | 29 (14%) |  |
| Good | 395 (39%) | 79 (40%) | 187 (44%) | 70 (37%) | 59 (29%) |  |
| Fair | 267 (26%) | 43 (22%) | 92 (21%) | 58 (31%) | 74 (36%) |  |
| Poor | 119 (12%) | 10 (5.1%) | 36 (8.4%) | 31 (17%) | 42 (21%) |  |
| Recognition of others contribution |  |  |  |  |  | <0.001 |
| Excellent | 232 (23%) | 60 (30%) | 110 (26%) | 28 (15%) | 34 (17%) |  |
| Good | 322 (32%) | 73 (37%) | 153 (36%) | 53 (28%) | 43 (21%) |  |
| Fair | 289 (28%) | 53 (27%) | 105 (25%) | 67 (36%) | 64 (31%) |  |
| Poor | 173 (17%) | 11 (5.6%) | 60 (14%) | 39 (21%) | 63 (31%) |  |
| Leadership |  |  |  |  |  | <0.001 |
| Excellent | 242 (24%) | 64 (32%) | 118 (28%) | 28 (15%) | 32 (16%) |  |
| Good | 379 (37%) | 90 (46%) | 170 (40%) | 63 (34%) | 56 (27%) |  |
| Fair | 241 (24%) | 32 (16%) | 96 (22%) | 60 (32%) | 53 (26%) |  |
| Poor | 154 (15%) | 11 (5.6%) | 44 (10%) | 36 (19%) | 63 (31%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  |  | <0.001 |
| Excellent | 281 (28%) | 67 (34%) | 144 (34%) | 39 (21%) | 31 (15%) |  |
| Good | 415 (41%) | 95 (48%) | 178 (42%) | 72 (39%) | 70 (34%) |  |
| Fair | 245 (24%) | 31 (16%) | 79 (18%) | 62 (33%) | 73 (36%) |  |
| Poor | 75 (7.4%) | 4 (2.0%) | 27 (6.3%) | 14 (7.5%) | 30 (15%) |  |
| Promoting a professional practice environment |  |  |  |  |  | <0.001 |
| Excellent | 252 (25%) | 68 (35%) | 124 (29%) | 30 (16%) | 30 (15%) |  |
| Good | 385 (38%) | 88 (45%) | 177 (41%) | 64 (34%) | 56 (27%) |  |
| Fair | 241 (24%) | 30 (15%) | 85 (20%) | 67 (36%) | 59 (29%) |  |
| Poor | 138 (14%) | 11 (5.6%) | 42 (9.8%) | 26 (14%) | 59 (29%) |  |
| Overall effectiveness |  |  |  |  |  | <0.001 |
| Excellent | 247 (24%) | 65 (33%) | 118 (28%) | 32 (17%) | 32 (16%) |  |
| Good | 409 (40%) | 88 (45%) | 190 (44%) | 68 (36%) | 63 (31%) |  |
| Fair | 266 (26%) | 38 (19%) | 93 (22%) | 60 (32%) | 75 (37%) |  |
| Poor | 94 (9.3%) | 6 (3.0%) | 27 (6.3%) | 27 (14%) | 34 (17%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

* Skill of your hospital nursing administrators

Association between 'To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?, and 'Please rate the skill of your hospital nursing administrators in the following'

