AACN Survey - 2022

April, 2022

## Demographics ———————————————————–

One thousand, four hundred and thirteen (1,413) RN’s participate in this study from 5 countries (Cyprus: n=264, Spain: n=437, Croatia: n=290, Poland: n=105, and Romania: n=317). With respect to their gender, 15% identified as Male, 52% as Female, and 33.3% preferred not to answer. Their mean age was 37.4 years (SD = 10.1).

**Table** : Demographic characteristics

| Characteristic | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Gender |  |  |  |  |  |  | <0.001 |
| Male | 207 (15%) | 67 (25%) | 41 (9.4%) | 62 (21%) | 7 (6.7%) | 30 (9.5%) |  |
| Female | 740 (52%) | 113 (43%) | 189 (43%) | 172 (59%) | 65 (62%) | 201 (63%) |  |
| Prefer not to answer | 89 (6.3%) | 14 (5.3%) | 2 (0.5%) | 19 (6.6%) | 3 (2.9%) | 51 (16%) |  |
| (Missing) | 377 (27%) | 70 (27%) | 205 (47%) | 37 (13%) | 30 (29%) | 35 (11%) |  |
| Age | 37.4 (10.1) | 34.9 (8.1) | 39.0 (11.3) | 32.9 (9.8) | 42.4 (9.7) | 41.0 (8.0) | <0.001 |
| Unknown | 435 | 75 | 205 | 37 | 30 | 88 |  |
| Please indicate whether you have University education |  |  |  |  |  |  | <0.001 |
| Yes | 749 (53%) | 194 (73%) | 232 (53%) | 120 (41%) | 68 (65%) | 135 (43%) |  |
| No | 256 (18%) | 0 (0%) | 0 (0%) | 133 (46%) | 7 (6.7%) | 116 (37%) |  |
| (Missing) | 408 (29%) | 70 (27%) | 205 (47%) | 37 (13%) | 30 (29%) | 66 (21%) |  |
| What is the highest degree you have received? |  |  |  |  |  |  | <0.001 |
| Diploma in Nursing | 297 (21%) | 2 (0.8%) | 63 (14%) | 76 (26%) | 7 (6.7%) | 149 (47%) |  |
| Bachelor Degree | 410 (29%) | 127 (48%) | 39 (8.9%) | 139 (48%) | 12 (11%) | 93 (29%) |  |
| Master’s degree in Nursing | 246 (17%) | 53 (20%) | 103 (24%) | 36 (12%) | 43 (41%) | 11 (3.5%) |  |
| Master’s degree in Non – Nursing | 49 (3.5%) | 6 (2.3%) | 17 (3.9%) | 0 (0%) | 10 (9.5%) | 16 (5.0%) |  |
| Doctoral Degree in Nursing in Non – Nursing | 18 (1.3%) | 1 (0.4%) | 10 (2.3%) | 2 (0.7%) | 3 (2.9%) | 2 (0.6%) |  |
| (Missing) | 393 (28%) | 75 (28%) | 205 (47%) | 37 (13%) | 30 (29%) | 46 (15%) |  |
| Did you attend a special training/education in critical/intensive care nursing? |  |  |  |  |  |  | <0.001 |
| Yes | 471 (33%) | 96 (36%) | 190 (43%) | 22 (7.6%) | 63 (60%) | 100 (32%) |  |
| No | 543 (38%) | 97 (37%) | 42 (9.6%) | 231 (80%) | 12 (11%) | 161 (51%) |  |
| (Missing) | 399 (28%) | 71 (27%) | 205 (47%) | 37 (13%) | 30 (29%) | 56 (18%) |  |
| Years of total nursing experience | 14.3 (10.4) | 11.8 (8.3) | 16.1 (11.9) | 11.3 (9.9) | 19.9 (12.1) | 15.7 (9.1) | <0.001 |
| Unknown | 402 | 71 | 205 | 37 | 30 | 59 |  |
| Years of nursing experience in critical/intensive care unit | 10.9 (9.6) | 7.6 (7.0) | 12.3 (11.1) | 9.3 (8.9) | 13.8 (11.3) | 12.7 (9.0) | <0.001 |
| Unknown | 414 | 84 | 205 | 37 | 30 | 58 |  |
| Current position |  |  |  |  |  |  | <0.001 |
| Unit Manager | 77 (5.4%) | 27 (10%) | 12 (2.7%) | 27 (9.3%) | 6 (5.7%) | 5 (1.6%) |  |
| Bed Side Nurse | 903 (64%) | 159 (60%) | 205 (47%) | 214 (74%) | 60 (57%) | 265 (84%) |  |
| Unit Educator | 16 (1.1%) | 3 (1.1%) | 10 (2.3%) | 2 (0.7%) | 0 (0%) | 1 (0.3%) |  |
| Other (please specify) | 34 (2.4%) | 4 (1.5%) | 5 (1.1%) | 10 (3.4%) | 9 (8.6%) | 6 (1.9%) |  |
| (Missing) | 383 (27%) | 71 (27%) | 205 (47%) | 37 (13%) | 30 (29%) | 40 (13%) |  |
| Place of current work |  |  |  |  |  |  | <0.001 |
| Clinical Practice | 838 (59%) | 70 (27%) | 217 (50%) | 211 (73%) | 64 (61%) | 276 (87%) |  |
| Education | 18 (1.3%) | 4 (1.5%) | 2 (0.5%) | 10 (3.4%) | 2 (1.9%) | 0 (0%) |  |
| Management | 23 (1.6%) | 7 (2.7%) | 9 (2.1%) | 3 (1.0%) | 4 (3.8%) | 0 (0%) |  |
| Other (Please specify) | 44 (3.1%) | 6 (2.3%) | 4 (0.9%) | 29 (10%) | 5 (4.8%) | 0 (0%) |  |
| (Missing) | 490 (35%) | 177 (67%) | 205 (47%) | 37 (13%) | 30 (29%) | 41 (13%) |  |
| Type of institution |  |  |  |  |  |  | <0.001 |
| Public | 797 (56%) | 60 (23%) | 144 (33%) | 251 (87%) | 67 (64%) | 275 (87%) |  |
| Private | 57 (4.0%) | 26 (9.8%) | 25 (5.7%) | 0 (0%) | 6 (5.7%) | 0 (0%) |  |
| Other | 68 (4.8%) | 1 (0.4%) | 63 (14%) | 2 (0.7%) | 2 (1.9%) | 0 (0%) |  |
| (Missing) | 491 (35%) | 177 (67%) | 205 (47%) | 37 (13%) | 30 (29%) | 42 (13%) |  |
| Type of ICU |  |  |  |  |  |  | <0.001 |
| General(Mixed) | 656 (46%) | 149 (56%) | 165 (38%) | 61 (21%) | 55 (52%) | 226 (71%) |  |
| Medical-Surgical | 121 (8.6%) | 6 (2.3%) | 29 (6.6%) | 65 (22%) | 2 (1.9%) | 19 (6.0%) |  |
| Coronay | 31 (2.2%) | 5 (1.9%) | 9 (2.1%) | 13 (4.5%) | 4 (3.8%) | 0 (0%) |  |
| Cardiac Surgery | 46 (3.3%) | 3 (1.1%) | 5 (1.1%) | 14 (4.8%) | 2 (1.9%) | 22 (6.9%) |  |
| Neuro Surgery | 91 (6.4%) | 0 (0%) | 16 (3.7%) | 66 (23%) | 9 (8.6%) | 0 (0%) |  |
| Other | 77 (5.4%) | 28 (11%) | 8 (1.8%) | 34 (12%) | 3 (2.9%) | 4 (1.3%) |  |
| (Missing) | 391 (28%) | 73 (28%) | 205 (47%) | 37 (13%) | 30 (29%) | 46 (15%) |  |
| 1n (%); Mean (SD) | | | | | | | |
| 2Pearson's Chi-squared test; One-way ANOVA | | | | | | | |

## Section A —————————————————————

### Job satisfaction as a RN

**Table** : Independent of your present job how satisfied are you with being a registered nurse?

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Independent of your present job how satisfied are you with being a registered nurse? |  |  |  |  |  |  | <0.001 |
| Very satisfied | 788 (56%) | 153 (58%) | 310 (71%) | 88 (30%) | 41 (39%) | 196 (62%) |  |
| Somewhat satisfied | 481 (34%) | 94 (36%) | 77 (18%) | 163 (56%) | 57 (54%) | 90 (28%) |  |
| Somewhat dissatisfied | 93 (6.6%) | 14 (5.3%) | 35 (8.0%) | 26 (9.0%) | 6 (5.7%) | 12 (3.8%) |  |
| Very dissatisfied | 51 (3.6%) | 3 (1.1%) | 15 (3.4%) | 13 (4.5%) | 1 (1.0%) | 19 (6.0%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Advice a qualified individual to pursue a career in Nursing

**Table** : How likely are you to advice a qualified individual to pursue a career in Nursing?

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| How likely are you to advice a qualified individual to pursue a career in Nursing? |  |  |  |  |  |  | <0.001 |
| Definitely would | 353 (25%) | 48 (18%) | 108 (25%) | 45 (16%) | 25 (24%) | 127 (40%) |  |
| Probably would | 702 (50%) | 133 (50%) | 224 (51%) | 148 (51%) | 47 (45%) | 150 (47%) |  |
| Probably would not | 286 (20%) | 64 (24%) | 81 (19%) | 82 (28%) | 28 (27%) | 31 (9.8%) |  |
| Definitely would not | 72 (5.1%) | 19 (7.2%) | 24 (5.5%) | 15 (5.2%) | 5 (4.8%) | 9 (2.8%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Quality of care for patients in your unit

**Table** : How would you describe the quality of care for patients in your unit?

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| How would you describe the quality of care for patients in your unit? |  |  |  |  |  |  | <0.001 |
| Excellent | 361 (26%) | 57 (22%) | 73 (17%) | 102 (35%) | 17 (16%) | 112 (35%) |  |
| Good | 795 (56%) | 148 (56%) | 294 (67%) | 130 (45%) | 65 (62%) | 158 (50%) |  |
| Fair | 212 (15%) | 49 (19%) | 56 (13%) | 56 (19%) | 17 (16%) | 34 (11%) |  |
| Poor | 45 (3.2%) | 10 (3.8%) | 14 (3.2%) | 2 (0.7%) | 6 (5.7%) | 13 (4.1%) |  |
| Not applicable | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Are you aware of any Healthy Work Environment Standards in ICU?

Fifty-three percent (53%) stated they are aware of some Healthy Work Environment Standards in ICU. There were statistically significant differences (p<0.001) across the countries, with Spain having the lowest proportion of awareness (Cyprus:68%, Spain:27%, Croatia:65%, Poland:69%, Romania:62%)

**Table** : Are you aware of any Healthy Work Environment Standards in ICU?

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Are you aware of any Healthy Work Environment Standards in ICU? | 753 (53%) | 178 (67%) | 116 (27%) | 189 (65%) | 72 (69%) | 198 (62%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Implementation of HWE standards

Twenty-five percent (25.2%) stated that their UNIT is well on its way or has fully implemented some Healthy Work Environment Standards. There were statistically significant differences (p<0.001) across the countries, with Romania having the highest proportion (55%) of “Well on their way” or Full implementation”, and Spain and Poland having the lowest [Cyprus:30.9%, Spain:8.5%, Croatia:16.1%, Poland:10.5%, and Romania:55%]. An overall 31% are not aware if any standards have been implemented.

