

EU Policy dialogues
Leuven, April 2010



RN4CAST

Nurse Forecasting: Human Resources Planning in Nursing

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*Funded by the Seventh Framework Programme
of the European Commission*

STARTING POINT

- ❑ Joint effects of nurse staffing and various nursing practice environment elements on patient and nurse outcomes (Aiken, 2002, 2003;...)
- ❑ Inaccurate and unreliable workforce planning (O'Brien-Pallas; 2005; Antonazzo, 2005;...)

OBJECTIVE

To refine current forecasting models for manpowerplanning of the nursing workforce with new elements:

1. (perception of) various aspects of the nursing work environment
2. Impact of nurse deployment on recrutement, retention and productivity of nurses and on patient outcomes

RESULTS

Job dissatisfaction

How satisfied are you with your current job in this hospital?

Very unsatisfied	2.8%
Unsatisfied	18.7%
Satisfied	69.7%
Very satisfied	9.8%

Intention to leave

If possible, would you leave your current hospital within the next year as a result of job dissatisfaction?

29.5% of the Belgian nurses say they would leave their current hospital within the next year as a result of job dissatisfaction

- Nursing
 - ...in another hospital 40%
 - ...not in a hospital 27.9%
- Unclear 2.4%
- Non-nursing 29.7%

RESULTS

Job dissatisfaction

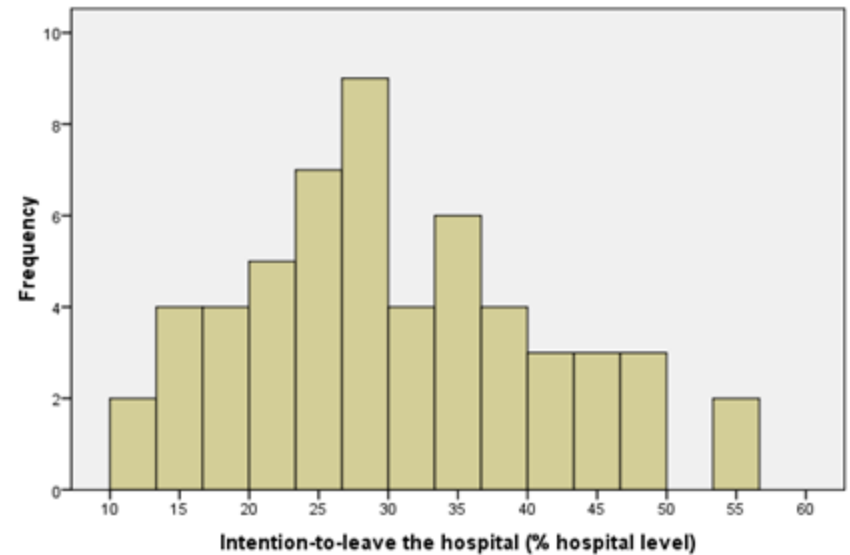
Variation between hospitals



Min	10th Pctl	25th Pctl	50th Pctl	75th Pctl	90th Pctl	Max
3.2	7.4	13.3	17.3	30.4	44.1	68.2

Intention to leave

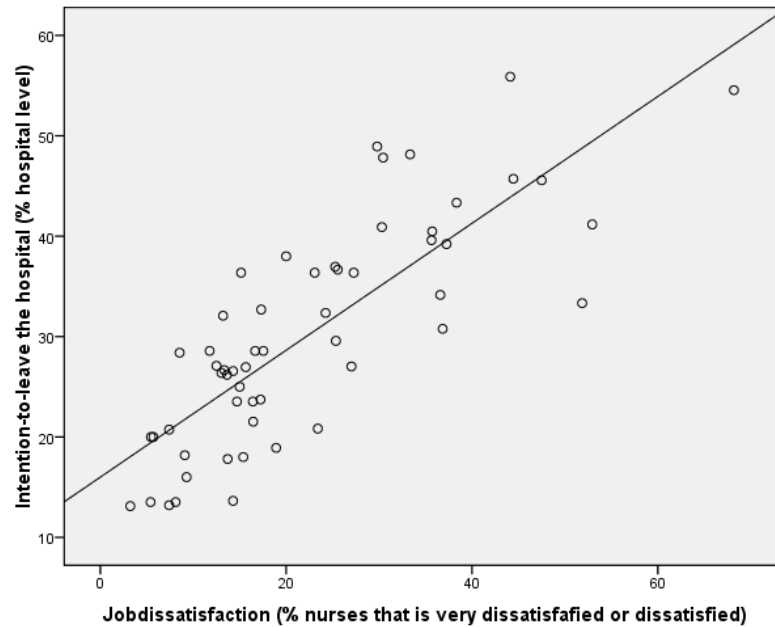
Variation between hospitals



Min	10th Pctl	25th Pctl	50th Pctl	75th Pctl	90th Pctl	Max
13	16.0	21.2	28.6	37.5	45.7	55.9

RESULTS

Correlation between job dissatisfaction and intention to leave at the hospital level



$r=0.81$

	Intention-to-leave	Job dissatisfactie	EE	DP	PA
Intention-to-leave the hospital	1				
Job dissatisfactie	0.81	1			
Emotional exhaustion	0.79	0.84	1		
Depersonalisation	0.68	0.77	0.88	1	
Personal accomplishment	-0.49	-0.65	-0.74	-0.74	1

RESULTS

Top 4

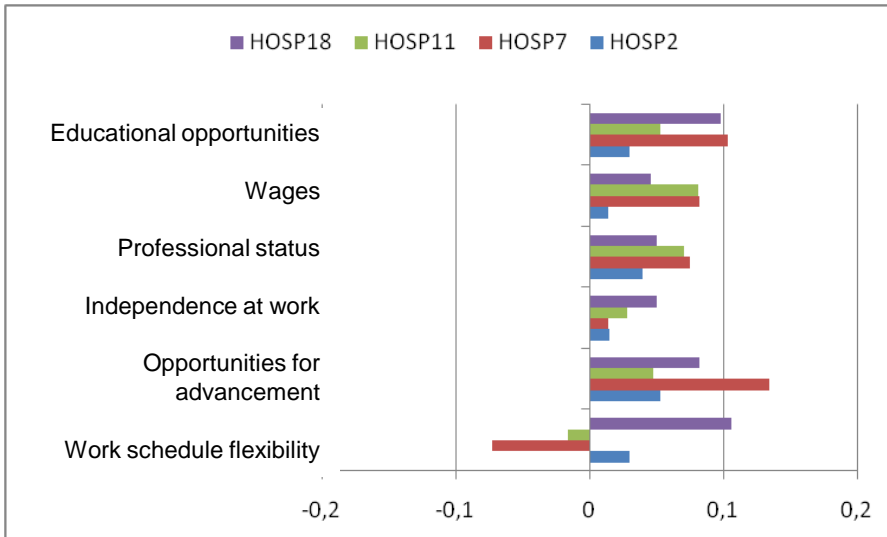
Hospital	Intention-to-leave	Job dissatisfaction
HOS 2	13.11 %	3.23 %
HOS 7	13.51 %	5.41 %
HOS 11	13.21 %	7.41 %
HOS 18	13.51 %	8.11 %

Bottom 4

Hospital	Intention-to-leave	Job dissatisfaction
HOS 45	45.57 %	47.50 %
HOS 47	41.18 %	52.94 %
HOS 53	55.88 %	44.12 %
HOS 37	54.55 %	68.18 %

RESULTS

Top 4



Bottom 4

