

Impact of Nurse Staffing on Nursing Outcomes

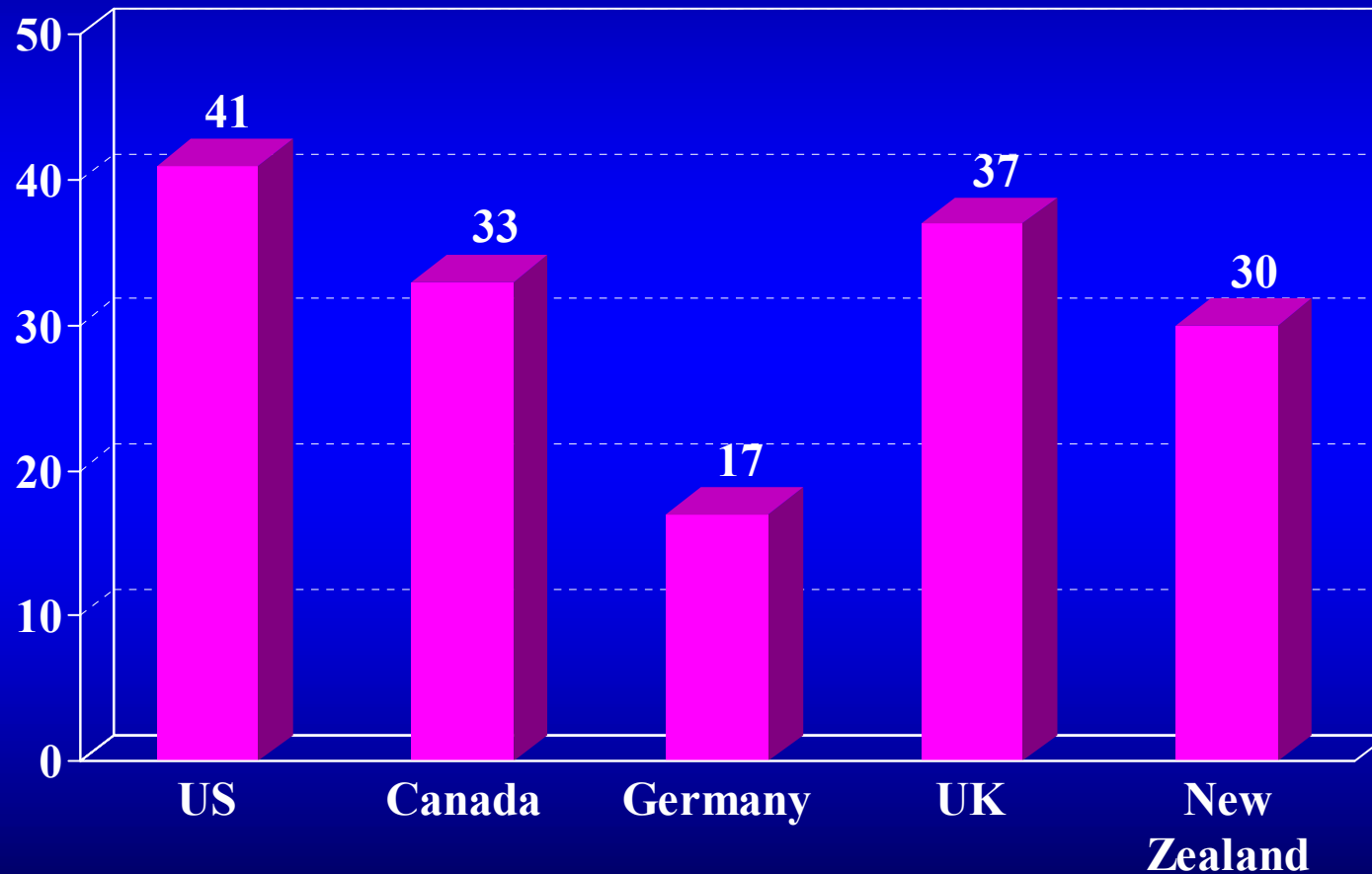
Nurse-to-Patient Ratios: Research and Reality