Similarly, 24.2% stated that their ORGANISATION is well on its way or has fully implemented some Healthy Work Environment Standards. There were statistically significant differences (p<0.001) across the countries, with Romania having the highest proportion (53%) of “Well on their way” or Full implementation”, and Spain and Poland having the lowest [Cyprus:27.6%, Spain:6.4%, Croatia:17.4%, Poland:11.5%, and Romania:53%]. An overall 36% are not aware if any standards have been implemented.

**Table** : Implementation of HWE standards

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Has your unit implemented any Healthy Work Environment Standards? |  |  |  |  |  |  | <0.001 |
| Not at all | 480 (34%) | 74 (28%) | 198 (45%) | 104 (36%) | 57 (54%) | 47 (15%) |  |
| Just beginning | 142 (10%) | 43 (16%) | 16 (3.7%) | 49 (17%) | 14 (13%) | 20 (6.3%) |  |
| Well on the way | 247 (17%) | 68 (26%) | 26 (5.9%) | 38 (13%) | 5 (4.8%) | 110 (35%) |  |
| Fully implemented | 101 (7.1%) | 13 (4.9%) | 11 (2.5%) | 9 (3.1%) | 6 (5.7%) | 62 (20%) |  |
| Do not know | 443 (31%) | 66 (25%) | 186 (43%) | 90 (31%) | 23 (22%) | 78 (25%) |  |
| Has your Organization implemented any Healthy Work Environment Standards? |  |  |  |  |  |  | <0.001 |
| Not at all | 431 (31%) | 59 (22%) | 189 (43%) | 80 (28%) | 59 (56%) | 44 (14%) |  |
| Just beginning | 138 (9.8%) | 53 (20%) | 15 (3.4%) | 44 (15%) | 9 (8.6%) | 17 (5.4%) |  |
| Well on the way | 233 (16%) | 61 (23%) | 17 (3.9%) | 44 (15%) | 5 (4.8%) | 106 (33%) |  |
| Fully implemented | 101 (7.1%) | 12 (4.5%) | 11 (2.5%) | 7 (2.4%) | 7 (6.7%) | 64 (20%) |  |
| Do not know | 510 (36%) | 79 (30%) | 205 (47%) | 115 (40%) | 25 (24%) | 86 (27%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

## Section B ————————————————————-

### Dimensions —-

* **AACN Standards - In your Unit**

Overall, in the 5 countries, with respect to the AACN’s six essential standards, and in the RN’s Unit, the mean Skilled Communication level is 2.3 (SD = 0.7) on the scale of 1 to 4, True collaboration mean level is at 2.5 (SD=0.7), Effective Decision Making is at 2.4 (0.6), Appropriate staffing is at 2.5 (0.7), Meaningful recognition at 2.5 (0.7) and Authentic leadership is at 2.5 (0.7). There were statistically significant differences across the five countries in all six standards.

**Table** : Mean level (SD) of AACN Standars - In the Unit

| AACN Standard | Overall, N = 1,2051 | Cyprus, N = 2281 | Spain, N = 3091 | Croatia, N = 2771 | Poland, N = 871 | Romania, N = 3041 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Skilled Communication | 2.2 (0.7) | 2.2 (0.6) | 2.3 (0.6) | 2.4 (0.6) | 2.5 (0.6) | 1.9 (0.7) | <0.001 |
| True Collaboration | 2.4 (0.7) | 2.2 (0.6) | 2.7 (0.6) | 2.5 (0.6) | 2.8 (0.6) | 2.1 (0.7) | <0.001 |
| Effective Decision-Making | 2.3 (0.6) | 2.1 (0.5) | 2.4 (0.6) | 2.4 (0.6) | 2.5 (0.5) | 2.1 (0.7) | <0.001 |
| Appropriate Staffing | 2.4 (0.7) | 2.3 (0.7) | 2.6 (0.6) | 2.4 (0.7) | 2.9 (0.7) | 2.1 (0.7) | <0.001 |
| Meaningful Recognition | 2.4 (0.7) | 2.3 (0.6) | 2.5 (0.6) | 2.7 (0.7) | 2.6 (0.5) | 2.1 (0.7) | <0.001 |
| Authentic Leadership | 2.4 (0.7) | 2.3 (0.6) | 2.6 (0.7) | 2.5 (0.7) | 2.6 (0.6) | 2.0 (0.7) | <0.001 |
| 1Mean (SD) / Mean of scores ranging from 1 (strongly disagree) to 4 (strongly agree); a higher score indicates a higher level of of the AACN standard | | | | | | | |
| 2One-way ANOVA | | | | | | | |

* **AACN items - Unit**

Table below, shows the mean level of agreement [1: Strongly Disagree, 4:Strongly Agree] in the 16 AACN items with respect to the Unit

**Table** : HWE in your Unit: Mean (SD) level of agreement

|  | Overall, N = 1,2051 | Cyprus, N = 2281 | Spain, N = 3091 | Croatia, N = 2771 | Poland, N = 871 | Romania, N = 3041 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| RNs are as proficient in communication skills as they are in clinical skills. - In your work unit | 3.9 (0.7) | 3.9 (0.7) | 4.0 (0.7) | 3.8 (0.7) | 3.8 (0.8) | 4.2 (0.7) | <0.001 |
| All team members are provided with support for and access to education programs that develop communication and collaboration skills - In your work unit | 3.6 (0.8) | 3.7 (0.7) | 3.4 (0.8) | 3.5 (0.7) | 3.2 (0.8) | 4.0 (0.8) | <0.001 |
| RNs are relentless in pursuing and fostering true collaboration - In your work unit | 3.9 (0.7) | 3.9 (0.7) | 3.7 (0.8) | 3.7 (0.7) | 3.8 (0.7) | 4.2 (0.7) | <0.001 |
| A structured process is provided to resolve disputes among/between members of the healthcare team. - In your work unit | 3.4 (0.8) | 3.6 (0.7) | 3.0 (0.7) | 3.3 (0.8) | 2.9 (0.8) | 3.8 (0.8) | <0.001 |
| A structured process is provided to resolve disputes among/between the healthcare team and patients and their families. - In your work unit | 3.5 (0.8) | 3.8 (0.7) | 3.2 (0.8) | 3.5 (0.8) | 2.9 (0.7) | 3.8 (0.8) | <0.001 |
| RNs are valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations. - In your work unit | 3.7 (0.8) | 4.0 (0.7) | 3.4 (0.8) | 3.5 (0.8) | 3.5 (0.7) | 3.9 (0.8) | <0.001 |
| Structured processes are in place to ensure that the perspective of patients and their families are incorporated into decisions affecting patient care - In your work unit | 3.6 (0.8) | 3.8 (0.7) | 3.5 (0.8) | 3.5 (0.8) | 3.3 (0.7) | 3.9 (0.7) | <0.001 |
| RNs are engaged in the selection, adaptation, and evaluation of technologies that increase the effectiveness of nursing care delivery. - In your work unit | 3.8 (0.8) | 3.9 (0.7) | 3.8 (0.8) | 3.7 (0.7) | 3.5 (0.8) | 3.9 (0.8) | <0.001 |
| RNs have opportunities to influence decisions that affect the quality of patient care. - In your work unit | 3.9 (0.7) | 4.0 (0.7) | 3.8 (0.8) | 3.9 (0.7) | 3.7 (0.7) | 3.8 (0.8) | 0.054 |
| RN staffing ensures the effective match between patient needs and nurse competencies - In your work unit | 3.8 (0.8) | 3.9 (0.9) | 3.7 (0.8) | 3.8 (0.9) | 3.1 (0.9) | 4.0 (0.7) | <0.001 |
| There are formal processes to evaluate the effect of staffing decisions on patient and system outcomes. - In your work unit | 3.4 (0.8) | 3.5 (0.8) | 3.0 (0.7) | 3.4 (0.8) | 3.1 (0.8) | 3.8 (0.7) | <0.001 |
| RNs are recognized for the value each brings to the work of the organization. - In your work unit | 3.4 (0.9) | 3.6 (0.8) | 3.1 (0.8) | 3.2 (0.8) | 3.2 (0.7) | 3.7 (0.9) | <0.001 |
| RNs recognize others for the value they bring to the work of the organization. - In your work unit | 3.8 (0.7) | 3.9 (0.6) | 3.8 (0.7) | 3.4 (0.7) | 3.6 (0.6) | 4.1 (0.7) | <0.001 |
| Nurse leaders (formal and informal) fully embrace the concept of a healthy work environment. - In your work unit | 3.6 (0.8) | 3.7 (0.7) | 3.4 (0.8) | 3.5 (0.8) | 3.4 (0.8) | 4.0 (0.8) | <0.001 |
| Nurse leaders (formal and informal) engage others in achieving a healthy work environment. - In your work unit | 3.6 (0.8) | 3.7 (0.7) | 3.4 (0.8) | 3.5 (0.8) | 3.4 (0.8) | 4.0 (0.8) | <0.001 |
| Nurse leaders (formal and informal) receive support for and have access to educational programs to ensure that they develop and enhance their knowledge and abilities. - In your work unit | 3.7 (0.8) | 3.8 (0.7) | 3.5 (0.8) | 3.6 (0.8) | 3.2 (0.7) | 4.0 (0.7) | <0.001 |
| 1Mean (SD) | | | | | | | |
| 2One-way ANOVA | | | | | | | |

* **AACN Standards - In the Organisation**

Overall, in the 5 countries, with respect to the AACN’s six essential standards, and in the RN’s Organisation, the mean Skilled Communication level is 2.3 (SD = 0.7) on the scale of 1 to 4, True collaboration mean level is at 2.5 (SD=0.7), Effective Decision Making is at 245 (0.6), Appropriate staffing is at 2.5 (0.7), Meaningful recognition at 2.5 (0.7) and Authentic leadership is at 2.5 (0.7). There were statistically significant differences across the five countries in all six standards.