|  | To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| Please rate the skill of your hospital nursing administrators in the following | **Overall**, N = 1,0161 | **Plays a major part in my evaluation**, N = 1971 | **Plays a substantial part in my evaluation**, N = 4281 | **Plays a minor part in my evaluation**, N = 1871 | **Plays no part in my evaluation**, N = 2041 | **p-value**2 |
| Communication |  |  |  |  |  | <0.001 |
| Excellent | 266 (26%) | 70 (36%) | 128 (30%) | 30 (16%) | 38 (19%) |  |
| Good | 366 (36%) | 81 (41%) | 167 (39%) | 65 (35%) | 53 (26%) |  |
| Fair | 263 (26%) | 37 (19%) | 91 (21%) | 65 (35%) | 70 (34%) |  |
| Poor | 121 (12%) | 9 (4.6%) | 42 (9.8%) | 27 (14%) | 43 (21%) |  |
| Collaboration |  |  |  |  |  | <0.001 |
| Excellent | 274 (27%) | 71 (36%) | 137 (32%) | 30 (16%) | 36 (18%) |  |
| Good | 392 (39%) | 83 (42%) | 165 (39%) | 79 (42%) | 65 (32%) |  |
| Fair | 246 (24%) | 35 (18%) | 92 (21%) | 54 (29%) | 65 (32%) |  |
| Poor | 104 (10%) | 8 (4.1%) | 34 (7.9%) | 24 (13%) | 38 (19%) |  |
| Proving Staff resources |  |  |  |  |  | <0.001 |
| Excellent | 171 (17%) | 49 (25%) | 84 (20%) | 16 (8.6%) | 22 (11%) |  |
| Good | 314 (31%) | 66 (34%) | 149 (35%) | 53 (28%) | 46 (23%) |  |
| Fair | 355 (35%) | 61 (31%) | 136 (32%) | 74 (40%) | 84 (41%) |  |
| Poor | 176 (17%) | 21 (11%) | 59 (14%) | 44 (24%) | 52 (25%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  |  | <0.001 |
| Excellent | 279 (27%) | 72 (37%) | 132 (31%) | 40 (21%) | 35 (17%) |  |
| Good | 472 (46%) | 84 (43%) | 212 (50%) | 77 (41%) | 99 (49%) |  |
| Fair | 201 (20%) | 36 (18%) | 65 (15%) | 53 (28%) | 47 (23%) |  |
| Poor | 64 (6.3%) | 5 (2.5%) | 19 (4.4%) | 17 (9.1%) | 23 (11%) |  |
| Effective decision making |  |  |  |  |  | <0.001 |
| Excellent | 235 (23%) | 65 (33%) | 113 (26%) | 28 (15%) | 29 (14%) |  |
| Good | 395 (39%) | 79 (40%) | 187 (44%) | 70 (37%) | 59 (29%) |  |
| Fair | 267 (26%) | 43 (22%) | 92 (21%) | 58 (31%) | 74 (36%) |  |
| Poor | 119 (12%) | 10 (5.1%) | 36 (8.4%) | 31 (17%) | 42 (21%) |  |
| Recognition of others contribution |  |  |  |  |  | <0.001 |
| Excellent | 232 (23%) | 60 (30%) | 110 (26%) | 28 (15%) | 34 (17%) |  |
| Good | 322 (32%) | 73 (37%) | 153 (36%) | 53 (28%) | 43 (21%) |  |
| Fair | 289 (28%) | 53 (27%) | 105 (25%) | 67 (36%) | 64 (31%) |  |
| Poor | 173 (17%) | 11 (5.6%) | 60 (14%) | 39 (21%) | 63 (31%) |  |
| Leadership |  |  |  |  |  | <0.001 |
| Excellent | 242 (24%) | 64 (32%) | 118 (28%) | 28 (15%) | 32 (16%) |  |
| Good | 379 (37%) | 90 (46%) | 170 (40%) | 63 (34%) | 56 (27%) |  |
| Fair | 241 (24%) | 32 (16%) | 96 (22%) | 60 (32%) | 53 (26%) |  |
| Poor | 154 (15%) | 11 (5.6%) | 44 (10%) | 36 (19%) | 63 (31%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  |  | <0.001 |
| Excellent | 281 (28%) | 67 (34%) | 144 (34%) | 39 (21%) | 31 (15%) |  |
| Good | 415 (41%) | 95 (48%) | 178 (42%) | 72 (39%) | 70 (34%) |  |
| Fair | 245 (24%) | 31 (16%) | 79 (18%) | 62 (33%) | 73 (36%) |  |
| Poor | 75 (7.4%) | 4 (2.0%) | 27 (6.3%) | 14 (7.5%) | 30 (15%) |  |
| Promoting a professional practice environment |  |  |  |  |  | <0.001 |
| Excellent | 252 (25%) | 68 (35%) | 124 (29%) | 30 (16%) | 30 (15%) |  |
| Good | 385 (38%) | 88 (45%) | 177 (41%) | 64 (34%) | 56 (27%) |  |
| Fair | 241 (24%) | 30 (15%) | 85 (20%) | 67 (36%) | 59 (29%) |  |
| Poor | 138 (14%) | 11 (5.6%) | 42 (9.8%) | 26 (14%) | 59 (29%) |  |
| Overall effectiveness |  |  |  |  |  | <0.001 |
| Excellent | 247 (24%) | 65 (33%) | 118 (28%) | 32 (17%) | 32 (16%) |  |
| Good | 409 (40%) | 88 (45%) | 190 (44%) | 68 (36%) | 63 (31%) |  |
| Fair | 266 (26%) | 38 (19%) | 93 (22%) | 60 (32%) | 75 (37%) |  |
| Poor | 94 (9.3%) | 6 (3.0%) | 27 (6.3%) | 27 (14%) | 34 (17%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## C17 On the whole, how satisfied are you with your current job? WITH C10 What are the main factors that keep you working in your current organization? Check two items from the list below…