**Federal Reserve Bank of Boston
Massachusetts Health Policy Forum
March 30, 2005**

**Julie Sochalski, Ph.D. RN
School of Nursing
University of Pennsylvania**

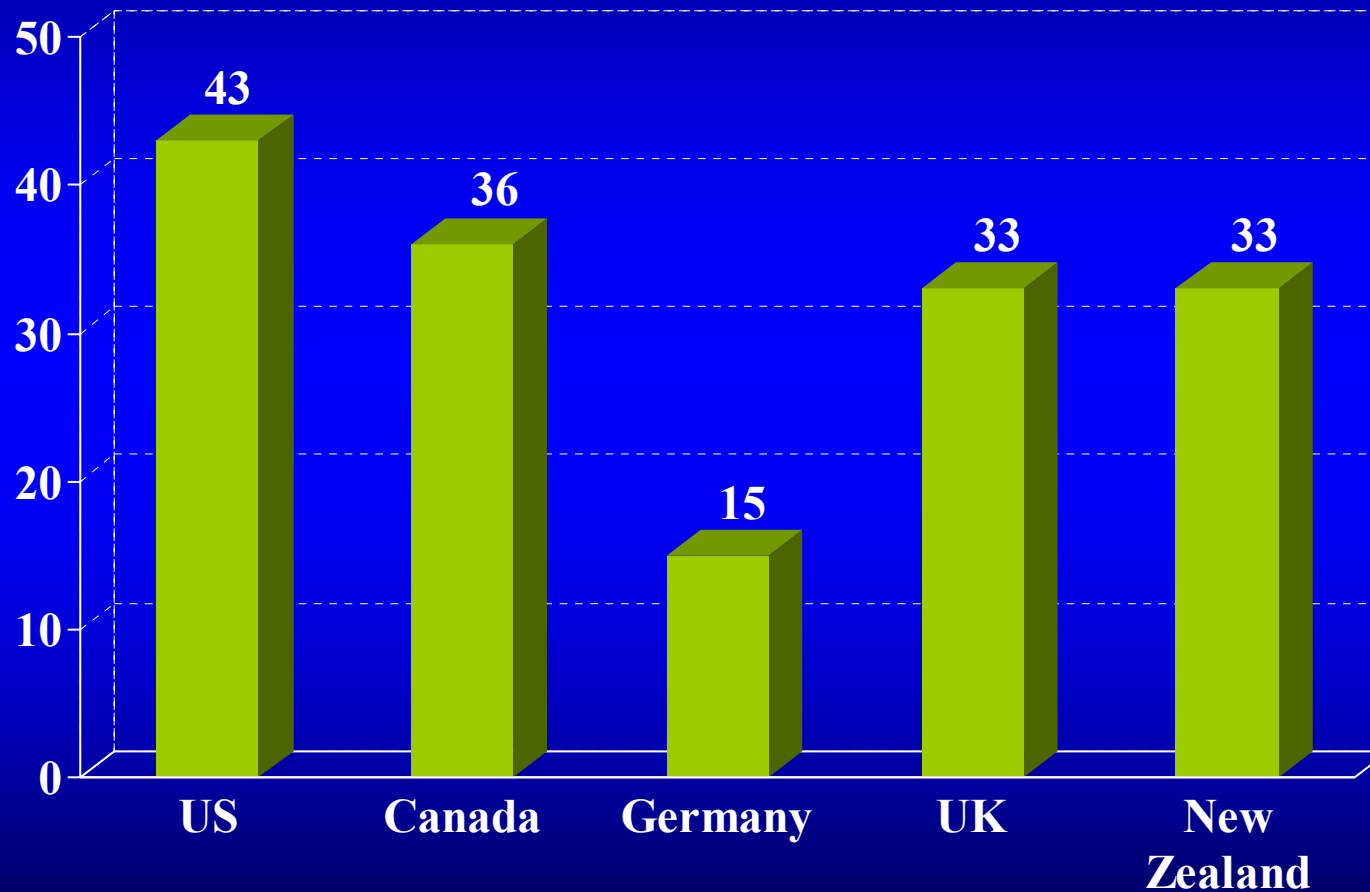