**Table** : Mean level (SD) of AACN Standars - In the Organisation

| AACN Standard | Overall, N = 1,2051 | Cyprus, N = 2281 | Spain, N = 3091 | Croatia, N = 2771 | Poland, N = 871 | Romania, N = 3041 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Skilled Communication | 2.3 (0.7) | 2.3 (0.7) | 2.4 (0.6) | 2.5 (0.6) | 2.7 (0.6) | 2.0 (0.6) | <0.001 |
| True Collaboration | 2.5 (0.7) | 2.4 (0.6) | 2.8 (0.6) | 2.5 (0.6) | 2.9 (0.5) | 2.1 (0.7) | <0.001 |
| Effective Decision-Making | 2.4 (0.6) | 2.2 (0.5) | 2.5 (0.6) | 2.4 (0.6) | 2.7 (0.5) | 2.2 (0.6) | <0.001 |
| Appropriate Staffing | 2.5 (0.7) | 2.4 (0.7) | 2.8 (0.6) | 2.4 (0.7) | 3.1 (0.6) | 2.2 (0.7) | <0.001 |
| Meaningful Recognition | 2.5 (0.7) | 2.4 (0.6) | 2.6 (0.6) | 2.7 (0.7) | 2.8 (0.4) | 2.2 (0.7) | <0.001 |
| Authentic Leadership | 2.5 (0.7) | 2.4 (0.6) | 2.7 (0.7) | 2.5 (0.7) | 2.7 (0.6) | 2.1 (0.7) | <0.001 |
| 1Mean (SD) / Mean of scores ranging from 1 (strongly disagree) to 4 (strongly agree); a higher score indicates a higher level of of the AACN standard | | | | | | | |
| 2One-way ANOVA | | | | | | | |

* **AACN items - Organisation**

Table below, shows the mean level of agreement [1: Strongly Disagree, 4:Strongly Agree] in the 16 AACN items with respect to the Organisation

**Table** : HWE in your Organisation: Mean (SD) level of agreement

|  | Overall, N = 1,2051 | Cyprus, N = 2281 | Spain, N = 3091 | Croatia, N = 2771 | Poland, N = 871 | Romania, N = 3041 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| RNs are as proficient in communication skills as they are in clinical skills. - In your organization | 3.8 (0.7) | 3.7 (0.8) | 3.9 (0.7) | 3.6 (0.7) | 3.5 (0.8) | 4.0 (0.6) | <0.001 |
| All team members are provided with support for and access to education programs that develop communication and collaboration skills - In your organization | 3.5 (0.8) | 3.7 (0.8) | 3.4 (0.8) | 3.4 (0.7) | 3.1 (0.8) | 3.9 (0.8) | <0.001 |
| RNs are relentless in pursuing and fostering true collaboration - In your organization | 3.7 (0.7) | 3.8 (0.7) | 3.6 (0.7) | 3.6 (0.7) | 3.6 (0.7) | 4.1 (0.7) | <0.001 |
| A structured process is provided to resolve disputes among/between members of the healthcare team. - In your organization | 3.3 (0.8) | 3.5 (0.7) | 3.0 (0.7) | 3.3 (0.8) | 2.9 (0.7) | 3.8 (0.8) | <0.001 |
| A structured process is provided to resolve disputes among/between the healthcare team and patients and their families. - In your organization | 3.5 (0.8) | 3.6 (0.7) | 3.1 (0.7) | 3.5 (0.8) | 2.9 (0.7) | 3.8 (0.8) | <0.001 |
| RNs are valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations. - In your organization | 3.6 (0.8) | 3.9 (0.7) | 3.3 (0.8) | 3.5 (0.8) | 3.3 (0.7) | 3.8 (0.7) | <0.001 |
| Structured processes are in place to ensure that the perspective of patients and their families are incorporated into decisions affecting patient care - In your organization | 3.6 (0.8) | 3.7 (0.7) | 3.4 (0.7) | 3.4 (0.8) | 3.2 (0.7) | 3.9 (0.7) | <0.001 |
| RNs are engaged in the selection, adaptation, and evaluation of technologies that increase the effectiveness of nursing care delivery. - In your organization | 3.7 (0.8) | 3.8 (0.8) | 3.7 (0.7) | 3.6 (0.7) | 3.3 (0.7) | 3.8 (0.8) | <0.001 |
| RNs have opportunities to influence decisions that affect the quality of patient care. - In your organization | 3.7 (0.7) | 3.8 (0.7) | 3.7 (0.7) | 3.8 (0.7) | 3.4 (0.7) | 3.8 (0.8) | <0.001 |
| RN staffing ensures the effective match between patient needs and nurse competencies - In your organization | 3.7 (0.8) | 3.8 (0.8) | 3.5 (0.8) | 3.8 (0.9) | 2.8 (0.7) | 3.9 (0.7) | <0.001 |
| There are formal processes to evaluate the effect of staffing decisions on patient and system outcomes. - In your organization | 3.3 (0.8) | 3.4 (0.8) | 2.9 (0.7) | 3.4 (0.8) | 3.0 (0.7) | 3.7 (0.7) | <0.001 |
| RNs are recognized for the value each brings to the work of the organization. - In your organization | 3.3 (0.8) | 3.4 (0.8) | 3.0 (0.7) | 3.2 (0.8) | 2.9 (0.6) | 3.6 (0.9) | <0.001 |
| RNs recognize others for the value they bring to the work of the organization. - In your organization | 3.7 (0.7) | 3.8 (0.6) | 3.7 (0.7) | 3.4 (0.7) | 3.5 (0.6) | 4.0 (0.7) | <0.001 |
| Nurse leaders (formal and informal) fully embrace the concept of a healthy work environment. - In your organization | 3.5 (0.8) | 3.5 (0.7) | 3.2 (0.8) | 3.4 (0.8) | 3.3 (0.7) | 3.8 (0.8) | <0.001 |
| Nurse leaders (formal and informal) engage others in achieving a healthy work environment. - In your organization | 3.5 (0.8) | 3.5 (0.7) | 3.2 (0.8) | 3.5 (0.8) | 3.3 (0.7) | 3.9 (0.8) | <0.001 |
| Nurse leaders (formal and informal) receive support for and have access to educational programs to ensure that they develop and enhance their knowledge and abilities. - In your organization | 3.6 (0.8) | 3.6 (0.7) | 3.4 (0.8) | 3.6 (0.8) | 3.2 (0.7) | 4.0 (0.7) | <0.001 |
| 1Mean (SD) | | | | | | | |
| 2One-way ANOVA | | | | | | | |

## Section C —————————————————————

### Communication

**Table** : How would you rate the quality of communication in your unit among the following?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication between Nurses |  |  |  |  |  |  | <0.001 |
| Excellent | 231 (22%) | 48 (24%) | 69 (29%) | 25 (9.7%) | 5 (6.7%) | 84 (29%) |  |
| Good | 504 (48%) | 110 (56%) | 121 (52%) | 89 (35%) | 44 (59%) | 140 (48%) |  |
| Fair | 269 (25%) | 34 (17%) | 38 (16%) | 118 (46%) | 25 (33%) | 54 (18%) |  |
| Poor | 51 (4.8%) | 4 (2.0%) | 6 (2.6%) | 25 (9.7%) | 1 (1.3%) | 15 (5.1%) |  |
| Communication between nurses and Physicians |  |  |  |  |  |  | <0.001 |
| Excellent | 102 (9.7%) | 21 (11%) | 15 (6.4%) | 19 (7.4%) | 2 (2.7%) | 45 (15%) |  |
| Good | 441 (42%) | 101 (52%) | 93 (40%) | 65 (25%) | 34 (45%) | 148 (51%) |  |
| Fair | 393 (37%) | 63 (32%) | 98 (42%) | 129 (50%) | 33 (44%) | 70 (24%) |  |
| Poor | 119 (11%) | 11 (5.6%) | 28 (12%) | 44 (17%) | 6 (8.0%) | 30 (10%) |  |
| Communication between Nurses and unit Nursing Managers |  |  |  |  |  |  | <0.001 |
| Excellent | 198 (19%) | 28 (14%) | 17 (7.3%) | 24 (9.3%) | 4 (5.3%) | 125 (43%) |  |
| Good | 375 (36%) | 88 (45%) | 81 (35%) | 67 (26%) | 28 (37%) | 111 (38%) |  |
| Fair | 321 (30%) | 63 (32%) | 83 (35%) | 107 (42%) | 33 (44%) | 35 (12%) |  |
| Poor | 161 (15%) | 17 (8.7%) | 53 (23%) | 59 (23%) | 10 (13%) | 22 (7.5%) |  |
| Communication between Nurses and Hospital Administration |  |  |  |  |  |  | <0.001 |
| Excellent | 57 (5.4%) | 9 (4.6%) | 2 (0.9%) | 10 (3.9%) | 0 (0%) | 36 (12%) |  |
| Good | 199 (19%) | 44 (22%) | 16 (6.8%) | 42 (16%) | 8 (11%) | 89 (30%) |  |
| Fair | 365 (35%) | 88 (45%) | 44 (19%) | 110 (43%) | 30 (40%) | 93 (32%) |  |
| Poor | 434 (41%) | 55 (28%) | 172 (74%) | 95 (37%) | 37 (49%) | 75 (26%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Excellent, Good**

**Table** : How would you rate the quality of communication in your unit among the following?

Combined proportion of: Excellent/ Good

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication between Nurses | 735 (70%) | 158 (81%) | 190 (81%) | 114 (44%) | 49 (65%) | 224 (76%) | <0.001 |
| Communication between nurses and Physicians | 543 (51%) | 122 (62%) | 108 (46%) | 84 (33%) | 36 (48%) | 193 (66%) | <0.001 |
| Communication between Nurses and unit Nursing Managers | 573 (54%) | 116 (59%) | 98 (42%) | 91 (35%) | 32 (43%) | 236 (81%) | <0.001 |
| Communication between Nurses and Hospital Administration | 256 (24%) | 53 (27%) | 18 (7.7%) | 52 (20%) | 8 (11%) | 125 (43%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Collaboration

**Table** : How would you rate the quality of collaboration in your unit among the following?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Collaboration between Nurses |  |  |  |  |  |  | <0.001 |
| Excellent | 244 (23%) | 68 (35%) | 50 (21%) | 39 (15%) | 9 (12%) | 78 (27%) |  |
| Good | 542 (51%) | 106 (54%) | 142 (61%) | 103 (40%) | 46 (61%) | 145 (49%) |  |
| Fair | 232 (22%) | 20 (10%) | 39 (17%) | 103 (40%) | 19 (25%) | 51 (17%) |  |
| Poor | 37 (3.5%) | 2 (1.0%) | 3 (1.3%) | 12 (4.7%) | 1 (1.3%) | 19 (6.5%) |  |
| Collaboration between nurses and Physicians |  |  |  |  |  |  | <0.001 |
| Excellent | 103 (9.8%) | 19 (9.7%) | 9 (3.8%) | 24 (9.3%) | 3 (4.0%) | 48 (16%) |  |
| Good | 503 (48%) | 120 (61%) | 112 (48%) | 76 (30%) | 42 (56%) | 153 (52%) |  |
| Fair | 368 (35%) | 53 (27%) | 88 (38%) | 132 (51%) | 27 (36%) | 68 (23%) |  |
| Poor | 81 (7.7%) | 4 (2.0%) | 25 (11%) | 25 (9.7%) | 3 (4.0%) | 24 (8.2%) |  |
| Collaboration between Nurses and unit Nursing Managers |  |  |  |  |  |  | <0.001 |
| Excellent | 181 (17%) | 31 (16%) | 12 (5.1%) | 28 (11%) | 3 (4.0%) | 107 (37%) |  |
| Good | 375 (36%) | 90 (46%) | 71 (30%) | 66 (26%) | 29 (39%) | 119 (41%) |  |
| Fair | 350 (33%) | 62 (32%) | 94 (40%) | 119 (46%) | 33 (44%) | 42 (14%) |  |
| Poor | 149 (14%) | 13 (6.6%) | 57 (24%) | 44 (17%) | 10 (13%) | 25 (8.5%) |  |
| Collaboration between Nurses and Hospital Administration |  |  |  |  |  |  | <0.001 |
| Excellent | 54 (5.1%) | 11 (5.6%) | 1 (0.4%) | 9 (3.5%) | 0 (0%) | 33 (11%) |  |
| Good | 228 (22%) | 56 (29%) | 16 (6.8%) | 45 (18%) | 7 (9.3%) | 104 (35%) |  |
| Fair | 374 (35%) | 79 (40%) | 55 (24%) | 124 (48%) | 30 (40%) | 86 (29%) |  |
| Poor | 399 (38%) | 50 (26%) | 162 (69%) | 79 (31%) | 38 (51%) | 70 (24%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Excellent, Good**

