Impact of Nurse Staffing on Nursing Outcomes

Nurse-to-Patient Ratios: Research and Reality

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Percent of Hospital Nurses with High Job Dissatisfaction

- US: 41%
- Canada: 33%
- Germany: 17%
- UK: 37%
- New Zealand: 30%

Percent of Hospital Nurses with High Job-Related Burnout

Percent of Nurses Reporting Patient Care in Their Hospital is Deteriorating

<table>
<thead>
<tr>
<th>Country</th>
<th>Percent</th>
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<tbody>
<tr>
<td>US</td>
<td>44</td>
</tr>
<tr>
<td>Canada</td>
<td>45</td>
</tr>
<tr>
<td>Germany</td>
<td>17</td>
</tr>
<tr>
<td>UK</td>
<td>25</td>
</tr>
<tr>
<td>New Zealand</td>
<td>27</td>
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Percent of Nurses Agreeing Management Will Resolve Patient Care Problems

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.

Source: Aiken LH, et al., JAMA, October 23/30, 2002, pp. 1987-93
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

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

- Mandatory Overtime: 25.7%
- No Mandatory Overtime: 13.8%