

Global Evidence in Support of Improved Nursing Care Environments

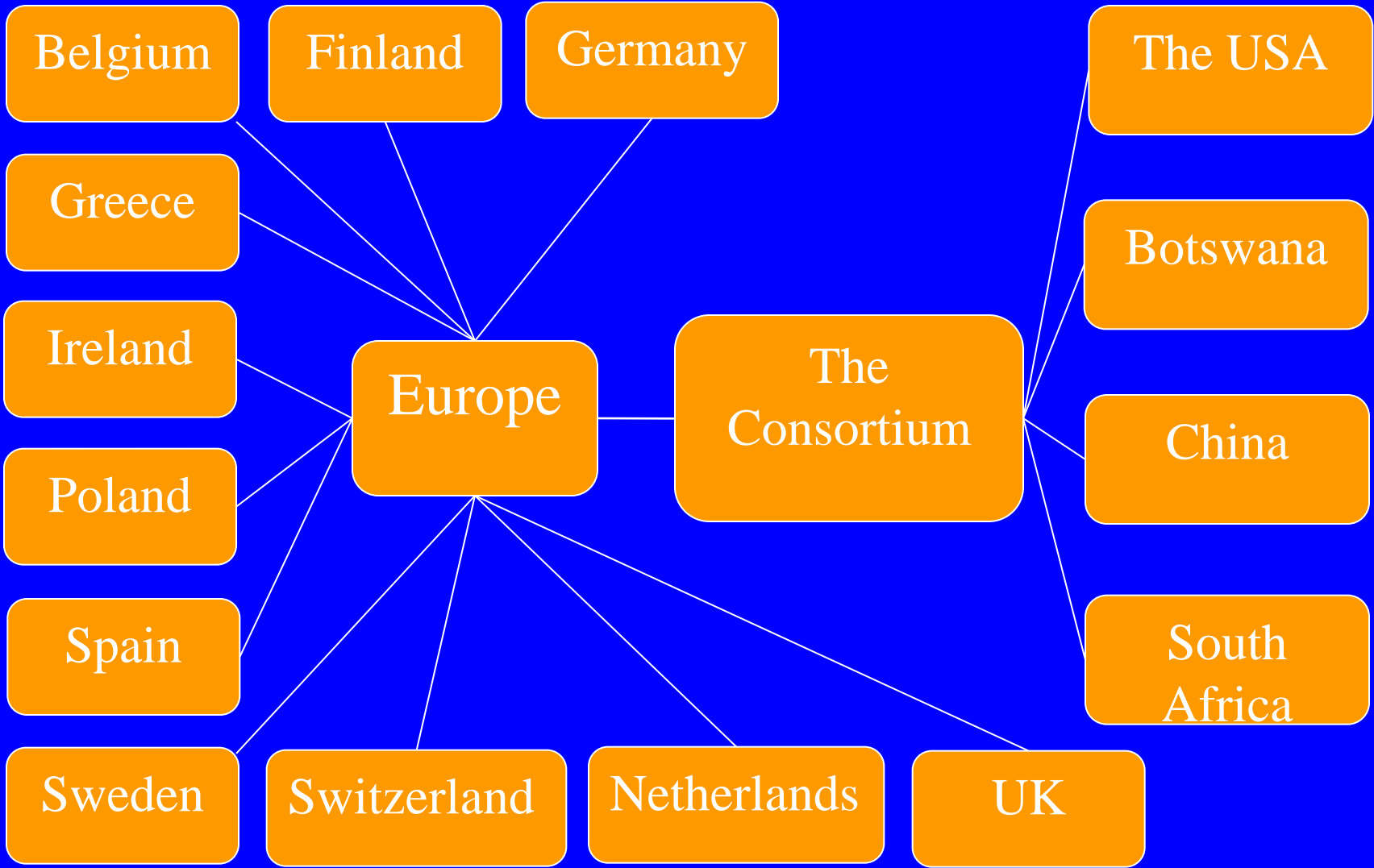
Linda Aiken, UPenn, USA, & RN4CAST



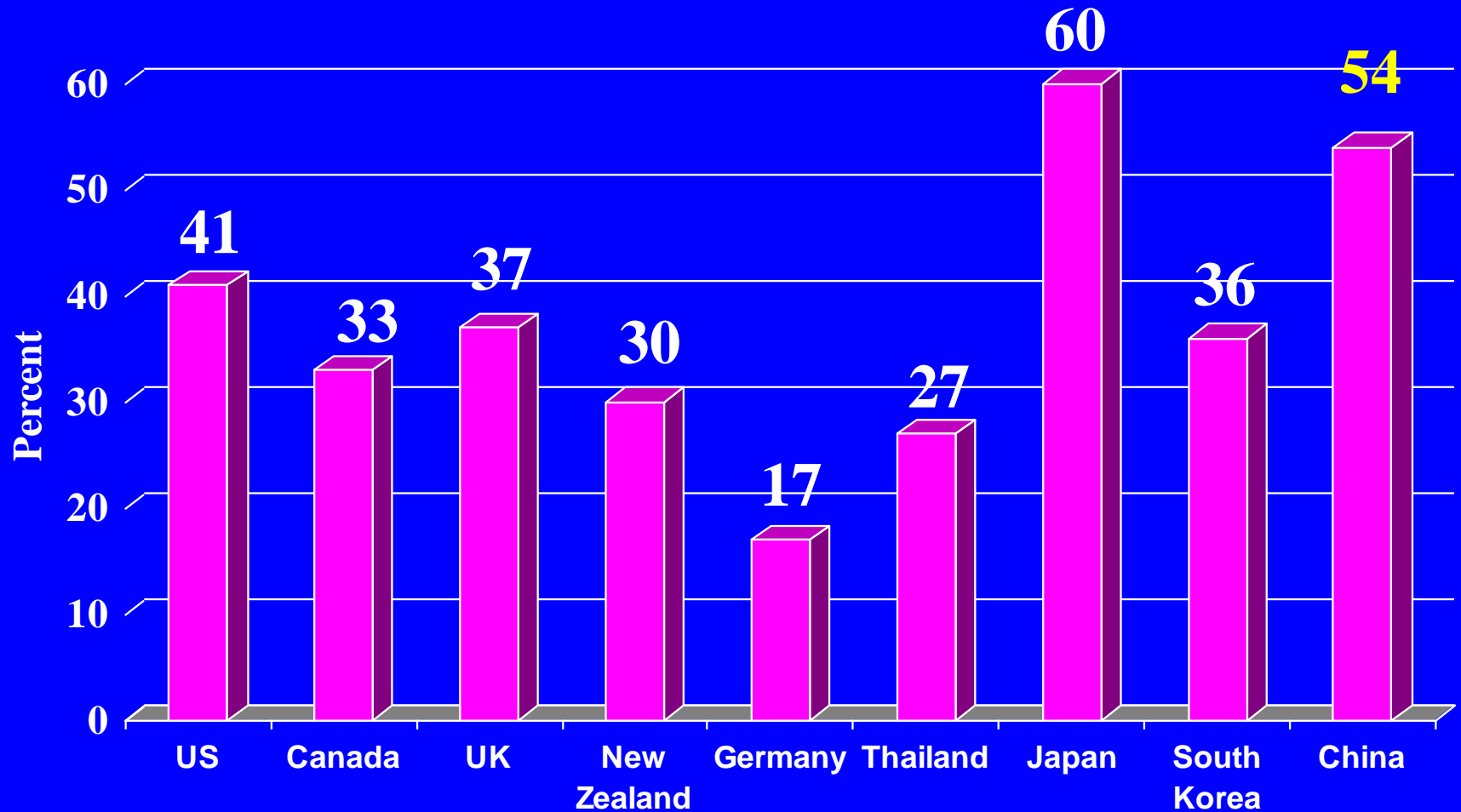
The Registered Nurse Forecasting (**RN4CAST**) project aims to:

- 1. Investigate the effects of nursing work environment and nursing staff deployment on nurse recruitment, retention, and productivity and patient outcomes;
- 2. Generate new approaches to more effective management of nursing resources by improving the accuracy and reliability of forecasting models.