**Table** : How would you rate the quality of collaboration in your unit among the following?

Combined proportion of: Excellent/ Good

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Collaboration between Nurses | 786 (75%) | 174 (89%) | 192 (82%) | 142 (55%) | 55 (73%) | 223 (76%) | <0.001 |
| Collaboration between nurses and Physicians | 606 (57%) | 139 (71%) | 121 (52%) | 100 (39%) | 45 (60%) | 201 (69%) | <0.001 |
| Collaboration between Nurses and unit Nursing Managers | 556 (53%) | 121 (62%) | 83 (35%) | 94 (37%) | 32 (43%) | 226 (77%) | <0.001 |
| Collaboration between Nurses and Hospital Administration | 282 (27%) | 67 (34%) | 17 (7.3%) | 54 (21%) | 7 (9.3%) | 137 (47%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Respect for nurses

**Table** : In your unit how would you rate the respect for nurses by each of the following?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Other Nurses |  |  |  |  |  |  | <0.001 |
| Excellent | 216 (20%) | 55 (28%) | 59 (25%) | 28 (11%) | 8 (11%) | 66 (23%) |  |
| Good | 563 (53%) | 115 (59%) | 142 (61%) | 97 (38%) | 51 (68%) | 158 (54%) |  |
| Fair | 228 (22%) | 21 (11%) | 28 (12%) | 112 (44%) | 14 (19%) | 53 (18%) |  |
| Poor | 48 (4.5%) | 5 (2.6%) | 5 (2.1%) | 20 (7.8%) | 2 (2.7%) | 16 (5.5%) |  |
| Physicians |  |  |  |  |  |  | <0.001 |
| Excellent | 122 (12%) | 23 (12%) | 27 (12%) | 18 (7.0%) | 2 (2.7%) | 52 (18%) |  |
| Good | 469 (44%) | 85 (43%) | 121 (52%) | 68 (26%) | 44 (59%) | 151 (52%) |  |
| Fair | 347 (33%) | 74 (38%) | 68 (29%) | 126 (49%) | 24 (32%) | 55 (19%) |  |
| Poor | 117 (11%) | 14 (7.1%) | 18 (7.7%) | 45 (18%) | 5 (6.7%) | 35 (12%) |  |
| Other Health Care colleagues |  |  |  |  |  |  | <0.001 |
| Excellent | 137 (13%) | 35 (18%) | 36 (15%) | 19 (7.4%) | 4 (5.3%) | 43 (15%) |  |
| Good | 552 (52%) | 116 (59%) | 150 (64%) | 74 (29%) | 46 (61%) | 166 (57%) |  |
| Fair | 305 (29%) | 40 (20%) | 38 (16%) | 140 (54%) | 23 (31%) | 64 (22%) |  |
| Poor | 61 (5.8%) | 5 (2.6%) | 10 (4.3%) | 24 (9.3%) | 2 (2.7%) | 20 (6.8%) |  |
| Unit Nursing Managers |  |  |  |  |  |  | <0.001 |
| Excellent | 195 (18%) | 36 (18%) | 34 (15%) | 29 (11%) | 8 (11%) | 88 (30%) |  |
| Good | 440 (42%) | 78 (40%) | 115 (49%) | 66 (26%) | 34 (45%) | 147 (50%) |  |
| Fair | 304 (29%) | 64 (33%) | 56 (24%) | 122 (47%) | 24 (32%) | 38 (13%) |  |
| Poor | 116 (11%) | 18 (9.2%) | 29 (12%) | 40 (16%) | 9 (12%) | 20 (6.8%) |  |
| Hospital Administration |  |  |  |  |  |  | <0.001 |
| Excellent | 80 (7.6%) | 19 (9.7%) | 6 (2.6%) | 13 (5.1%) | 1 (1.3%) | 41 (14%) |  |
| Good | 268 (25%) | 51 (26%) | 45 (19%) | 43 (17%) | 14 (19%) | 115 (39%) |  |
| Fair | 403 (38%) | 81 (41%) | 79 (34%) | 131 (51%) | 31 (41%) | 81 (28%) |  |
| Poor | 304 (29%) | 45 (23%) | 104 (44%) | 70 (27%) | 29 (39%) | 56 (19%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Excellent, Good**

**Table** : In your unit how would you rate the respect for nurses by each of the following?

Combined proportion of: Excellent/ Good

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Other Nurses | 779 (74%) | 170 (87%) | 201 (86%) | 125 (49%) | 59 (79%) | 224 (76%) | <0.001 |
| Physicians | 591 (56%) | 108 (55%) | 148 (63%) | 86 (33%) | 46 (61%) | 203 (69%) | <0.001 |
| Other Health Care colleagues | 689 (65%) | 151 (77%) | 186 (79%) | 93 (36%) | 50 (67%) | 209 (71%) | <0.001 |
| Unit Nursing Managers | 635 (60%) | 114 (58%) | 149 (64%) | 95 (37%) | 42 (56%) | 235 (80%) | <0.001 |
| Hospital Administration | 348 (33%) | 70 (36%) | 51 (22%) | 56 (22%) | 15 (20%) | 156 (53%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Moral distress

**Moral distress has been defined as occurring when you know the appropriate action to take, but you are unable to act upon it and/or you act in a manner contrary to your personal and professional values, which undermines your integrity and authenticity.**

* “To what extent, in your work as a nurse do you experience moral distress?”

**Table** : To what extent, in your work as a nurse do you experience moral distress?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  |  |  | <0.001 |
| Very Frequently | 104 (9.9%) | 36 (18%) | 18 (7.7%) | 29 (11%) | 8 (11%) | 13 (4.4%) |  |
| Frequently | 280 (27%) | 78 (40%) | 50 (21%) | 71 (28%) | 24 (32%) | 57 (19%) |  |
| Occasionally | 446 (42%) | 64 (33%) | 120 (51%) | 113 (44%) | 29 (39%) | 120 (41%) |  |
| Very Rarely | 225 (21%) | 18 (9.2%) | 46 (20%) | 44 (17%) | 14 (19%) | 103 (35%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Very frequently, Frequently**

**Table** : To what extent, in your work as a nurse do you experience moral distress?

Combined proportion of: Very frequently, Frequently

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| To what extent, in your work as a nurse do you experience moral distress? | 384 (36%) | 114 (58%) | 68 (29%) | 100 (39%) | 32 (43%) | 70 (24%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Staffing for the unit

**With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills?**

**Table** : With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | 236 (22%) | 64 (33%) | 29 (12%) | 50 (19%) | 5 (6.7%) | 88 (30%) |  |
| Between 25-49% of the time | 316 (30%) | 79 (40%) | 74 (32%) | 103 (40%) | 15 (20%) | 45 (15%) |  |
| 50-75% of the time | 291 (28%) | 29 (15%) | 85 (36%) | 70 (27%) | 25 (33%) | 82 (28%) |  |
| More than 75% of the time | 156 (15%) | 19 (9.7%) | 35 (15%) | 25 (9.7%) | 24 (32%) | 53 (18%) |  |
| All the time | 56 (5.3%) | 5 (2.6%) | 11 (4.7%) | 9 (3.5%) | 6 (8.0%) | 25 (8.5%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Skills of unit’s nursing managers

* **Please rate the skill of your unit Nursing managers in the following areas**

**Table** : Please rate the skill of your unit Nursing managers in the following areas

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication |  |  |  |  |  |  | <0.001 |
| Excellent | 278 (26%) | 47 (24%) | 37 (16%) | 54 (21%) | 4 (5.3%) | 136 (46%) |  |
| Good | 383 (36%) | 88 (45%) | 90 (38%) | 70 (27%) | 29 (39%) | 106 (36%) |  |
| Fair | 269 (25%) | 53 (27%) | 73 (31%) | 87 (34%) | 25 (33%) | 31 (11%) |  |
| Poor | 125 (12%) | 8 (4.1%) | 34 (15%) | 46 (18%) | 17 (23%) | 20 (6.8%) |  |
| Collaboration |  |  |  |  |  |  | <0.001 |
| Excellent | 288 (27%) | 48 (24%) | 44 (19%) | 54 (21%) | 9 (12%) | 133 (45%) |  |
| Good | 408 (39%) | 91 (46%) | 87 (37%) | 89 (35%) | 32 (43%) | 109 (37%) |  |
| Fair | 251 (24%) | 49 (25%) | 71 (30%) | 82 (32%) | 20 (27%) | 29 (9.9%) |  |
| Poor | 108 (10%) | 8 (4.1%) | 32 (14%) | 32 (12%) | 14 (19%) | 22 (7.5%) |  |
| Proving Staff resources |  |  |  |  |  |  | <0.001 |
| Excellent | 178 (17%) | 15 (7.7%) | 24 (10%) | 38 (15%) | 3 (4.0%) | 98 (33%) |  |
| Good | 329 (31%) | 65 (33%) | 65 (28%) | 58 (23%) | 27 (36%) | 114 (39%) |  |
| Fair | 366 (35%) | 79 (40%) | 105 (45%) | 92 (36%) | 33 (44%) | 57 (19%) |  |
| Poor | 182 (17%) | 37 (19%) | 40 (17%) | 69 (27%) | 12 (16%) | 24 (8.2%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  |  |  | <0.001 |
| Excellent | 288 (27%) | 33 (17%) | 45 (19%) | 71 (28%) | 19 (25%) | 120 (41%) |  |
| Good | 495 (47%) | 106 (54%) | 134 (57%) | 85 (33%) | 38 (51%) | 132 (45%) |  |
| Fair | 206 (20%) | 40 (20%) | 45 (19%) | 80 (31%) | 15 (20%) | 26 (8.9%) |  |
| Poor | 66 (6.3%) | 17 (8.7%) | 10 (4.3%) | 21 (8.2%) | 3 (4.0%) | 15 (5.1%) |  |
| Effective decision making |  |  |  |  |  |  | <0.001 |
| Excellent | 243 (23%) | 26 (13%) | 32 (14%) | 52 (20%) | 7 (9.3%) | 126 (43%) |  |
| Good | 416 (39%) | 94 (48%) | 97 (41%) | 83 (32%) | 27 (36%) | 115 (39%) |  |
| Fair | 276 (26%) | 56 (29%) | 81 (35%) | 80 (31%) | 27 (36%) | 32 (11%) |  |
| Poor | 120 (11%) | 20 (10%) | 24 (10%) | 42 (16%) | 14 (19%) | 20 (6.8%) |  |
| Recognition of others contribution |  |  |  |  |  |  | <0.001 |
| Excellent | 241 (23%) | 37 (19%) | 38 (16%) | 50 (19%) | 5 (6.7%) | 111 (38%) |  |
| Good | 341 (32%) | 83 (42%) | 73 (31%) | 59 (23%) | 22 (29%) | 104 (35%) |  |
| Fair | 296 (28%) | 58 (30%) | 74 (32%) | 92 (36%) | 26 (35%) | 46 (16%) |  |
| Poor | 177 (17%) | 18 (9.2%) | 49 (21%) | 56 (22%) | 22 (29%) | 32 (11%) |  |
| Leadership |  |  |  |  |  |  | <0.001 |
| Excellent | 251 (24%) | 36 (18%) | 34 (15%) | 52 (20%) | 5 (6.7%) | 124 (42%) |  |
| Good | 397 (38%) | 96 (49%) | 87 (37%) | 83 (32%) | 30 (40%) | 101 (34%) |  |
| Fair | 249 (24%) | 44 (22%) | 74 (32%) | 64 (25%) | 22 (29%) | 45 (15%) |  |
| Poor | 158 (15%) | 20 (10%) | 39 (17%) | 58 (23%) | 18 (24%) | 23 (7.8%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  |  |  | <0.001 |
| Excellent | 290 (27%) | 29 (15%) | 35 (15%) | 72 (28%) | 9 (12%) | 145 (49%) |  |
| Good | 438 (42%) | 102 (52%) | 98 (42%) | 92 (36%) | 39 (52%) | 107 (37%) |  |
| Fair | 249 (24%) | 53 (27%) | 69 (29%) | 81 (32%) | 16 (21%) | 30 (10%) |  |
| Poor | 78 (7.4%) | 12 (6.1%) | 32 (14%) | 12 (4.7%) | 11 (15%) | 11 (3.8%) |  |
| Promoting a professional practice environment |  |  |  |  |  |  | <0.001 |
| Excellent | 261 (25%) | 29 (15%) | 34 (15%) | 54 (21%) | 8 (11%) | 136 (46%) |  |
| Good | 407 (39%) | 96 (49%) | 94 (40%) | 75 (29%) | 32 (43%) | 110 (38%) |  |
| Fair | 246 (23%) | 55 (28%) | 69 (29%) | 81 (32%) | 15 (20%) | 26 (8.9%) |  |
| Poor | 141 (13%) | 16 (8.2%) | 37 (16%) | 47 (18%) | 20 (27%) | 21 (7.2%) |  |
| Overall effectiveness |  |  |  |  |  |  | <0.001 |
| Excellent | 255 (24%) | 28 (14%) | 35 (15%) | 58 (23%) | 3 (4.0%) | 131 (45%) |  |
| Good | 431 (41%) | 102 (52%) | 100 (43%) | 82 (32%) | 33 (44%) | 114 (39%) |  |
| Fair | 273 (26%) | 50 (26%) | 71 (30%) | 91 (35%) | 29 (39%) | 32 (11%) |  |
| Poor | 96 (9.1%) | 16 (8.2%) | 28 (12%) | 26 (10%) | 10 (13%) | 16 (5.5%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Excellent, Good**