Percent of Hospital Nurses with High Job Dissatisfaction



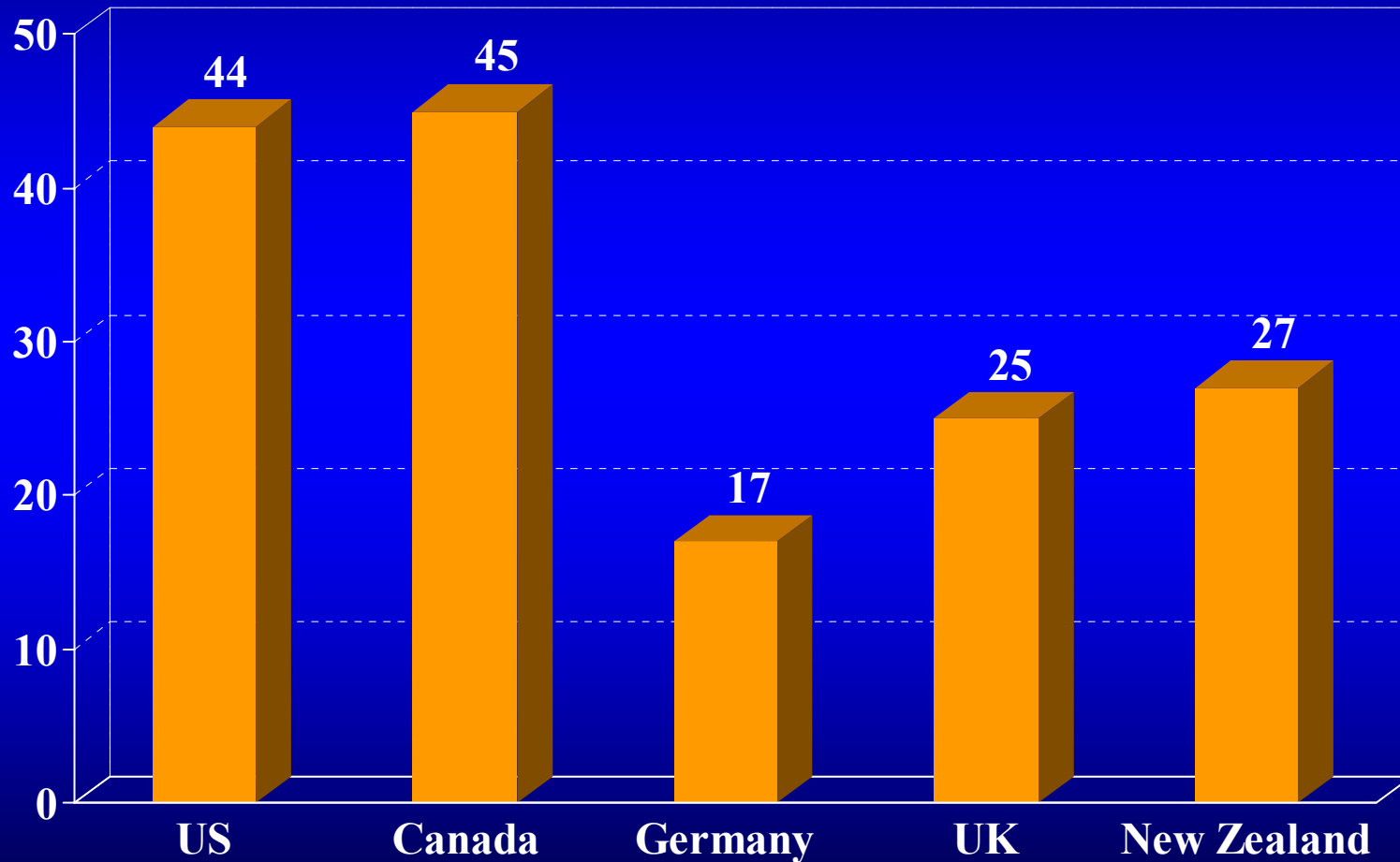
Source: Aiken LH, et al., *Health Affairs*, May-June, 2001.

