2010 Survey of Registered Nurses

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School of Nursing
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Survey of RNs, 2010

- 10,000 active RNs
  - New survey format tested on 50% of sample
  - 62.2% response rate (highest since 1997)
- 1,000 inactive & lapsed RNs
  - 500 inactive (unexpired) – 66.4% response rate
  - 500 lapsed in 2009 – 42.6% response rate
- Mailed April 23, 2010 (2 weeks earlier than 2008)
  - Paper survey with online option
  - Data collection ended August 23, 2010
- All survey management conducted at UCSF
Evidence of the recession

• Employment rate is higher than in 2008
  – Rose from 86.9% to 87.4%

• Large increase in number of non-retired RNs looking for nursing work

• Higher employment of RNs age 50+
  – Lower employment of RNs under 40 years

• More nurses age 55+ do not plan to reduce hours or leave nursing
  – More nurses age 35 and under plan to increase hours

• Salaries have stabilized
17.3% of working nurses have more than one RN job.
Ages of working RNs

Average ages:
- 1990 – 42.9
- 1993 – 43.6
- 1997 – 44.6
- 2004 – 47.6
- 2006 – 47.1
- 2008 – 47.1
- 2010 – 46.3
Gender of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>94.6%</td>
<td>5.4%</td>
</tr>
<tr>
<td>1993</td>
<td>94.2%</td>
<td>5.8%</td>
</tr>
<tr>
<td>1997</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2004</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2006</td>
<td>89.5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2008</td>
<td>85.7%</td>
<td>14.4%</td>
</tr>
<tr>
<td>2010</td>
<td>89.3%</td>
<td>10.7%</td>
</tr>
</tbody>
</table>
Racial/ethnic mix of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Mixed/Other</th>
<th>Native Am.</th>
<th>Hispanic</th>
<th>Black</th>
<th>Asian / P.I.</th>
<th>Filipino</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>3.7%</td>
<td>4.5%</td>
<td>4.9%</td>
<td>7.5%</td>
<td>5.7%</td>
<td>7.5%</td>
<td>8.5%</td>
</tr>
<tr>
<td>1993</td>
<td>12.7%</td>
<td>5.1%</td>
<td>6.9%</td>
<td>7.1%</td>
<td>6.8%</td>
<td>8.6%</td>
<td>9.3%</td>
</tr>
<tr>
<td>1997</td>
<td>13.4%</td>
<td>15.9%</td>
<td>64.5%</td>
<td>18.2%</td>
<td>17.7%</td>
<td>18.0%</td>
<td>20.8%</td>
</tr>
<tr>
<td>2004</td>
<td>15.9%</td>
<td>64.5%</td>
<td>61.5%</td>
<td>62.0%</td>
<td>58.6%</td>
<td>53.8%</td>
<td></td>
</tr>
</tbody>
</table>
Diversity greater among younger RNs
Initial nursing education for working RNs

- Master's or Doctorate Degree
- Baccalaureate degree
- 30 unit program
- Associate degree
- Diploma program

23% are internationally-educated
Highest level of nursing education of working RNs
Job titles of RNs for primary positions

- Other
- Case manager/UR/QI
- Educator
- NP/CNM/CRNA
- Clinical nurse specialist
- Management/charge nurse
- Direct patient care/staff nurse

Yearly breakdown:

- 1990: 62.6%
- 1993: 59.5%
- 1997: 62.1%
- 2004: 53.3%
- 2006: 61.2%
- 2008: 58.5%
- 2010: 59.8%
Work settings of RNs for primary nursing position

- **Other**
- **Ambulatory care**
- **Public/community health agency**
- **Home health**
- **Skilled nursing**
- **Acute hospital**

Yearly percentages from 1990 to 2010:
- 1990: 67.9%
- 1993: 64.3%
- 1997: 60.2%
- 2004: 60.9%
- 2006: 62.7%
- 2008: 64.4%
- 2010: 63.9%
Use of information technology in primary nursing job

<table>
<thead>
<tr>
<th>Service</th>
<th>2008</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electronic patient records</td>
<td>59.6%</td>
<td>26.5%</td>
</tr>
<tr>
<td>Electronic nurse charting</td>
<td>56.9%</td>
<td>20.1%</td>
</tr>
<tr>
<td>Electronic radiology reports</td>
<td>54.6%</td>
<td></td>
</tr>
<tr>
<td>Electronic care plans</td>
<td>50.6%</td>
<td></td>
</tr>
<tr>
<td>Electronic lab reports</td>
<td>63.0%</td>
<td></td>
</tr>
<tr>
<td>Computerized physician orders</td>
<td>33.9%</td>
<td></td>
</tr>
<tr>
<td>Scanning for supplies</td>
<td>49.6%</td>
<td></td>
</tr>
<tr>
<td>Computerized med distribution</td>
<td>54.1%</td>
<td></td>
</tr>
<tr>
<td>Barcode scanning for medications</td>
<td>37.9%</td>
<td></td>
</tr>
<tr>
<td>Electronic med admin record</td>
<td>29.6%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>8.7%</td>
<td></td>
</tr>
<tr>
<td>None</td>
<td>15.0%</td>
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</tr>
</tbody>
</table>