**Table** : Please rate the skill of your unit Nursing managers in the following areas

Combined proportion of: Excellent/ Good

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication | 661 (63%) | 135 (69%) | 127 (54%) | 124 (48%) | 33 (44%) | 242 (83%) | <0.001 |
| Collaboration | 696 (66%) | 139 (71%) | 131 (56%) | 143 (56%) | 41 (55%) | 242 (83%) | <0.001 |
| Proving Staff resources | 507 (48%) | 80 (41%) | 89 (38%) | 96 (37%) | 30 (40%) | 212 (72%) | <0.001 |
| Providing Supplies, Equipment, and other non-human resources | 783 (74%) | 139 (71%) | 179 (76%) | 156 (61%) | 57 (76%) | 252 (86%) | <0.001 |
| Effective decision making | 659 (62%) | 120 (61%) | 129 (55%) | 135 (53%) | 34 (45%) | 241 (82%) | <0.001 |
| Recognition of others contribution | 582 (55%) | 120 (61%) | 111 (47%) | 109 (42%) | 27 (36%) | 215 (73%) | <0.001 |
| Leadership | 648 (61%) | 132 (67%) | 121 (52%) | 135 (53%) | 35 (47%) | 225 (77%) | <0.001 |
| Ensuring the provision of high quality patient care | 728 (69%) | 131 (67%) | 133 (57%) | 164 (64%) | 48 (64%) | 252 (86%) | <0.001 |
| Promoting a professional practice environment | 668 (63%) | 125 (64%) | 128 (55%) | 129 (50%) | 40 (53%) | 246 (84%) | <0.001 |
| Overall effectiveness | 686 (65%) | 130 (66%) | 135 (58%) | 140 (54%) | 36 (48%) | 245 (84%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Skills of unit’s nursing administrators

* **Please rate the skill of your unit Nursing administrators in the following areas**

**Table** : Please rate the skill of your unit Nursing administrators in the following areas

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication |  |  |  |  |  |  | <0.001 |
| Excellent | 82 (7.8%) | 14 (7.1%) | 3 (1.3%) | 16 (6.2%) | 1 (1.3%) | 48 (16%) |  |
| Good | 280 (27%) | 57 (29%) | 35 (15%) | 49 (19%) | 16 (21%) | 123 (42%) |  |
| Fair | 405 (38%) | 88 (45%) | 84 (36%) | 133 (52%) | 32 (43%) | 68 (23%) |  |
| Poor | 288 (27%) | 37 (19%) | 112 (48%) | 59 (23%) | 26 (35%) | 54 (18%) |  |
| Collaboration |  |  |  |  |  |  | <0.001 |
| Excellent | 72 (6.8%) | 12 (6.1%) | 1 (0.4%) | 17 (6.6%) | 1 (1.3%) | 41 (14%) |  |
| Good | 284 (27%) | 62 (32%) | 41 (18%) | 51 (20%) | 16 (21%) | 114 (39%) |  |
| Fair | 425 (40%) | 91 (46%) | 82 (35%) | 129 (50%) | 35 (47%) | 88 (30%) |  |
| Poor | 274 (26%) | 31 (16%) | 110 (47%) | 60 (23%) | 23 (31%) | 50 (17%) |  |
| Proving Staff resources |  |  |  |  |  |  | <0.001 |
| Excellent | 53 (5.0%) | 7 (3.6%) | 4 (1.7%) | 10 (3.9%) | 1 (1.3%) | 31 (11%) |  |
| Good | 272 (26%) | 46 (23%) | 36 (15%) | 46 (18%) | 13 (17%) | 131 (45%) |  |
| Fair | 379 (36%) | 81 (41%) | 79 (34%) | 106 (41%) | 38 (51%) | 75 (26%) |  |
| Poor | 351 (33%) | 62 (32%) | 115 (49%) | 95 (37%) | 23 (31%) | 56 (19%) |  |
| Providing Supplies, Equipment, and other non-human resources |  |  |  |  |  |  | <0.001 |
| Excellent | 92 (8.7%) | 21 (11%) | 9 (3.8%) | 20 (7.8%) | 3 (4.0%) | 39 (13%) |  |
| Good | 420 (40%) | 66 (34%) | 92 (39%) | 75 (29%) | 32 (43%) | 155 (53%) |  |
| Fair | 369 (35%) | 84 (43%) | 77 (33%) | 117 (46%) | 29 (39%) | 62 (21%) |  |
| Poor | 174 (16%) | 25 (13%) | 56 (24%) | 45 (18%) | 11 (15%) | 37 (13%) |  |
| Effective decision making |  |  |  |  |  |  | <0.001 |
| Excellent | 62 (5.9%) | 11 (5.6%) | 2 (0.9%) | 12 (4.7%) | 0 (0%) | 37 (13%) |  |
| Good | 316 (30%) | 48 (24%) | 55 (24%) | 55 (21%) | 25 (33%) | 133 (45%) |  |
| Fair | 427 (40%) | 101 (52%) | 92 (39%) | 124 (48%) | 29 (39%) | 81 (28%) |  |
| Poor | 250 (24%) | 36 (18%) | 85 (36%) | 66 (26%) | 21 (28%) | 42 (14%) |  |
| Recognition of others contribution |  |  |  |  |  |  | <0.001 |
| Excellent | 66 (6.3%) | 12 (6.1%) | 5 (2.1%) | 15 (5.8%) | 2 (2.7%) | 32 (11%) |  |
| Good | 261 (25%) | 46 (23%) | 41 (18%) | 44 (17%) | 10 (13%) | 120 (41%) |  |
| Fair | 390 (37%) | 100 (51%) | 75 (32%) | 113 (44%) | 31 (41%) | 71 (24%) |  |
| Poor | 338 (32%) | 38 (19%) | 113 (48%) | 85 (33%) | 32 (43%) | 70 (24%) |  |
| Leadership |  |  |  |  |  |  | <0.001 |
| Excellent | 67 (6.4%) | 6 (3.1%) | 5 (2.1%) | 16 (6.2%) | 2 (2.7%) | 38 (13%) |  |
| Good | 308 (29%) | 62 (32%) | 54 (23%) | 49 (19%) | 21 (28%) | 122 (42%) |  |
| Fair | 408 (39%) | 88 (45%) | 85 (36%) | 121 (47%) | 34 (45%) | 80 (27%) |  |
| Poor | 272 (26%) | 40 (20%) | 90 (38%) | 71 (28%) | 18 (24%) | 53 (18%) |  |
| Ensuring the provision of high quality patient care |  |  |  |  |  |  | <0.001 |
| Excellent | 89 (8.4%) | 14 (7.1%) | 3 (1.3%) | 18 (7.0%) | 1 (1.3%) | 53 (18%) |  |
| Good | 353 (33%) | 59 (30%) | 58 (25%) | 67 (26%) | 24 (32%) | 145 (49%) |  |
| Fair | 417 (40%) | 95 (48%) | 93 (40%) | 131 (51%) | 38 (51%) | 60 (20%) |  |
| Poor | 196 (19%) | 28 (14%) | 80 (34%) | 41 (16%) | 12 (16%) | 35 (12%) |  |
| Promoting a professional practice environment |  |  |  |  |  |  | <0.001 |
| Excellent | 78 (7.4%) | 11 (5.6%) | 3 (1.3%) | 16 (6.2%) | 3 (4.0%) | 45 (15%) |  |
| Good | 302 (29%) | 54 (28%) | 53 (23%) | 48 (19%) | 17 (23%) | 130 (44%) |  |
| Fair | 403 (38%) | 96 (49%) | 78 (33%) | 122 (47%) | 30 (40%) | 77 (26%) |  |
| Poor | 272 (26%) | 35 (18%) | 100 (43%) | 71 (28%) | 25 (33%) | 41 (14%) |  |
| Overall effectiveness |  |  |  |  |  |  | <0.001 |
| Excellent | 74 (7.0%) | 8 (4.1%) | 3 (1.3%) | 15 (5.8%) | 1 (1.3%) | 47 (16%) |  |
| Good | 309 (29%) | 62 (32%) | 48 (21%) | 55 (21%) | 26 (35%) | 118 (40%) |  |
| Fair | 442 (42%) | 98 (50%) | 95 (41%) | 134 (52%) | 30 (40%) | 85 (29%) |  |
| Poor | 230 (22%) | 28 (14%) | 88 (38%) | 53 (21%) | 18 (24%) | 43 (15%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Excellent, Good**