The table shows the proportion of nurses who selected each factor, across the levels of the job satisfaction and Overall.

Eg. Overall, 419 nurses (41%) selected ‘People I work with” as a factor that keeps them working in their current organisation. However this proportion varies according to wjat they have responded in the question ’On the whole, how satisfied are you with your current job?., where of those who responded “Very Satisfied’ 52% selected ‘People I work with’ as a factor to keep them in their work, and this proportion drops as the level of satisfaction drops (p<0.0001). THose that are very dissatosfied with their current job, only 25% selected People I work with as facrtor to keep them in their current work.

Association between 'Do you plan to leave your present nursing position?, and 'What are the main factors that keep you working in your current organization? '

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| What are the main factors that keep you working in your current organization? | **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 |
| People I work with | 419 (41%) | 77 (35%) | 42 (36%) | 300 (43%) | 0.044 |
| Salary and benefits | 466 (45%) | 105 (48%) | 42 (36%) | 319 (46%) | 0.081 |
| Patients I care for | 270 (26%) | 59 (27%) | 28 (24%) | 183 (26%) | 0.8 |
| Manager of my work unit | 59 (5.7%) | 3 (1.4%) | 5 (4.2%) | 51 (7.3%) | 0.003 |
| Reputation of the organization | 35 (3.4%) | 12 (5.4%) | 2 (1.7%) | 21 (3.0%) | 0.13 |
| Work environment | 100 (9.7%) | 14 (6.3%) | 12 (10%) | 74 (11%) | 0.2 |
| Support for nurses | 15 (1.5%) | 1 (0.5%) | 2 (1.7%) | 12 (1.7%) | 0.4 |
| Level of staffing | 12 (1.2%) | 1 (0.5%) | 2 (1.7%) | 9 (1.3%) | 0.5 |
| Meaningful recognition | 30 (2.9%) | 5 (2.3%) | 9 (7.6%) | 16 (2.3%) | 0.005 |
| Opportunities for professional development | 168 (16%) | 35 (16%) | 24 (20%) | 109 (16%) | 0.4 |
| Opportunities for advancement | 41 (4.0%) | 5 (2.3%) | 4 (3.4%) | 32 (4.6%) | 0.3 |
| Location | 186 (18%) | 60 (27%) | 23 (19%) | 103 (15%) | <0.001 |
| Work schedule | 160 (15%) | 39 (18%) | 21 (18%) | 100 (14%) | 0.4 |
| Other (please specify) | 31 (3.0%) | 10 (4.5%) | 8 (6.8%) | 13 (1.9%) | 0.005 |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## C18 Do you plan to leave your present nursing position? WITH C10 What are the main factors that keep you working in your current organization? Check two items from the list below…

The table shows the proportion of nurses who selected each factor, across the levels of their palns to leave their present nursding position.