2006: 26.5% had problems with systems
2010: 20.1% had problems with systems
## Temporary agency employment of California-resident RNs

<table>
<thead>
<tr>
<th>Reason</th>
<th>2006</th>
<th>2008</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>% temp/travel</td>
<td>4.6%</td>
<td>4.1%</td>
<td>3.9%</td>
</tr>
<tr>
<td><strong>Reasons why...</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wages</td>
<td>59.5%</td>
<td>58.6%</td>
<td>28.0%</td>
</tr>
<tr>
<td>Control schedule</td>
<td>57.2%</td>
<td>56.9%</td>
<td>52.6%</td>
</tr>
<tr>
<td>Supplement income</td>
<td>36.6%</td>
<td>42.6%</td>
<td>46.2%</td>
</tr>
<tr>
<td>Control work conditions</td>
<td>26.1%</td>
<td>24.2%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Waiting for position</td>
<td>12.8%</td>
<td>16.1%</td>
<td>16.5%</td>
</tr>
<tr>
<td>Unable to find job/ insufficient hours</td>
<td></td>
<td></td>
<td>13.8%</td>
</tr>
<tr>
<td>Other</td>
<td>16.1%</td>
<td>12.9%</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
Average income from all nursing positions

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>$31,504</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1993</td>
<td></td>
<td>$42,163</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1997</td>
<td></td>
<td></td>
<td>$45,073</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td></td>
<td></td>
<td></td>
<td>$59,937</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$73,542</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$81,428</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$82,134</td>
</tr>
</tbody>
</table>
Highest job satisfaction ratings

- Interactions with patients
- Feeling that work is meaningful
- Job overall
- Team work between coworkers
- Work schedule

Lowest job satisfaction ratings

- Amount of paperwork required
- Involvement in policy and management decisions
- Leadership from administration
- Non-nursing tasks required
- Recognition for a job well done

Recognition was not in bottom 5 in 2008.
Largest improvements in job satisfaction, 2004-2010

- Adequacy of RN staffing
- Benefits
- Adequacy of clerical support
- Paperwork required
- Nursing profession overall
- Salary
- Physical work environment
- Job overall
- Time available for patient education
- Non-nursing tasks
Changes in employment in past year

- 29% report a change in past year
- Most common:
  - Decreased hours 26.3%
  - New position with same employer 20.6%
  - Increased hours 19.9%
  - New position with new employer 16.7%
Reasons for employment changes

• Key reasons for decreased hours:
  – Wanted more convenient hours
  – Salary
  – Family

• Key reasons for increased hours
  – Change in financial status
  – Salary
  – Family
  – Wanted more convenient hours

• Key reasons for new RN position
  – Salary
  – Change in financial status
  – Promotion
  – Family
Plans for next five years for working RNs

- Plan to leave nursing/retire
- Plan to increase hours of nursing work
- Plan to reduce hours of nursing work
- Plan to work approximately as much as now
## Changes in plans…

<table>
<thead>
<tr>
<th></th>
<th>Under 35</th>
<th></th>
<th>55-64 years</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2008</td>
<td>2010</td>
<td>2008</td>
<td>2010</td>
</tr>
<tr>
<td>Work as much as now</td>
<td>54.8%</td>
<td>60.0%</td>
<td>41.2%</td>
<td>49.3%</td>
</tr>
<tr>
<td>Reduce hours</td>
<td>21.1%</td>
<td>12.6%</td>
<td>20.8%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Increase hours</td>
<td>19.3%</td>
<td>25.5%</td>
<td>2.3%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Leave nursing</td>
<td>4.7%</td>
<td>1.8%</td>
<td>35.8%</td>
<td>28.2%</td>
</tr>
</tbody>
</table>
Employment of active RNs who reside outside California

- 2008:
  - Other: 19.5%
  - Border state commuter: 15.7%
  - Telenursing with CA employer: 59.3%
  - Telenursing with California clients: 16.3%
  - Worked in CA for a temp agency: 11.4%
  - Worked in CA, but moved out of state: 0%
  - Did not work in CA: 0%

- 2010:
  - Other: 16.3%
  - Border state commuter: 11.4%
  - Telenursing with CA employer: 64.4%
  - Telenursing with California clients: 0%
  - Worked in CA for a temp agency: 0%
  - Worked in CA, but moved out of state: 0%
  - Did not work in CA: 0%
Employment status of active RNs who do not have a nursing job

- Working outside nursing
- Not working outside nursing

<table>
<thead>
<tr>
<th>Year</th>
<th>Working outside nursing</th>
<th>Not working outside nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>22.7%</td>
<td>77.3%</td>
</tr>
<tr>
<td>2006</td>
<td>33.9%</td>
<td>66.1%</td>
</tr>
<tr>
<td>2008</td>
<td>25.4%</td>
<td>74.6%</td>
</tr>
<tr>
<td>2010</td>
<td>26.9%</td>
<td>73.1%</td>
</tr>
</tbody>
</table>
## Reasons for not having RN job