Percent of Hospital Nurses with High Job-Related Burnout



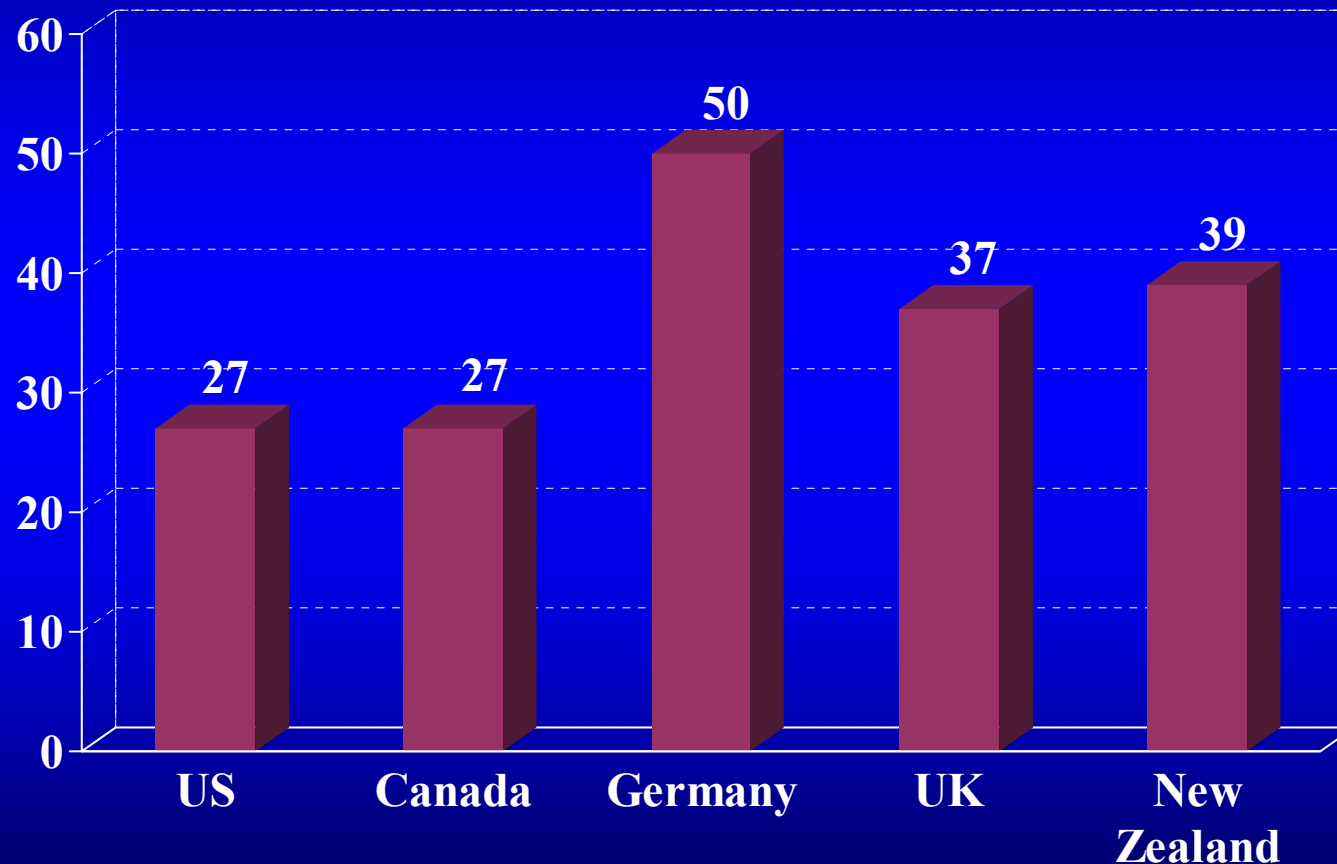
Source: Aiken LH, et al., *Health Affairs*, May-June, 2001.

Percent of of Nurses Reporting Patient Care in Their Hospital is Deteriorating



Source: Aiken LH, et al., *Health Affairs*, May-June, 2001.

Percent of Nurses Agreeing Management Will Resolve Patient Care Problems



Source: Aiken LH, et al., *Health Affairs*, May-June, 2001.