Eg. Overall, 419 nurses (41%) selected ‘People I work with” as a factor that keeps them working in their current organisation. However this proportion varies according to what they have responded in the question ’Do you plan to leave your present nursing position?’, where of those who responded “No plans to leave within the next 3 years’ 43% selected ‘People I work with’ as a factor to keep them in their work, and this proportion drops for those who ‘within the next 12 months’ and ‘within the next 3 years’ who only 36% and 35% selected People I work with(p<0.0001).

Association between 'On the whole, how satisfied are you with your current job?, and 'What are the main factors that keep you working in your current organization? '

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| What are the main factors that keep you working in your current organization? | **Overall**, N = 1,0331 | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| People I work with | 419 (41%) | 152 (52%) | 215 (38%) | 41 (31%) | 11 (25%) | <0.001 |
| Salary and benefits | 466 (45%) | 99 (34%) | 283 (50%) | 65 (50%) | 19 (43%) | <0.001 |
| Patients I care for | 270 (26%) | 70 (24%) | 152 (27%) | 39 (30%) | 9 (20%) | 0.5 |
| Manager of my work unit | 59 (5.7%) | 35 (12%) | 22 (3.9%) | 1 (0.8%) | 1 (2.3%) | <0.001 |
| Reputation of the organization | 35 (3.4%) | 11 (3.8%) | 18 (3.2%) | 5 (3.8%) | 1 (2.3%) | >0.9 |
| Work environment | 100 (9.7%) | 42 (14%) | 53 (9.3%) | 5 (3.8%) | 0 (0%) | <0.001 |
| Support for nurses | 15 (1.5%) | 4 (1.4%) | 9 (1.6%) | 1 (0.8%) | 1 (2.3%) | 0.9 |
| Level of staffing | 12 (1.2%) | 3 (1.0%) | 5 (0.9%) | 3 (2.3%) | 1 (2.3%) | 0.5 |
| Meaningful recognition | 30 (2.9%) | 11 (3.8%) | 12 (2.1%) | 5 (3.8%) | 2 (4.5%) | 0.4 |
| Opportunities for professional development | 168 (16%) | 61 (21%) | 83 (15%) | 19 (15%) | 5 (11%) | 0.075 |
| Opportunities for advancement | 41 (4.0%) | 13 (4.5%) | 26 (4.6%) | 2 (1.5%) | 0 (0%) | 0.2 |
| Location | 186 (18%) | 31 (11%) | 107 (19%) | 35 (27%) | 13 (30%) | <0.001 |
| Work schedule | 160 (15%) | 33 (11%) | 96 (17%) | 16 (12%) | 15 (34%) | <0.001 |
| Other (please specify) | 31 (3.0%) | 3 (1.0%) | 12 (2.1%) | 13 (9.9%) | 3 (6.8%) | <0.001 |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## C14 To what degree do you agree with the statement “My organization values my health and safety”? WITH C12. If you answered one or more times to any of the questions above, did you report the incident(s) to your supervisor?

Association between 'Did you report the incident(s) to your supervisor?, and 'To what degree do you agree with the statement?
"My organization values my health and safety"'

|  | Did you report the incident(s) to your supervisor? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 8361 | **No, none of them**, N = 4461 | **Yes, but not all them**, N = 1771 | **Yes, all of them**, N = 2131 | **p-value**2 |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  | 0.10 |
| Strongly agree | 64 (7.7%) | 29 (6.5%) | 14 (7.9%) | 21 (9.9%) |  |
| Agree | 304 (36%) | 169 (38%) | 56 (32%) | 79 (37%) |  |
| Disagree | 316 (38%) | 155 (35%) | 79 (45%) | 82 (38%) |  |
| Strongly disagree | 152 (18%) | 93 (21%) | 28 (16%) | 31 (15%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## C14 To what degree do you agree with the statement “My organization values my health and safety”? WITH C12a. What happened when you reported the incident(s)?