**Table** : Please rate the skill of your unit Nursing administrators in the following areas

Combined proportion of: Excellent/ Good

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Communication | 362 (34%) | 71 (36%) | 38 (16%) | 65 (25%) | 17 (23%) | 171 (58%) | <0.001 |
| Collaboration | 356 (34%) | 74 (38%) | 42 (18%) | 68 (26%) | 17 (23%) | 155 (53%) | <0.001 |
| Proving Staff resources | 325 (31%) | 53 (27%) | 40 (17%) | 56 (22%) | 14 (19%) | 162 (55%) | <0.001 |
| Providing Supplies, Equipment, and other non-human resources | 512 (49%) | 87 (44%) | 101 (43%) | 95 (37%) | 35 (47%) | 194 (66%) | <0.001 |
| Effective decision making | 378 (36%) | 59 (30%) | 57 (24%) | 67 (26%) | 25 (33%) | 170 (58%) | <0.001 |
| Recognition of others contribution | 327 (31%) | 58 (30%) | 46 (20%) | 59 (23%) | 12 (16%) | 152 (52%) | <0.001 |
| Leadership | 375 (36%) | 68 (35%) | 59 (25%) | 65 (25%) | 23 (31%) | 160 (55%) | <0.001 |
| Ensuring the provision of high quality patient care | 442 (42%) | 73 (37%) | 61 (26%) | 85 (33%) | 25 (33%) | 198 (68%) | <0.001 |
| Promoting a professional practice environment | 380 (36%) | 65 (33%) | 56 (24%) | 64 (25%) | 20 (27%) | 175 (60%) | <0.001 |
| Overall effectiveness | 383 (36%) | 70 (36%) | 51 (22%) | 70 (27%) | 27 (36%) | 165 (56%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Main factors that keep RNs working in their current organization

* **What are the main factors that keep you working in your current organization?**

**Table** : What are the main factors that keep you working in your current organization?

|  | Overall, N = 1,4131 | Cyprus, N = 2641 | Spain, N = 4371 | Croatia, N = 2901 | Poland, N = 1051 | Romania, N = 3171 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| People I work with | 427 (40%) | 65 (33%) | 94 (40%) | 87 (34%) | 29 (39%) | 152 (52%) | <0.001 |
| Salary and benefits | 475 (45%) | 110 (56%) | 38 (16%) | 164 (64%) | 23 (31%) | 140 (48%) | <0.001 |
| Patients I care for | 275 (26%) | 51 (26%) | 89 (38%) | 51 (20%) | 24 (32%) | 60 (20%) | <0.001 |
| Manager of my work unit | 60 (5.7%) | 8 (4.1%) | 4 (1.7%) | 9 (3.5%) | 3 (4.0%) | 36 (12%) | <0.001 |
| Reputation of the organization | 37 (3.5%) | 4 (2.0%) | 8 (3.4%) | 14 (5.4%) | 4 (5.3%) | 7 (2.4%) | 0.2 |
| Work environment | 100 (9.5%) | 19 (9.7%) | 33 (14%) | 27 (11%) | 3 (4.0%) | 18 (6.1%) | 0.014 |
| Support for nurses | 15 (1.4%) | 3 (1.5%) | 0 (0%) | 4 (1.6%) | 1 (1.3%) | 7 (2.4%) | 0.3 |
| Level of staffing | 12 (1.1%) | 4 (2.0%) | 1 (0.4%) | 2 (0.8%) | 3 (4.0%) | 2 (0.7%) | 0.067 |
| Meaningful recognition | 30 (2.8%) | 13 (6.6%) | 6 (2.6%) | 2 (0.8%) | 2 (2.7%) | 7 (2.4%) | 0.006 |
| Opportunities for professional development | 174 (16%) | 39 (20%) | 47 (20%) | 32 (12%) | 8 (11%) | 48 (16%) | 0.068 |
| Opportunities for advancement | 41 (3.9%) | 17 (8.7%) | 3 (1.3%) | 20 (7.8%) | 0 (0%) | 1 (0.3%) | <0.001 |
| Location | 186 (18%) | 23 (12%) | 69 (29%) | 42 (16%) | 28 (37%) | 24 (8.2%) | <0.001 |
| Work schedule | 162 (15%) | 18 (9.2%) | 46 (20%) | 44 (17%) | 15 (20%) | 39 (13%) | 0.018 |
| Other (please specify) | 31 (2.9%) | 2 (1.0%) | 15 (6.4%) | 4 (1.6%) | 6 (8.0%) | 4 (1.4%) | <0.001 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* \_Other Please specify\_\_

**Table** : What are the main factors that keep you working in your current organization? - Other (please specify)

| **country** | **What are the main factors that keep you working in your current organization?** |
| --- | --- |
| Cyprus | Αλτρουισμός και ανιδιοτέλεια για τον συνάνθρωπο |
| Για τα εσοδα! να μην βρεθω στο δρομο😂 |
| Spain | Me gusta el trabajo con los pacientes críticos |
| Me gusta mi profesión, me siento orgullosa de ser enfermera. |
| No tengo otras alternativas aceptables |
| El contrato |
| Llevo más de 15 años trabajando alli |
| Me gusta mi trabajo y mis compañeros |
| no volver a enpezar de cero |
| Es mi primer contrato |
| ME GUSTA MUCHO MI TRABAJO |
| Volver a empezar de cero en otra institución |
| Plaza fija en esa institución |
| El gusto por cuidar de pacientes críticos |
| La estabilidad, el trabajo fijo |
| La estabilidad |
| Interinaje |
| Croatia | samo plaća |
| nada da ću moći napredovati na intenzivnoj na kojoj se baziraju moji profesionalni interesi te daljnji razvoj, a ne da me se često mijenja po odjelima čime si usporavam vlastiti napredak |
| Usavrsavanje vjestina |
| nemogućnost pronalaska fdrugog adekvatnog radnog mjesta |
| Poland | konieczność dopracowania do emerytury |
| umowa o pracę |
| własne zainteresowania, pasja |
| krótki czas do emerytury |
| Przyzwyczajenie do miejsca i ludzi tam pracujących |
| wynagrodzenie jubileuszowe |
| Romania | Doar pacientii |
| IMI PLACE CEEA CE FAC |

### Abuse incidents

**In the past year, in your work as a nurse, please indicate the number of times you personally experienced each of the following?**

This question was answered by 1055 RNs.

A total of 652 (61.8%) RNs reported at least 1 incident

**Table** : Proportion of RNs reporting at least one incident of harassment

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 |
| --- | --- | --- | --- | --- | --- | --- |
| At least one incident (Harassment/ Discrimination/ Verbal or Physical Abuse) | 652 (62%) | 134 (68%) | 133 (57%) | 145 (56%) | 63 (84%) | 177 (60%) |
| 1n (%) | | | | | | |

* **Number of Incidents**

Table show the total number of incidents reported by RNs.

**Table** : Number of incidents - by Type and Perpeprator

| Perpepretor | Discrimination | Harassment | Physical abuse | Verbal abuse | Total |
| --- | --- | --- | --- | --- | --- |
| Patients | 417 | 56 | 394 | 1,602 | 2,469 |
| Another nurse | 562 | 26 | 47 | 1,344 | 1,979 |
| A physician | 780 | 42 | 31 | 969 | 1,822 |
| A nurse manager | 888 | 4 | 22 | 801 | 1,715 |
| Patients' families | 388 | 10 | 51 | 844 | 1,293 |
| Other health care personnel | 168 | 6 | 8 | 459 | 641 |
| An administrator | 232 | 2 | 14 | 296 | 544 |

### Have you reported the incidents?

* Two hundred and ninety-five (295 - 45%) did not report any of the incidents that occurred
* Three hundred and fifty seven (357 - 55%) did report at lest some of them.

**Table** : Report of the incident

|  | Overall, N = 6521 | Cyprus, N = 1341 | Spain, N = 1331 | Croatia, N = 1451 | Poland, N = 631 | Romania, N = 1771 |
| --- | --- | --- | --- | --- | --- | --- |
| Did you report the incident(s) to your supervisor? |  |  |  |  |  |  |
| No, none of them | 295 (45%) | 38 (28%) | 70 (53%) | 100 (69%) | 26 (41%) | 61 (34%) |
| Yes, but not all them | 162 (25%) | 44 (33%) | 15 (11%) | 27 (19%) | 23 (37%) | 53 (30%) |
| Yes, all of them | 195 (30%) | 52 (39%) | 48 (36%) | 18 (12%) | 14 (22%) | 63 (36%) |
| 1n (%) | | | | | | |

### Reported the incident

**What happened when you reported the incident(s)?**

**Table** : What happened after you reported the incident

|  | Overall, N = 3571 | Cyprus, N = 961 | Spain, N = 631 | Croatia, N = 451 | Poland, N = 371 | Romania, N = 1161 |
| --- | --- | --- | --- | --- | --- | --- |
| What happened when you reported the incident(s)? |  |  |  |  |  |  |
| The problem was solved satisfactorily | 73 (21%) | 11 (12%) | 8 (13%) | 7 (16%) | 5 (14%) | 42 (37%) |
| The problem was somewhat resolved | 89 (25%) | 17 (18%) | 23 (37%) | 11 (25%) | 9 (24%) | 29 (25%) |
| There was some discussion, but nothing was done or there was no follow up | 152 (43%) | 61 (65%) | 21 (33%) | 21 (48%) | 13 (35%) | 36 (32%) |
| I was blamed for the incident | 10 (2.8%) | 2 (2.1%) | 1 (1.6%) | 2 (4.5%) | 2 (5.4%) | 3 (2.6%) |
| Other (please specify) | 28 (8.0%) | 3 (3.2%) | 10 (16%) | 3 (6.8%) | 8 (22%) | 4 (3.5%) |
| Unknown | 5 | 2 | 0 | 1 | 0 | 2 |
| 1n (%) | | | | | | |

* \_Other Please specify\_\_

**Table** : What happened when you reported the incident(s)? - Other (please specify)

| **country** | **What happened when you reported the incident(s)? - Other (please specify)** |
| --- | --- |
| Cyprus | ΤΙΠΟΤΑ |
| Αδιαφορία |
| Αδιαφορια |
| Spain | Represalias institucionales |
| Pacientes desorientados |
| Todo siguió igual. |
| Se nos dice que hablarán con la persona en cuestión, y ahí queda todo |
| Llamé yo a recepción |
| Notifiqué 1 caso y Riesgos Laborales se puso en contacto conmigo |
| Me dijeron que hablara con el enfermero en cuestión, que ellos no podian hacer nada. |
| No ven que existe un problema. Falta de valoración |
| quedó en nada |
| Cambio de zona de trabajo |
| Croatia | Ušutkana sam i izvrijeđana. |
| Nista se nije dogodilo. |
| Poland | brak reakcji |
| Nie podjęto żadnych działań |
| brak działań ze strony bezpośredniego przełożonego demotywujący do zgłaszania |
| zgłoszenia zignorowano |
| nie podjęto żadnych działań |
| Sporządzono notatkę służbową |
| ..nic, no trudno ze tak sie stalo.. |
| Brak jakiejkolwiek reakcji |
| Romania | nu s-a întâmplat nimic |
| Abuzul verbal a continuat prin alți asistenți |
| NU S-A LUAT IN CONSIDERARE |

### Did not report the incident

* **In case you did not report the incident (s), why did you decide not to report it?**