Relationship Between Nurse Staffing and Nurse Outcomes: Job Burnout

- **Nursing workload has significant impact on nurse outcomes in hospitals.**
- **Job burnout increased 23% for every additional patient that is added to the average nurse's workload.**
- ***Implications:* A nurse working in a hospital with an average patient-per-nurse ratio of 8:1 is more than twice as likely to show high job burnout than a nurse working in a hospital with a ratio of 4:1.**

Relationship Between Nurse Staffing and Nurse Outcomes: Job Satisfaction

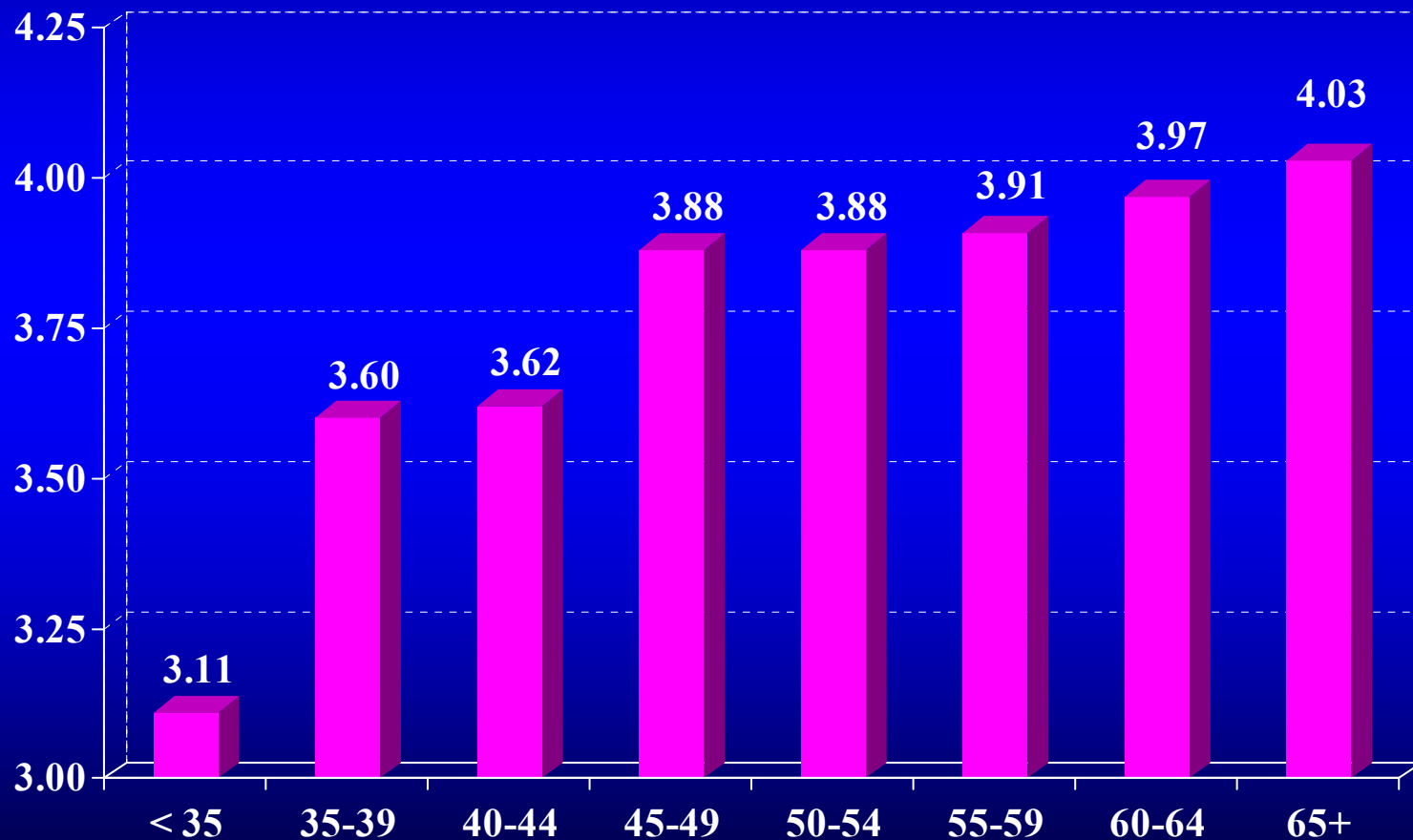
- Nursing workload had similar effects on nurse job satisfaction.
- Job dissatisfaction increased 15% for every additional patient that is added to the average nurse's workload.
- *Implications:* A nurse working in a hospital with an average patient-per-nurse ratio of 8:1 is 75% more likely to be dissatisfied than a nurse working in a hospital with a ratio of 4:1.