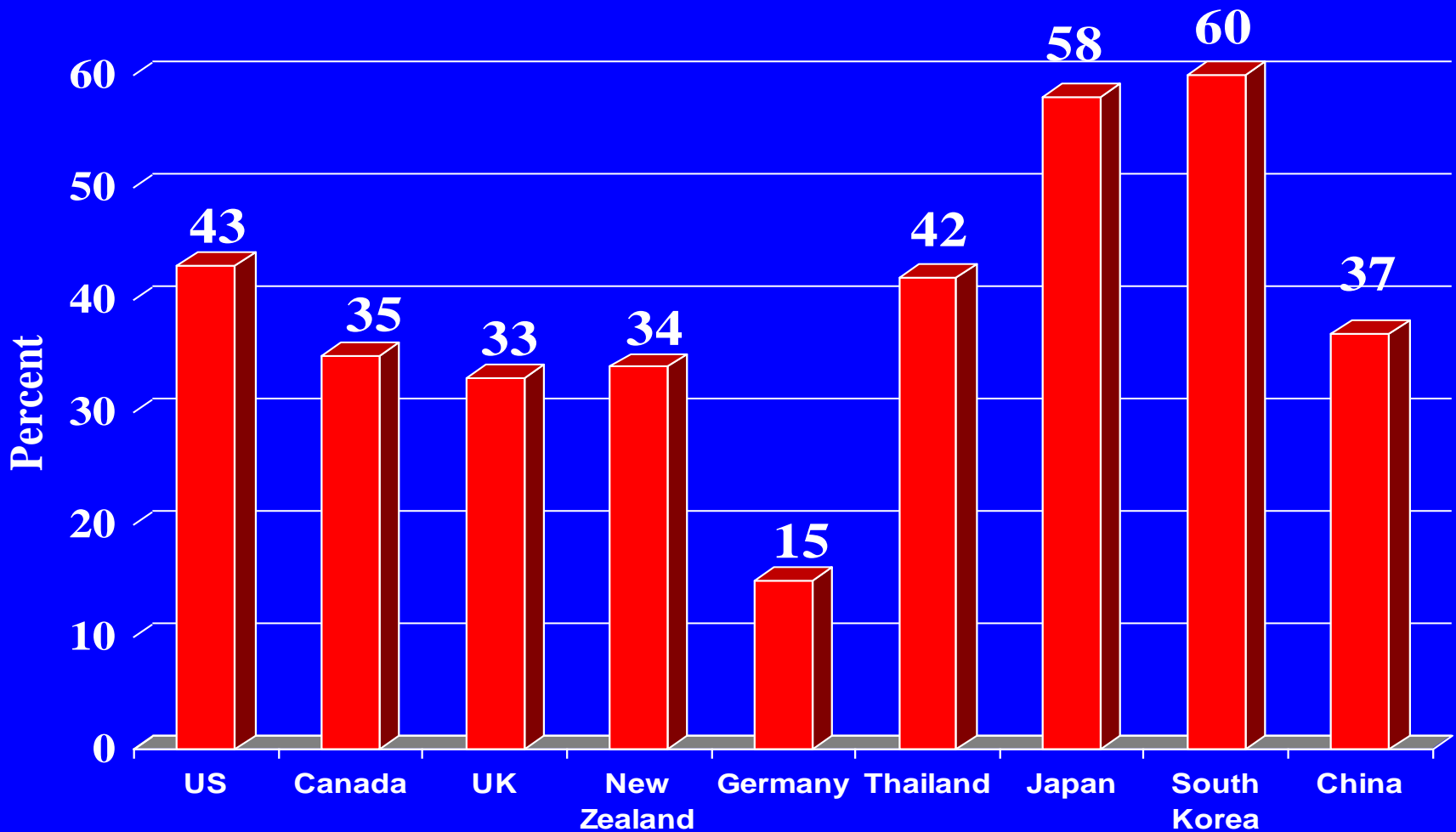
<http://www.rn4cast.eu/>



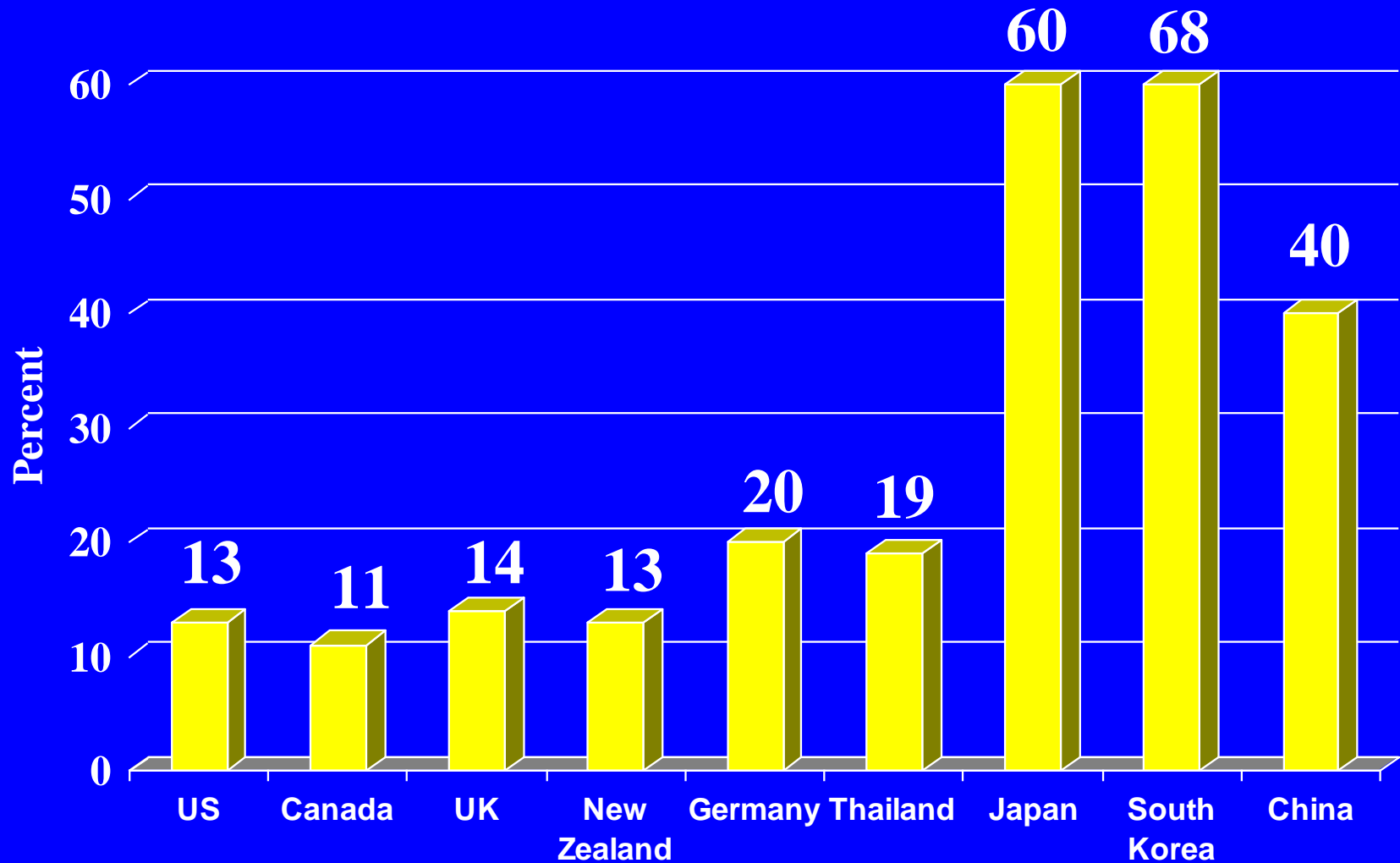
% Nurses Dissatisfied with Job