Association between 'What happened when you reported the incident(s)?, and 'To what degree do you agree with the statement?
"My organization values my health and safety"'

|  | What happened when you reported the incident(s)? | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 3841 | **The problem was solved satisfactorily**, N = 821 | **The problem was somewhat resolved**, N = 991 | **There was some discussion, but nothing was done or there was no follow up**, N = 1631 | **I was blamed for the incident**, N = 101 | **Other (please specify)**, N = 301 | **p-value**2 |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  |  |  | <0.001 |
| Strongly agree | 34 (8.9%) | 13 (16%) | 4 (4.0%) | 13 (8.0%) | 2 (20%) | 2 (6.7%) |  |
| Agree | 134 (35%) | 40 (49%) | 46 (46%) | 44 (27%) | 1 (10%) | 3 (10%) |  |
| Disagree | 158 (41%) | 22 (27%) | 38 (38%) | 76 (47%) | 4 (40%) | 18 (60%) |  |
| Strongly disagree | 58 (15%) | 7 (8.5%) | 11 (11%) | 30 (18%) | 3 (30%) | 7 (23%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

The ‘Other (Pleae Specify)’ is as follows:

What happened when you reported the incident(s)?: Other (Pleae Specify)

| country | Other(please specify) | EN translation |
| --- | --- | --- |
| Croatia | Ušutkana sam i izvrijeđana. | I was silenced and insulted. |
| Croatia | Nista se nije dogodilo. | Nothing happened. |
| Croatia |  |  |
| Cyprus | ΤΙΠΟΤΑ | Nothing happened. |
| Cyprus | Αδιαφορία | indifference |
| Cyprus | Αδιαφορια | indifference |
| Poland | brak reakcji | no reaction |
| Poland | Nie podjęto żadnych działań | No action was taken |
| Poland | brak działań ze strony bezpośredniego przełożonego demotywujący do zgłaszania | lack of action on the part of the immediate supervisor demotivating to report |
| Poland | zgłoszenia zignorowano | reports were ignored |
| Poland | nie podjęto żadnych działań | no action was taken |
| Poland | Sporządzono notatkę służbową | A memo was made |
| Poland | ..nic, no trudno ze tak sie stalo.. | .. nothing, but it's hard that it happened.. |
| Poland | Brak jakiejkolwiek reakcji | No reaction whatsoever |
| Romania | nu s-a întâmplat nimic | nothing happened |
| Romania |  |  |
| Romania | Abuzul verbal a continuat prin alți asistenți | The verbal abuse continued through other assistants |
| Romania | NU S-A LUAT IN CONSIDERARE | IT WAS NOT TAKEN INTO CONSIDERATION |
| Spain | Represalias institucionales | Institutional reprisals |
| Spain | Pacientes desorientados | disoriented patients |
| Spain | Todo siguió igual. | Everything stayed the same. |
| Spain | Nunca he tenido que notificar un incidente de este tipo | I have never had to report an incident of this type |
| Spain | Se nos dice que hablarán con la persona en cuestión, y ahí queda todo | We are told that they will talk to the person in question, and that's it |
| Spain | Llamé yo a recepción | I called the reception |
| Spain | Notifiqué 1 caso y Riesgos Laborales se puso en contacto conmigo | I notified 1 case and Occupational Hazards contacted me |
| Spain | Me dijeron que hablara con el enfermero en cuestión, que ellos no podian hacer nada. | They told me to talk to the nurse in question, that they couldn't do anything. |
| Spain | No ven que existe un problema. Falta de valoración | They don't see that there is a problem. lack of valuation |
| Spain | quedó en nada | came to nothing |
| Spain | No he tenido ningún problema de los que se mencionan | I have not had any of the problems mentioned. |
| Spain | Cambio de zona de trabajo | Change of work area |

## C14 To what degree do you agree with the statement “My organization values my health and safety”? C12b. In case you did not report the incident (s), why did you decide not to report it?