<table>
<thead>
<tr>
<th>Reason</th>
<th>2008</th>
<th>2010</th>
<th>Under 55 years</th>
<th>55 years and older</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>32.4%</td>
<td>34.9%</td>
<td>6.0%</td>
<td>54.3%</td>
</tr>
<tr>
<td>Childcare responsibilities</td>
<td>25.8%</td>
<td>21.9%</td>
<td>37.2%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Other family responsibilities</td>
<td>33.8%</td>
<td>29.7%</td>
<td>34.2%</td>
<td>26.6%</td>
</tr>
<tr>
<td>Stress on the job</td>
<td>47.5%</td>
<td>35.7%</td>
<td>33.9%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Salary</td>
<td>27.8%</td>
<td>20.1%</td>
<td>23.8%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Inconvenient schedules in nursing jobs</td>
<td>26.9%</td>
<td>19.9%</td>
<td>25.7%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Difficult to find a nursing position</td>
<td>8.1%</td>
<td>19.3%</td>
<td>33.4%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Laid Off</td>
<td>*</td>
<td>15.7%</td>
<td>20.9%</td>
<td>12.2%</td>
</tr>
</tbody>
</table>
Intentions of non-retired RNs not working in nursing

- Year 2004:
  - Currently seeking work: 5.5%
  - Plan to return: 20.4%
  - May return: 38.4%
  - Definitely will not return: 35.6%

- Year 2006:
  - Currently seeking work: 5.7%
  - Plan to return: 33.0%
  - May return: 41.6%
  - Definitely will not return: 19.7%

- Year 2008:
  - Currently seeking work: 7.6%
  - Plan to return: 34.7%
  - May return: 40.2%
  - Definitely will not return: 17.5%

- Year 2010:
  - Currently seeking work: 32.8%
  - Plan to return: 21.3%
  - May return: 35.7%
  - Definitely will not return: 10.2%
Important factors in the decision to return to nursing for active RNs who are undecided about their plans

- Flexible work hours (80.6%)
- Better support from nursing management (67.1%)
- Availability of re-entry programs/mentoring (67%)
- Adequate support staff (65%)
- Better nurse-to-patient ratios (61.8%)
- Better retirement benefits (53.6%)
- Higher nursing salary (53.2%)
- More support from other nurses (51.5%)
Reasons for lapsed and inactive licenses

- Inactive RNs
  - No plan to work as RN: 49.9%
  - Moved from CA: 26.6%
  - Other: 14.6%
  - Retired: 3.3%

- Lapsed RNs
  - No plan to work in CA: 41.2%
  - Moved from CA: 28.3%
  - Other: 14.7%
  - Retired: 16.7%
Future plans for RNs with inactive or lapsed licenses

- **Retired/will not return**
- **Undecided**
- **Plan to return**
- **Currently seeking work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Inactive 2006</th>
<th>Inactive 2008</th>
<th>Inactive 2010</th>
<th>Lapsed 2006</th>
<th>Lapsed 2008</th>
<th>Lapsed 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>65.0%</td>
<td>68.1%</td>
<td>85.5%</td>
<td>35.6%</td>
<td>64.1%</td>
<td>73.2%</td>
</tr>
<tr>
<td>2008</td>
<td>24.7%</td>
<td>22.4%</td>
<td>25.5%</td>
<td>5.0%</td>
<td>22.3%</td>
<td>14.8%</td>
</tr>
<tr>
<td>2010</td>
<td>10.3%</td>
<td>9.5%</td>
<td>9.1%</td>
<td>6.7%</td>
<td>11.5%</td>
<td>12.3%</td>
</tr>
</tbody>
</table>
## Important factors in the decision to return to nursing for inactive/lapsed RNs who are undecided

<table>
<thead>
<tr>
<th>Inactive RNs</th>
<th>Lapsed RNs</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Flexible work hours (71.3%)</td>
<td>• Re-entry programs/mentoring (90.4%)</td>
</tr>
<tr>
<td>• Adequate support staff (66.7%)</td>
<td>• Adequate support staff (88.1%)</td>
</tr>
<tr>
<td>• Better nurse-to-patient ratios (65.8%)</td>
<td>• Better nurse-to-patient ratios (77.9%)</td>
</tr>
<tr>
<td>• Re-entry programs/mentoring (60.3%)</td>
<td>• Flexible work hours (77.8%)</td>
</tr>
<tr>
<td>• Better support from nursing management (59%)</td>
<td>• More support from other RNs (59.9%)</td>
</tr>
<tr>
<td>• More support from other RNs (58.7%)</td>
<td>• Higher salary (56.9%)</td>
</tr>
</tbody>
</table>
Summary of key findings

• Employment rate rose between 2008 and 2010, especially for older RNs, and dropped for younger RNs
• Fewer nurses plan to retire soon
• More nurses want to increase hours of work
• Employment settings have been relatively stable
• Salaries have stabilized
• Job satisfaction continues to rise
• Diversity of nursing workforce is increasing
• More than half of RNs had post-secondary education before pursuing RN education
• More than half of RNs have a BSN or higher degree