Relationship Between Nurse Staffing and Nurse Outcomes

- **Burnout and job satisfaction have effect on nursing turnover.**
- **43% of nurses reporting high levels of burnout and job dissatisfaction intend to leave their jobs in the next year, compared to 11% of those who are not burned out and are satisfied.**

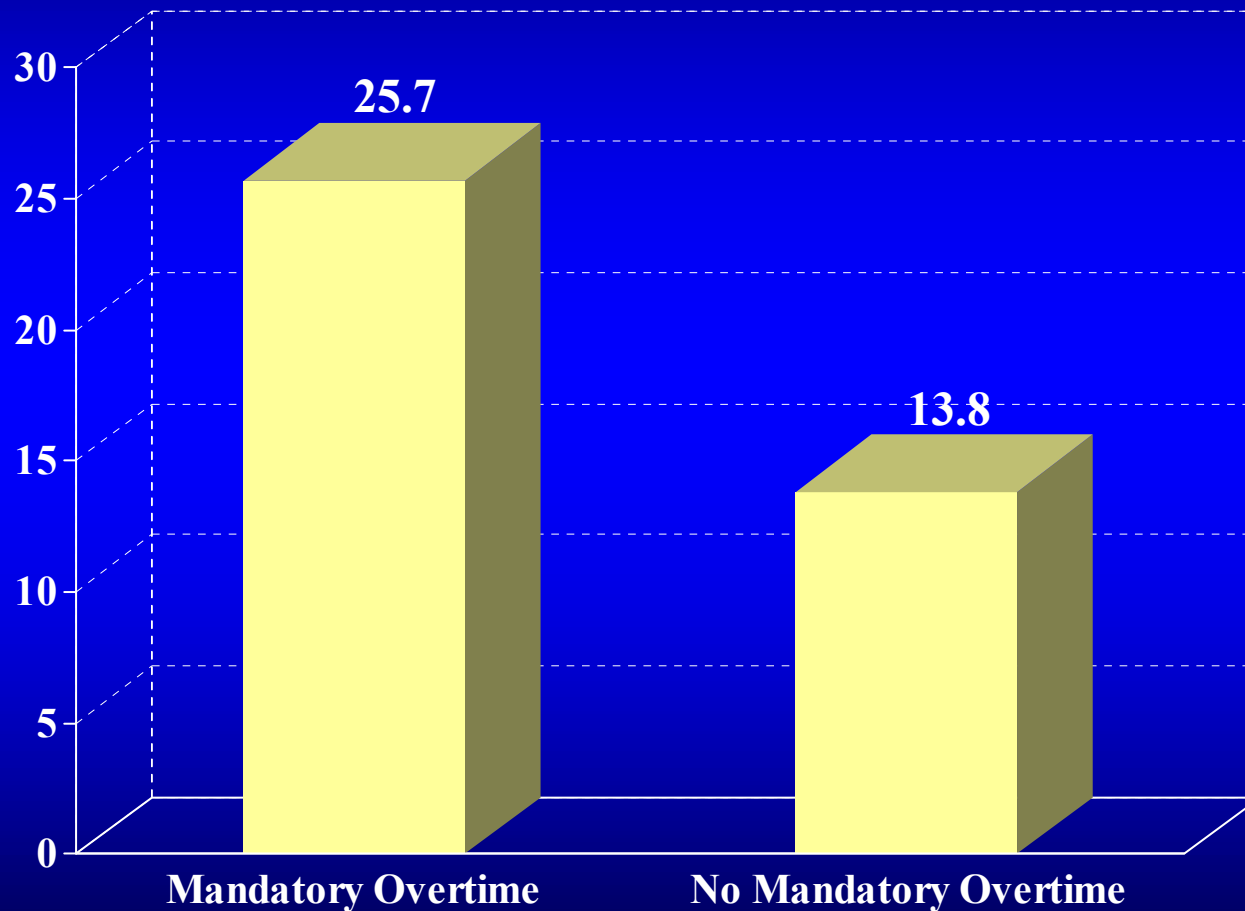
Frequency of “Great Stress” Reported by Hours worked per Week

Scale: “0” = never; “3” = 1-2x/wk; “5” = almost every day



Source: USNY State Education Dept., *Registered Nurses in New York State, 2002*, September, 2003.

Percent of RNs Reporting Job Dissatisfaction by Overtime Reports, 2002-03



Source: PA Dept. of Health, *White Paper: The Nurse Workforce in Pennsylvania*, June, 2004.