Association between 'In case you did not report the incident (s), why did you decide not to report it?, and 'To what degree do you agree with the statement?
"My organization values my health and safety"'

|  | In case you did not report the incident (s), why did you decide not to report it? | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 2821 | **Didn’t think it was a major issue**, N = 1081 | **I was too busy**, N = 81 | **Fear of retribution**, N = 271 | **No easy process for reporting**, N = 151 | **Didn’t think anything would be done about it**, N = 1241 | **p-value**2 |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  |  |  | 0.044 |
| Strongly agree | 18 (6.4%) | 5 (4.6%) | 2 (25%) | 0 (0%) | 2 (13%) | 9 (7.3%) |  |
| Agree | 97 (34%) | 50 (46%) | 2 (25%) | 7 (26%) | 2 (13%) | 36 (29%) |  |
| Disagree | 103 (37%) | 35 (32%) | 3 (38%) | 13 (48%) | 6 (40%) | 46 (37%) |  |
| Strongly disagree | 64 (23%) | 18 (17%) | 1 (12%) | 7 (26%) | 5 (33%) | 33 (27%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

The ‘Other (Pleae Specify)’ is as follows:

In case you did not report the incident (s), why did you decide not to report it? - Other(please specify)

| country | Other(please specify) | EN translation |
| --- | --- | --- |
| Croatia | Zato sto su pacijenti dezorijentirani,jadni i bolesni pa nisam to uzimala osobno | Because the patients are disoriented, miserable and sick, I didn't take it personally |
| Croatia | jos ce na mene sve prebacit i uzet me na zub | they will put everything on me and take me to task |
| Croatia | Ne smatram navedeno incidentom već mišljenjem pojedinca na koje ima pravo. | I do not consider the above to be an incident, but the opinion of an individual to which he is entitled. |
| Croatia | Nisam imala probleme | I had no problems |
| Croatia | nije ga bilo | he wasn't there |
| Croatia | Znam da moja glavna sestra nebi ništa poduzela po tom pitanju | I know my head sister wouldn't do anything about it |
| Croatia | Bilo me strah nekome se zamjeriti | I was afraid of offending someone |
| Croatia | Nije bilo incidenta | There was no incident |
| Croatia | Nije bilo incidenta | There was no incident |
| Croatia | Nije bilo incidenta. | There was no incident. |
| Croatia | Nije bilo incidenta | There was no incident |
| Croatia | nije bilo incidenta | there was no incident |
| Cyprus | No problem occured | No problem occured |
| Poland | nie miało miejsca | didn't happen |
| Poland | Nie dotyczy | Not applicable |
| Poland | Nie było takiego zachowania | There was no such behavior |
| Poland | Szef obgadałby mnie przed pracownikami | The boss would talk me down in front of the employees |
| Romania | Nu au existat | They didn't exist |
| Romania | Nu au existat | They didn't exist |
| Romania | considerente privind starea de sanatate a pacientului | considerations regarding the patient's state of health |
| Spain | La persona obtuvo respuesta | The person got an answer |
| Spain | No me ha pasado | it has not happened to me |
| Spain | Aquí ha contestdo tres respuestas: estaba demasiado ocupado, tenía miedo a represalias y no pensé que fueran a hacer nada | Here he has answered three answers: he was too busy, he was afraid of reprisals and I didn't think they would do anything |
| Spain | NO | NOT |
| Spain | No aplica | Does not apply |
| Spain | Gestioné la situación personalmente con esa persona sin necesidad de requerir de un cargo superior. | I personally managed the situation with that person without requiring a higher position. |
| Spain | Me defendí yo misma | I defended myself |
| Spain | Soy hombre | I am a man |
| Spain | Lo arregle directamente con la persona | I fixed it directly with the person |
| Spain | Soy una nueva incorporación, la comunicación con la supervisora no es facil y la discriminación la recibí de una compañera fija | I am a new hire, communication with the supervisor is not easy and I received the discrimination from a permanent colleague |
| Spain | No aplica | Does not apply |
| Spain | No he tenido incidentes | I have not had incidents |
| Spain | No sufrí acoso | I did not suffer bullying |
| Spain | No | Not |
| Spain | Paciente desorientado | disoriented patient |
| Spain | Sin problemas | No problem |
| Spain | Estaban presentes junto con una muestra representativa de enfermeras del centro. | They were present along with a cross-section of nurses from the center. |
| Spain | No han ocurrido incidentes pero me obliga a contestar algo | No incidents have occurred but it forces me to answer something |
| Spain | No ha surgido | has not arisen |