**Table** : Why did you decide not to report the incident?

|  | Overall, N = 2951 | Cyprus, N = 381 | Spain, N = 701 | Croatia, N = 1001 | Poland, N = 261 | Romania, N = 611 |
| --- | --- | --- | --- | --- | --- | --- |
| In case you did not report the incident (s), why did you decide not to report it? |  |  |  |  |  |  |
| Didn’t think it was a major issue | 92 (33%) | 3 (8.6%) | 20 (30%) | 35 (36%) | 6 (23%) | 28 (51%) |
| I was too busy | 7 (2.5%) | 2 (5.7%) | 2 (3.0%) | 3 (3.1%) | 0 (0%) | 0 (0%) |
| Fear of retribution | 27 (9.7%) | 1 (2.9%) | 7 (11%) | 7 (7.3%) | 5 (19%) | 7 (13%) |
| No easy process for reporting | 15 (5.4%) | 5 (14%) | 1 (1.5%) | 3 (3.1%) | 3 (12%) | 3 (5.5%) |
| Didn’t think anything would be done about it | 115 (41%) | 22 (63%) | 27 (41%) | 42 (44%) | 11 (42%) | 13 (24%) |
| Other(please specify) | 22 (7.9%) | 2 (5.7%) | 9 (14%) | 6 (6.2%) | 1 (3.8%) | 4 (7.3%) |
| Unknown | 17 | 3 | 4 | 4 | 0 | 6 |
| 1n (%) | | | | | | |

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

**Table** : Why did you decide not to report it? - Other (please specify)

| **country** | **Other (please specify)** |
| --- | --- |
| Spain | La persona obtuvo respuesta |
| Aquí ha contestdo tres respuestas: estaba demasiado ocupado, tenía miedo a represalias y no pensé que fueran a hacer nada |
| Gestioné la situación personalmente con esa persona sin necesidad de requerir de un cargo superior. |
| Me defendí yo misma |
| Soy hombre |
| Lo arregle directamente con la persona |
| Soy una nueva incorporación, la comunicación con la supervisora no es facil y la discriminación la recibí de una compañera fija |
| Paciente desorientado |
| Estaban presentes junto con una muestra representativa de enfermeras del centro. |
| Croatia | Zato sto su pacijenti dezorijentirani,jadni i bolesni pa nisam to uzimala osobno |
| jos ce na mene sve prebacit i uzet me na zub |
| Ne smatram navedeno incidentom već mišljenjem pojedinca na koje ima pravo. |
| Znam da moja glavna sestra nebi ništa poduzela po tom pitanju |
| Bilo me strah nekome se zamjeriti |
| Poland | Szef obgadałby mnie przed pracownikami |
| Romania | considerente privind starea de sanatate a pacientului |

### Recognition is most meaningful when it comes from

**Table** : Meaningful recognition

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Recognition is most meaningful when it comes from (select only one): |  |  |  |  |  |  | <0.001 |
| Other nurses | 265 (26%) | 53 (28%) | 58 (25%) | 60 (23%) | 29 (39%) | 65 (24%) |  |
| Physicians | 84 (8.2%) | 7 (3.7%) | 22 (9.4%) | 9 (3.5%) | 2 (2.7%) | 44 (16%) |  |
| Other health care colleagues (other than nurses and physicians) | 26 (2.5%) | 3 (1.6%) | 15 (6.4%) | 2 (0.8%) | 2 (2.7%) | 4 (1.5%) |  |
| Unit nursing manager | 150 (15%) | 22 (12%) | 23 (9.9%) | 56 (22%) | 3 (4.0%) | 46 (17%) |  |
| Hospital administrator | 54 (5.3%) | 24 (13%) | 19 (8.2%) | 8 (3.1%) | 0 (0%) | 3 (1.1%) |  |
| Patients and families | 444 (43%) | 81 (43%) | 96 (41%) | 122 (47%) | 39 (52%) | 106 (40%) |  |
| Unknown | 32 | 6 | 1 | 0 | 0 | 25 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### My organization values my health and safety

**Table** : My organization values my health and safety

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  |  |  | <0.001 |
| Strongly agree | 88 (8.5%) | 21 (11%) | 6 (2.6%) | 15 (5.9%) | 3 (4.0%) | 43 (15%) |  |
| Agree | 396 (38%) | 76 (39%) | 72 (31%) | 81 (32%) | 26 (35%) | 141 (50%) |  |
| Disagree | 374 (36%) | 77 (40%) | 104 (45%) | 91 (36%) | 36 (48%) | 66 (24%) |  |
| Strongly disagree | 176 (17%) | 19 (9.8%) | 48 (21%) | 69 (27%) | 10 (13%) | 30 (11%) |  |
| Unknown | 21 | 3 | 4 | 1 | 0 | 13 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Work done at the end of a typical shift

**Table** : At the end of a typical shift, to what degree do you get the following work done?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Direct care (medications, procedures, monitoring etc.) |  |  |  |  |  |  | <0.001 |
| 0-49% of work done | 31 (3.1%) | 7 (3.7%) | 4 (1.7%) | 16 (6.4%) | 1 (1.4%) | 3 (1.1%) |  |
| 50-74% of work done | 114 (11%) | 21 (11%) | 18 (7.9%) | 51 (20%) | 8 (11%) | 16 (5.8%) |  |
| 75-99% of work done | 351 (35%) | 89 (47%) | 62 (27%) | 95 (38%) | 16 (23%) | 89 (32%) |  |
| 100% of work done | 518 (51%) | 73 (38%) | 145 (63%) | 88 (35%) | 46 (65%) | 166 (61%) |  |
| (Not applicable) | 41 | 6 | 5 | 7 | 4 | 19 |  |
| Comforting/Talking with patients |  |  |  |  |  |  | <0.001 |
| 0-49% of work done | 198 (20%) | 46 (25%) | 34 (15%) | 76 (30%) | 20 (29%) | 22 (8.4%) |  |
| 50-74% of work done | 272 (27%) | 54 (29%) | 56 (25%) | 81 (32%) | 22 (32%) | 59 (23%) |  |
| 75-99% of work done | 338 (34%) | 68 (37%) | 85 (38%) | 62 (25%) | 20 (29%) | 103 (39%) |  |
| 100% of work done | 185 (19%) | 18 (9.7%) | 51 (23%) | 32 (13%) | 6 (8.8%) | 78 (30%) |  |
| (Not applicable) | 62 | 10 | 8 | 6 | 7 | 31 |  |
| Developing or updating care plans |  |  |  |  |  |  | <0.001 |
| 0-49% of work done | 191 (20%) | 45 (25%) | 61 (29%) | 56 (24%) | 18 (30%) | 11 (4.3%) |  |
| 50-74% of work done | 224 (24%) | 63 (35%) | 55 (26%) | 65 (27%) | 18 (30%) | 23 (8.9%) |  |
| 75-99% of work done | 284 (30%) | 55 (31%) | 58 (27%) | 67 (28%) | 18 (30%) | 86 (33%) |  |
| 100% of work done | 247 (26%) | 16 (8.9%) | 38 (18%) | 49 (21%) | 7 (11%) | 137 (53%) |  |
| (Not applicable) | 109 | 17 | 22 | 20 | 14 | 36 |  |
| Prepring patients and families for discharge |  |  |  |  |  |  | <0.001 |
| 0-49% of work done | 143 (17%) | 36 (22%) | 42 (20%) | 39 (17%) | 12 (21%) | 14 (7.7%) |  |
| 50-74% of work done | 179 (21%) | 45 (28%) | 40 (19%) | 54 (24%) | 18 (32%) | 22 (12%) |  |
| 75-99% of work done | 287 (34%) | 59 (36%) | 63 (30%) | 74 (33%) | 16 (29%) | 75 (41%) |  |
| 100% of work done | 226 (27%) | 22 (14%) | 66 (31%) | 58 (26%) | 10 (18%) | 70 (39%) |  |
| (Not applicable) | 220 | 34 | 23 | 32 | 19 | 112 |  |
| Teaching patients or family |  |  |  |  |  |  | <0.001 |
| 0-49% of work done | 206 (23%) | 48 (27%) | 52 (25%) | 74 (31%) | 17 (29%) | 15 (7.5%) |  |
| 50-74% of work done | 238 (27%) | 49 (27%) | 52 (25%) | 83 (35%) | 22 (37%) | 32 (16%) |  |
| 75-99% of work done | 289 (33%) | 62 (35%) | 69 (33%) | 52 (22%) | 18 (31%) | 88 (44%) |  |
| 100% of work done | 154 (17%) | 20 (11%) | 38 (18%) | 29 (12%) | 2 (3.4%) | 65 (32%) |  |
| (Not applicable) | 168 | 17 | 23 | 19 | 16 | 93 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

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

**Table** : To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | 201 (19%) | 66 (35%) | 33 (14%) | 27 (11%) | 12 (16%) | 63 (23%) |  |
| Plays a substantial part in my evaluation | 433 (42%) | 76 (40%) | 69 (30%) | 88 (34%) | 48 (64%) | 152 (55%) |  |
| Plays a minor part in my evaluation | 190 (18%) | 26 (14%) | 42 (18%) | 77 (30%) | 14 (19%) | 31 (11%) |  |
| Plays no part in my evaluation | 207 (20%) | 22 (12%) | 89 (38%) | 65 (25%) | 1 (1.3%) | 30 (11%) |  |
| Unknown | 24 | 6 | 1 | 0 | 0 | 17 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

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

**Table** : On the whole, how satisfied are you with your current job?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| On the whole, how satisfied are you with your current job? |  |  |  |  |  |  | <0.001 |
| Very satisfied | 297 (28%) | 36 (18%) | 91 (39%) | 62 (24%) | 6 (8.0%) | 102 (35%) |  |
| Somewhat satisfied | 582 (55%) | 117 (60%) | 98 (42%) | 152 (59%) | 50 (67%) | 165 (56%) |  |
| Somewhat dissatisfied | 132 (13%) | 36 (18%) | 34 (15%) | 25 (9.7%) | 18 (24%) | 19 (6.5%) |  |
| Very dissatisfied | 44 (4.2%) | 7 (3.6%) | 11 (4.7%) | 18 (7.0%) | 1 (1.3%) | 7 (2.4%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Plan to leave their present nursing position

**Table** : Do you plan to leave your present nursing position?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Do you plan to leave your present nursing position? |  |  |  |  |  |  | <0.001 |
| Yes, within the next 12 months | 119 (11%) | 28 (14%) | 42 (18%) | 21 (8.2%) | 14 (19%) | 14 (4.8%) |  |
| Yes, within the next 3 years | 222 (21%) | 31 (16%) | 72 (31%) | 66 (26%) | 24 (32%) | 29 (9.9%) |  |
| No plans to leave within the next 3 years | 714 (68%) | 137 (70%) | 120 (51%) | 170 (66%) | 37 (49%) | 250 (85%) |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Influence in reconsidering plans to leave present position

**Table** : How likely would each of the following be to influence you to reconsider your plans to leave your present position?