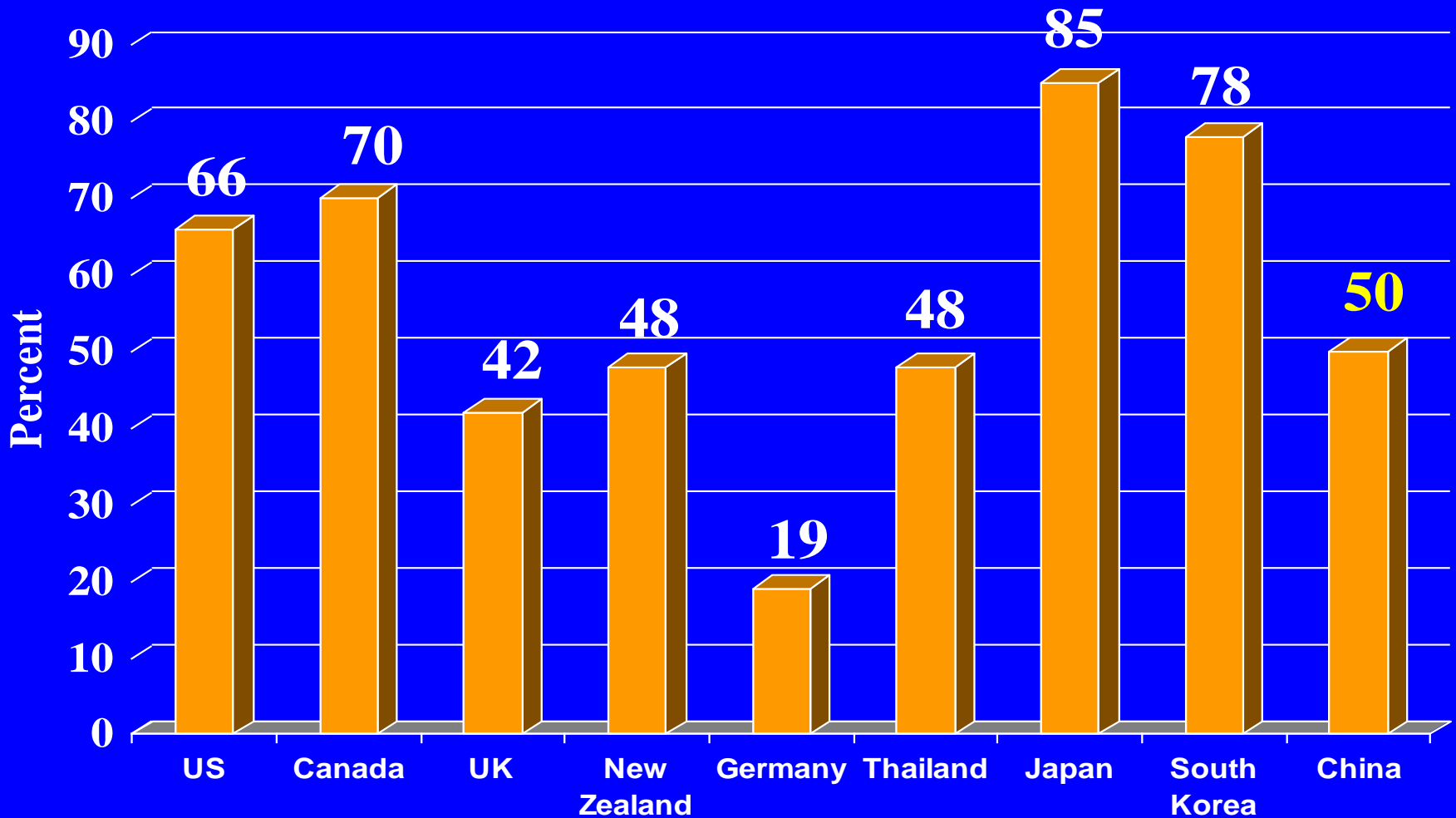
% Nurses with High Job-related Burnout



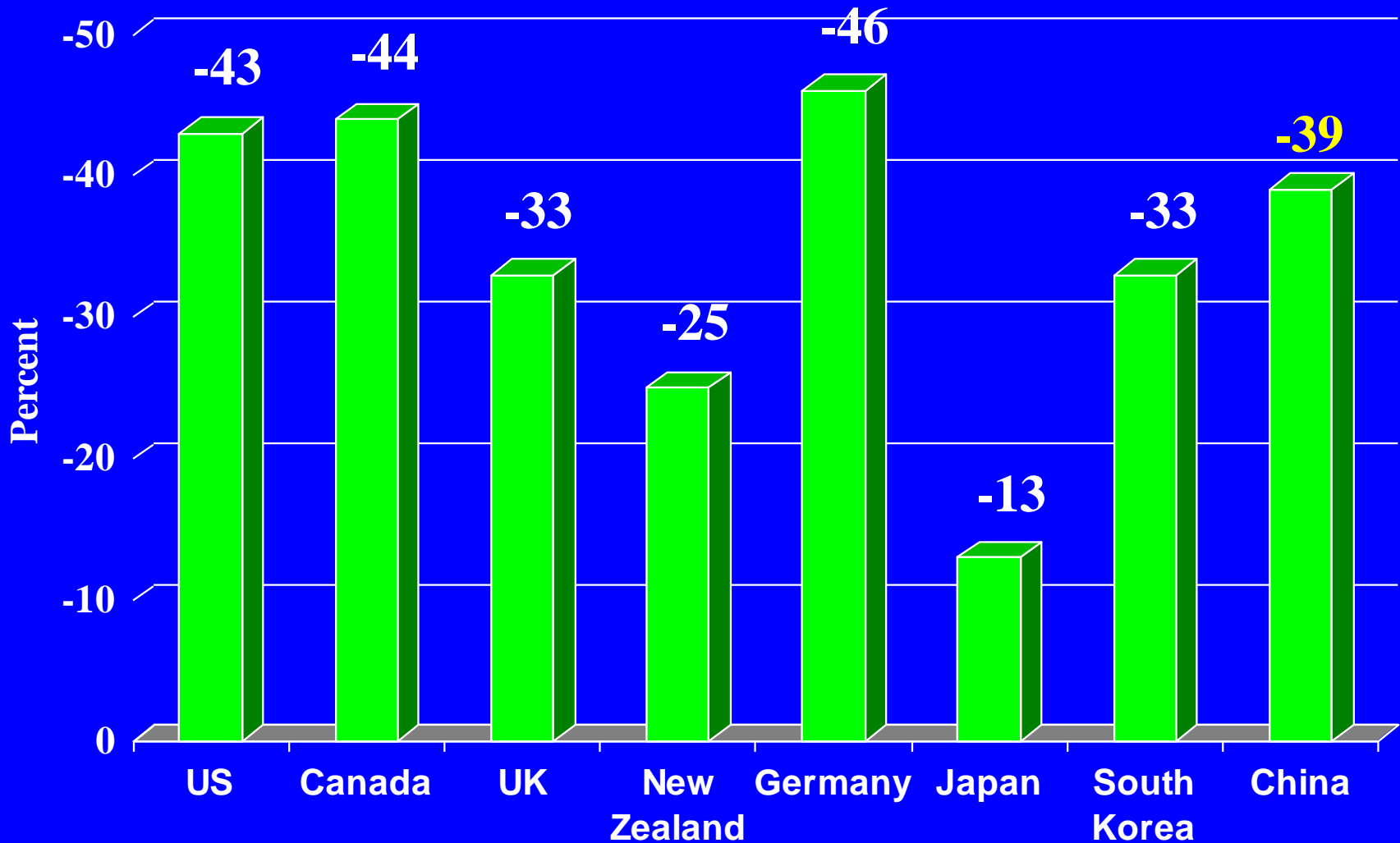
Nurse-rated Unit Quality of Care: Fair/Poor



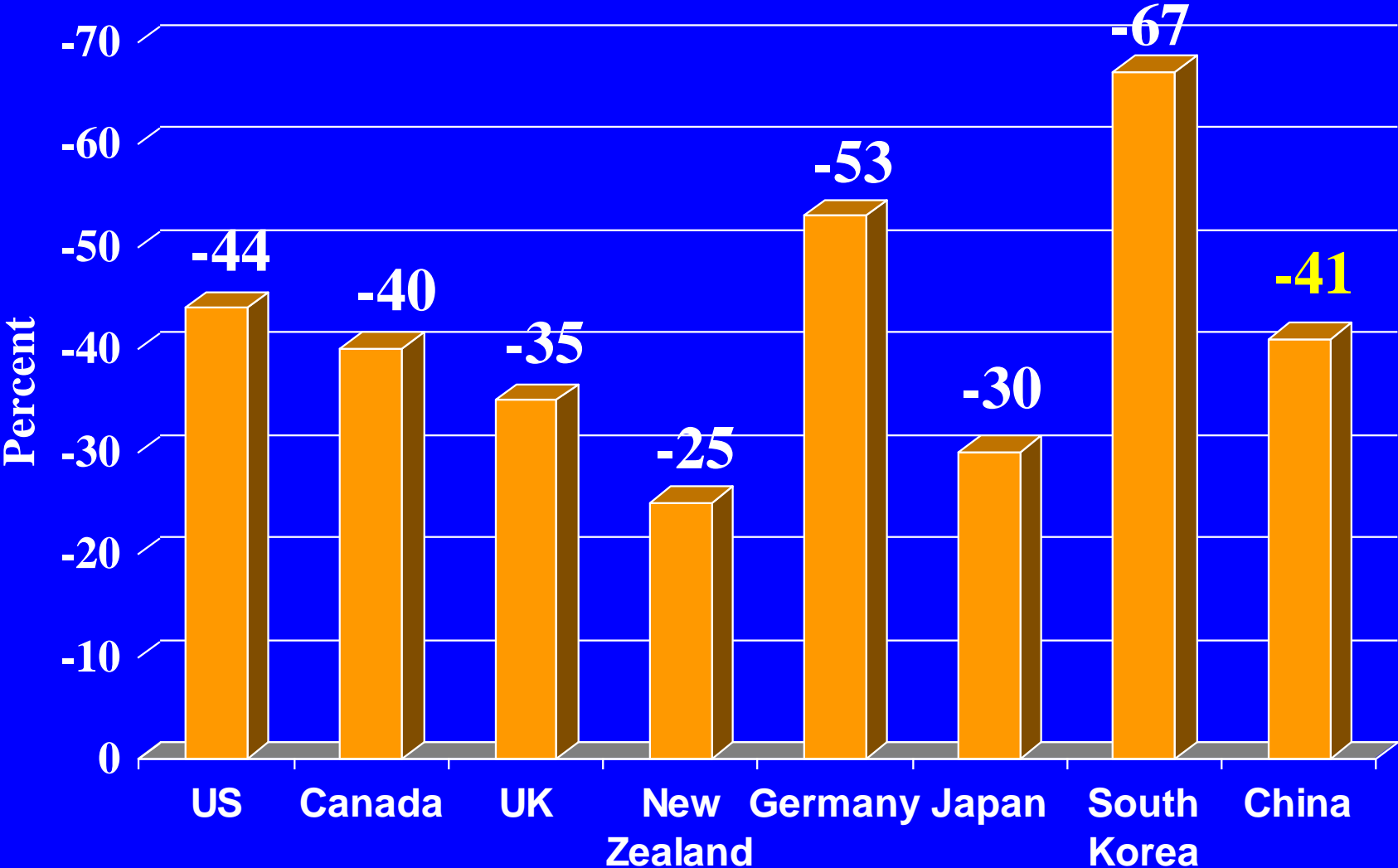
Nurses Not Confident That Patients Are Ready for Discharge



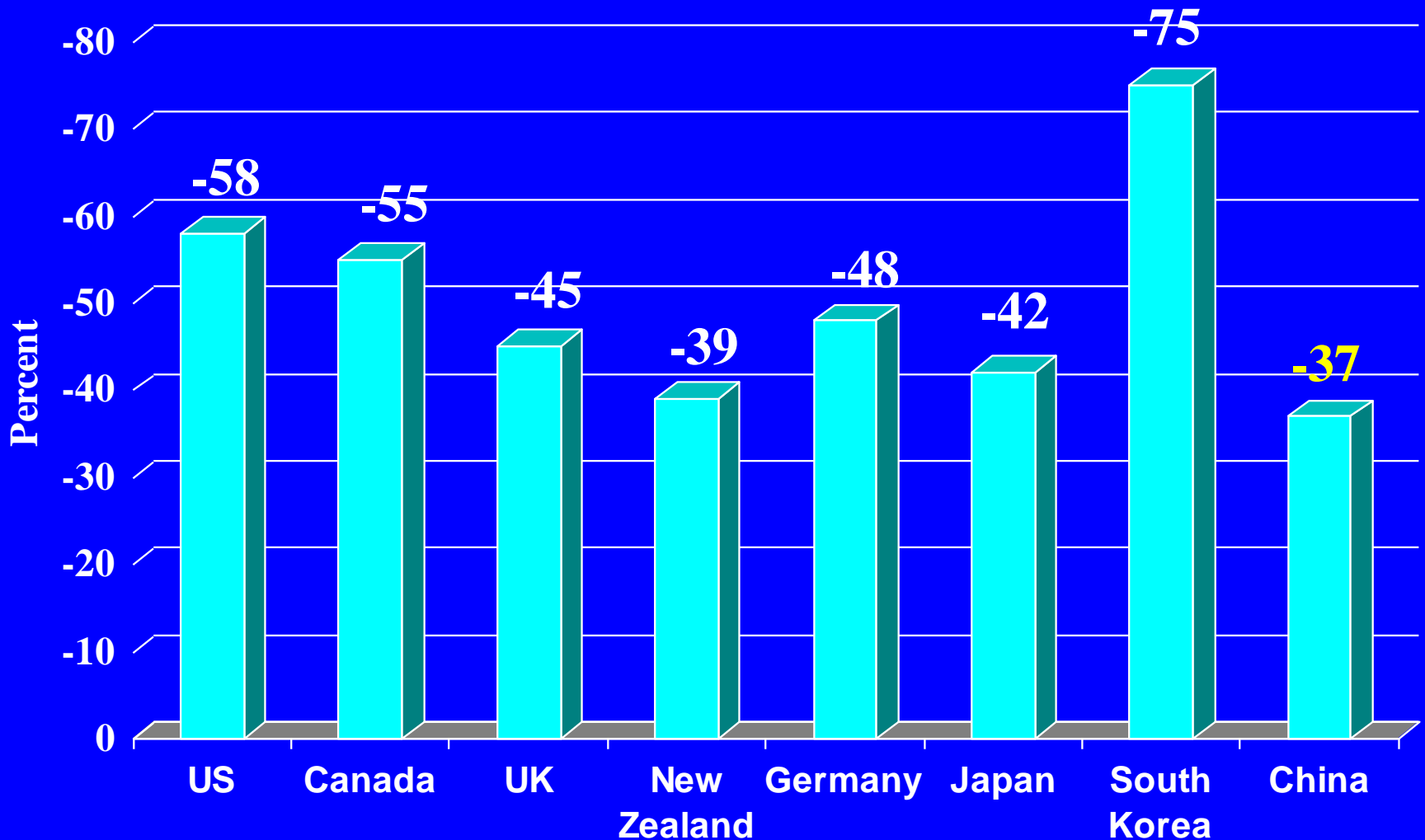
Decreases in Nurse Burnout in Better vs. Poor Hospital Working Environment



Decreases in Low Job Satisfaction in Better vs. Poor Hospital Working Environment



Decreases in Low Unit Quality in Better vs. Poor Hospital Working Environment



Nursing is a Global Community

- Challenges nurses face are very similar across countries despite differences in resources and national system design.
- Are the solutions to nursing shortages and poor quality of care also common across countries?