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| More flexible scheduling |  |  |  |  |  |  | <0.001 |
| Very likely | 332 (34%) | 63 (34%) | 106 (46%) | 79 (31%) | 20 (27%) | 64 (29%) |  |
| Somewhat likely | 279 (29%) | 71 (39%) | 59 (26%) | 65 (25%) | 22 (29%) | 62 (28%) |  |
| Not very likely | 197 (20%) | 33 (18%) | 46 (20%) | 68 (27%) | 20 (27%) | 30 (14%) |  |
| Not likely at all | 155 (16%) | 17 (9.2%) | 17 (7.5%) | 44 (17%) | 13 (17%) | 64 (29%) |  |
| Unknown | 92 | 12 | 6 | 1 | 0 | 73 |  |
| Higher salary and benefits |  |  |  |  |  |  | <0.001 |
| Very likely | 520 (53%) | 97 (51%) | 124 (54%) | 161 (63%) | 47 (63%) | 91 (39%) |  |
| Somewhat likely | 272 (28%) | 61 (32%) | 64 (28%) | 58 (23%) | 21 (28%) | 68 (29%) |  |
| Not very likely | 116 (12%) | 21 (11%) | 28 (12%) | 26 (10%) | 7 (9.3%) | 34 (15%) |  |
| Not likely at all | 73 (7.4%) | 11 (5.8%) | 12 (5.3%) | 11 (4.3%) | 0 (0%) | 39 (17%) |  |
| Unknown | 74 | 6 | 6 | 1 | 0 | 61 |  |
| More autonomy |  |  |  |  |  |  | <0.001 |
| Very likely | 300 (31%) | 66 (36%) | 85 (37%) | 87 (34%) | 20 (27%) | 42 (20%) |  |
| Somewhat likely | 294 (31%) | 59 (32%) | 53 (23%) | 77 (30%) | 33 (44%) | 72 (34%) |  |
| Not very likely | 240 (25%) | 46 (25%) | 68 (30%) | 62 (24%) | 16 (21%) | 48 (22%) |  |
| Not likely at all | 123 (13%) | 14 (7.6%) | 22 (9.6%) | 29 (11%) | 6 (8.0%) | 52 (24%) |  |
| Unknown | 98 | 11 | 6 | 2 | 0 | 79 |  |
| More opportunities to influence decisions about patient care |  |  |  |  |  |  | <0.001 |
| Very likely | 275 (29%) | 51 (27%) | 88 (39%) | 72 (28%) | 18 (24%) | 46 (22%) |  |
| Somewhat likely | 328 (34%) | 74 (40%) | 71 (31%) | 78 (31%) | 41 (55%) | 64 (30%) |  |
| Not very likely | 220 (23%) | 44 (24%) | 46 (20%) | 73 (29%) | 13 (17%) | 44 (21%) |  |
| Not likely at all | 134 (14%) | 18 (9.6%) | 23 (10%) | 32 (13%) | 3 (4.0%) | 58 (27%) |  |
| Unknown | 98 | 9 | 6 | 2 | 0 | 81 |  |
| More respect from unit management |  |  |  |  |  |  | <0.001 |
| Very likely | 354 (37%) | 79 (42%) | 78 (34%) | 100 (39%) | 27 (36%) | 70 (32%) |  |
| Somewhat likely | 284 (29%) | 70 (37%) | 57 (25%) | 61 (24%) | 34 (45%) | 62 (28%) |  |
| Not very likely | 188 (20%) | 27 (14%) | 60 (26%) | 61 (24%) | 10 (13%) | 30 (14%) |  |
| Not likely at all | 138 (14%) | 11 (5.9%) | 33 (14%) | 33 (13%) | 4 (5.3%) | 57 (26%) |  |
| Unknown | 91 | 9 | 6 | 2 | 0 | 74 |  |
| Better staffing |  |  |  |  |  |  | <0.001 |
| Very likely | 451 (47%) | 80 (43%) | 116 (51%) | 132 (52%) | 34 (45%) | 89 (40%) |  |
| Somewhat likely | 274 (28%) | 70 (37%) | 63 (28%) | 68 (27%) | 25 (33%) | 48 (22%) |  |
| Not very likely | 147 (15%) | 28 (15%) | 36 (16%) | 39 (15%) | 12 (16%) | 32 (14%) |  |
| Not likely at all | 96 (9.9%) | 9 (4.8%) | 13 (5.7%) | 16 (6.3%) | 4 (5.3%) | 54 (24%) |  |
| Unknown | 87 | 9 | 6 | 2 | 0 | 70 |  |
| More respect from administration |  |  |  |  |  |  | <0.001 |
| Very likely | 391 (41%) | 79 (42%) | 120 (53%) | 89 (35%) | 26 (35%) | 77 (36%) |  |
| Somewhat likely | 263 (27%) | 67 (36%) | 54 (24%) | 73 (29%) | 19 (25%) | 50 (23%) |  |
| Not very likely | 186 (19%) | 28 (15%) | 38 (17%) | 60 (23%) | 19 (25%) | 41 (19%) |  |
| Not likely at all | 120 (12%) | 12 (6.5%) | 16 (7.0%) | 34 (13%) | 11 (15%) | 47 (22%) |  |
| Unknown | 95 | 10 | 6 | 1 | 0 | 78 |  |
| More opportunities for professiona development |  |  |  |  |  |  | <0.001 |
| Very likely | 442 (46%) | 85 (45%) | 123 (54%) | 123 (48%) | 31 (41%) | 80 (36%) |  |
| Somewhat likely | 300 (31%) | 66 (35%) | 66 (29%) | 68 (27%) | 28 (37%) | 72 (33%) |  |
| Not very likely | 141 (15%) | 28 (15%) | 26 (11%) | 43 (17%) | 14 (19%) | 30 (14%) |  |
| Not likely at all | 86 (8.9%) | 10 (5.3%) | 13 (5.7%) | 22 (8.6%) | 2 (2.7%) | 39 (18%) |  |
| Unknown | 86 | 7 | 6 | 1 | 0 | 72 |  |
| Better leadership |  |  |  |  |  |  | <0.001 |
| Very likely | 368 (39%) | 68 (37%) | 99 (43%) | 116 (45%) | 29 (39%) | 56 (27%) |  |
| Somewhat likely | 286 (30%) | 71 (38%) | 66 (29%) | 64 (25%) | 28 (37%) | 57 (27%) |  |
| Not very likely | 176 (18%) | 33 (18%) | 43 (19%) | 52 (20%) | 13 (17%) | 35 (17%) |  |
| Not likely at all | 125 (13%) | 14 (7.5%) | 20 (8.8%) | 24 (9.4%) | 5 (6.7%) | 62 (30%) |  |
| Unknown | 100 | 10 | 6 | 1 | 0 | 83 |  |
| More/better equipment and technology resources |  |  |  |  |  |  | <0.001 |
| Very likely | 315 (33%) | 64 (34%) | 75 (33%) | 85 (33%) | 17 (23%) | 74 (33%) |  |
| Somewhat likely | 312 (32%) | 64 (34%) | 73 (32%) | 78 (31%) | 31 (41%) | 66 (30%) |  |
| Not very likely | 212 (22%) | 44 (23%) | 55 (24%) | 61 (24%) | 23 (31%) | 29 (13%) |  |
| Not likely at all | 128 (13%) | 16 (8.5%) | 25 (11%) | 31 (12%) | 4 (5.3%) | 52 (24%) |  |
| Unknown | 88 | 8 | 6 | 2 | 0 | 72 |  |
| More meaningful recognition for my contribution |  |  |  |  |  |  | <0.001 |
| Very likely | 384 (40%) | 77 (41%) | 106 (46%) | 100 (39%) | 26 (35%) | 75 (34%) |  |
| Somewhat likely | 324 (34%) | 70 (37%) | 72 (32%) | 80 (31%) | 34 (45%) | 68 (31%) |  |
| Not very likely | 153 (16%) | 29 (16%) | 34 (15%) | 50 (20%) | 11 (15%) | 29 (13%) |  |
| Not likely at all | 105 (11%) | 11 (5.9%) | 16 (7.0%) | 26 (10%) | 4 (5.3%) | 48 (22%) |  |
| Unknown | 89 | 9 | 6 | 1 | 0 | 73 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

* **Combined Proportion - Very likely, Somewhat likely**

**Table** : How likely would each of the following be to influence you to reconsider your plans to leave your present position?

Combined proportion of: Very likely/ Somewhat likely

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| More flexible scheduling | 611 (63%) | 134 (73%) | 165 (72%) | 144 (56%) | 42 (56%) | 126 (57%) | <0.001 |
| Higher salary and benefits | 792 (81%) | 158 (83%) | 188 (82%) | 219 (86%) | 68 (91%) | 159 (69%) | <0.001 |
| More autonomy | 594 (62%) | 125 (68%) | 138 (61%) | 164 (64%) | 53 (71%) | 114 (53%) | 0.014 |
| More opportunities to influence decisions about patient care | 603 (63%) | 125 (67%) | 159 (70%) | 150 (59%) | 59 (79%) | 110 (52%) | <0.001 |
| More respect from unit management | 638 (66%) | 149 (80%) | 135 (59%) | 161 (63%) | 61 (81%) | 132 (60%) | <0.001 |
| Better staffing | 725 (75%) | 150 (80%) | 179 (79%) | 200 (78%) | 59 (79%) | 137 (61%) | <0.001 |
| More respect from administration | 654 (68%) | 146 (78%) | 174 (76%) | 162 (63%) | 45 (60%) | 127 (59%) | <0.001 |
| More opportunities for professiona development | 742 (77%) | 151 (80%) | 189 (83%) | 191 (75%) | 59 (79%) | 152 (69%) | 0.006 |
| Better leadership | 654 (68%) | 139 (75%) | 165 (72%) | 180 (70%) | 57 (76%) | 113 (54%) | <0.001 |
| More/better equipment and technology resources | 627 (65%) | 128 (68%) | 148 (65%) | 163 (64%) | 48 (64%) | 140 (63%) | 0.9 |
| More meaningful recognition for my contribution | 708 (73%) | 147 (79%) | 178 (78%) | 180 (70%) | 60 (80%) | 143 (65%) | 0.003 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Support of continuing education (CE) and specialty certification

**Table** : Support of continuing education (CE) and specialty certification

|  | Overall, N = 1,0551 | Cyprus, N = 1961 | Spain, N = 2341 | Croatia, N = 2571 | Poland, N = 751 | Romania, N = 2931 | p-value2 |
| --- | --- | --- | --- | --- | --- | --- | --- |
| To what degree does your organization support the continuing education of nurses? |  |  |  |  |  |  | <0.001 |
| Provides in house CE | 509 (49%) | 74 (39%) | 152 (65%) | 129 (50%) | 21 (28%) | 133 (49%) |  |
| Provides paid time off for CE | 157 (15%) | 67 (35%) | 12 (5.2%) | 37 (14%) | 14 (19%) | 27 (9.9%) |  |
| Provides time off without pay for CE | 58 (5.6%) | 14 (7.3%) | 19 (8.2%) | 10 (3.9%) | 5 (6.7%) | 10 (3.7%) |  |
| Pays CE registration fees | 58 (5.6%) | 6 (3.1%) | 9 (3.9%) | 22 (8.6%) | 1 (1.3%) | 20 (7.3%) |  |
| No support | 247 (24%) | 30 (16%) | 41 (18%) | 59 (23%) | 34 (45%) | 83 (30%) |  |
| Unknown | 26 | 5 | 1 | 0 | 0 | 20 |  |
| Does your organization support specialty nursing certification? (Either long or short term courses) | 467 (45%) | 122 (63%) | 95 (41%) | 103 (40%) | 36 (48%) | 111 (41%) | <0.001 |
| Unknown | 28 | 3 | 1 | 0 | 0 | 24 |  |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |