

RN4CAST: Evidence for Improving Nurse Retention and Patient Outcomes

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On behalf of RN4CAST Consortium

www.rn4cast.eu



NORWAY

The hospitals will be organised as five regional enterprises

Hospital nurses on strike

Spanish Nurses Suffering from
BURNOUT

Healthcare reform in Germany
Strike in perspective

Nurses STRIKE

The government says it wants to ease NHS staff shortages with 2,000 nurses from abroad over the next four years.

Nurses seriously injured as patient attacks

Hospital restructuring in Sweden

Pledge on NHS overseas recruits

Enfermeiros lutam por uma revalorização da carreira profissional

La CNI appelle à une grève générale du personnel infirmier le 4 décembre

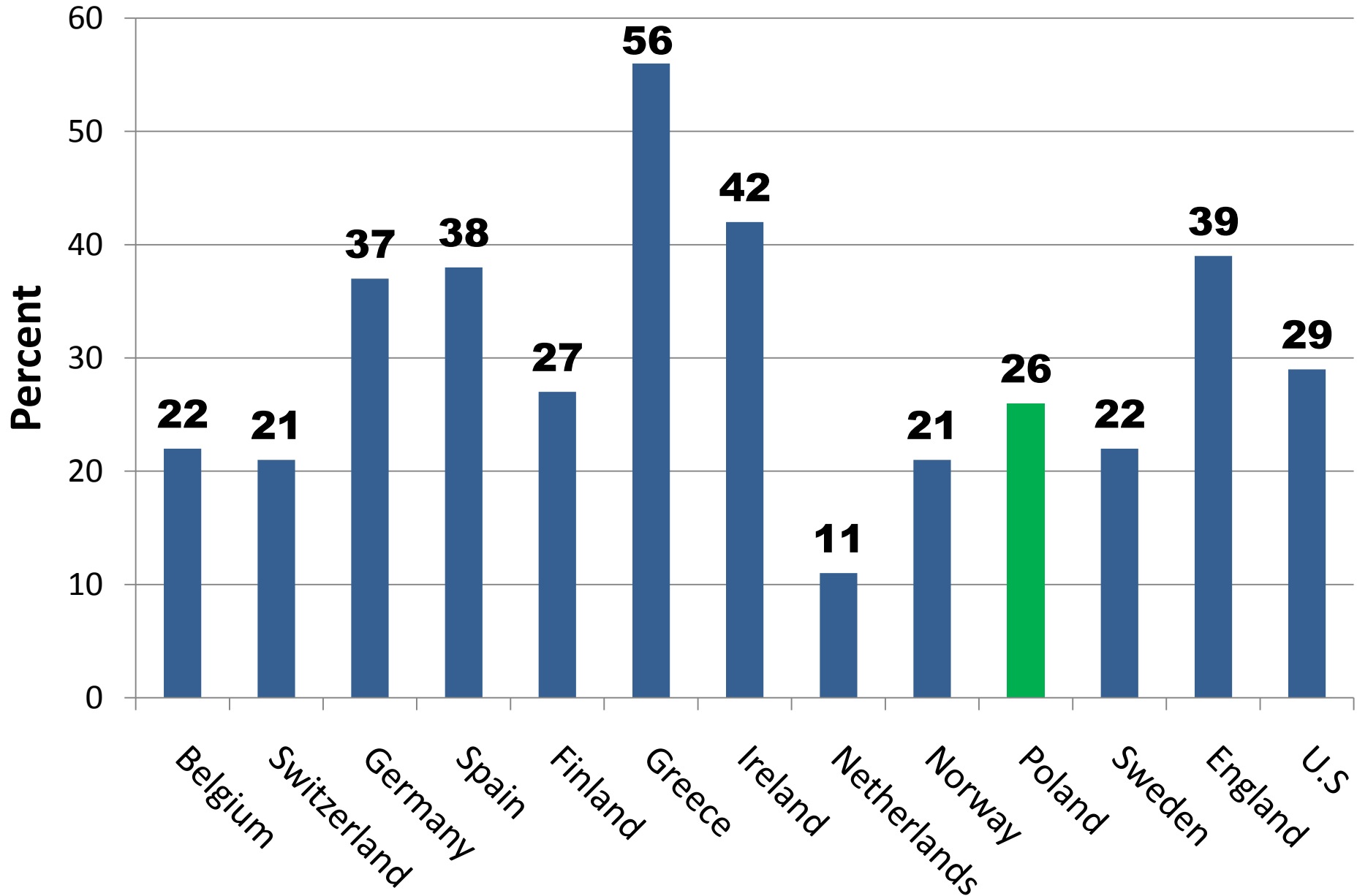
NURSING BURNOUT

Portugal : Public sector reforms contested

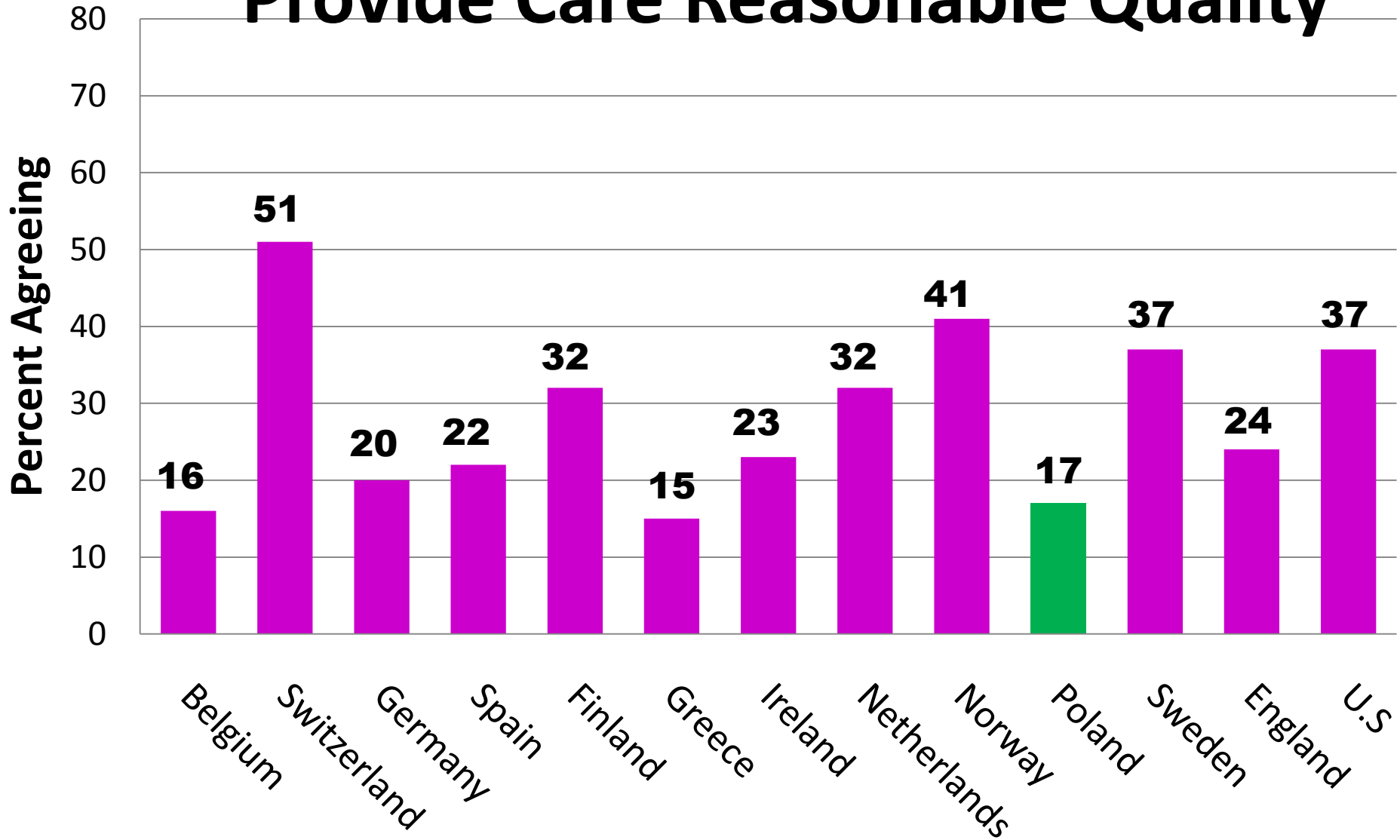
French Nurses Communicate Their Frustration

Depuis l'été 2001, quelque 250 infirmiers et infirmières espagnoles ont franchi les Pyrénées pour venir exercer dans des cliniques et hôpitaux français

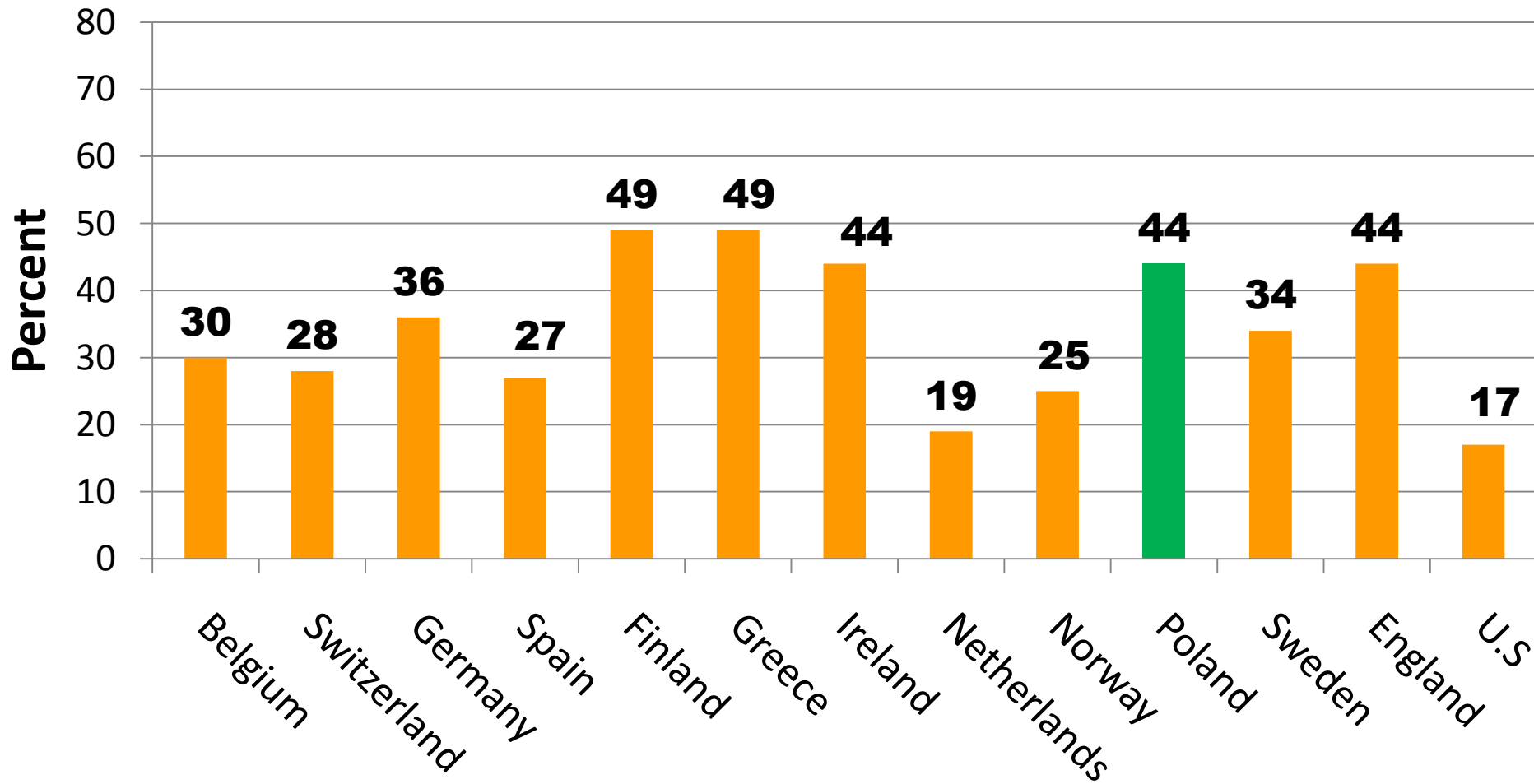
Nurse Job Dissatisfaction



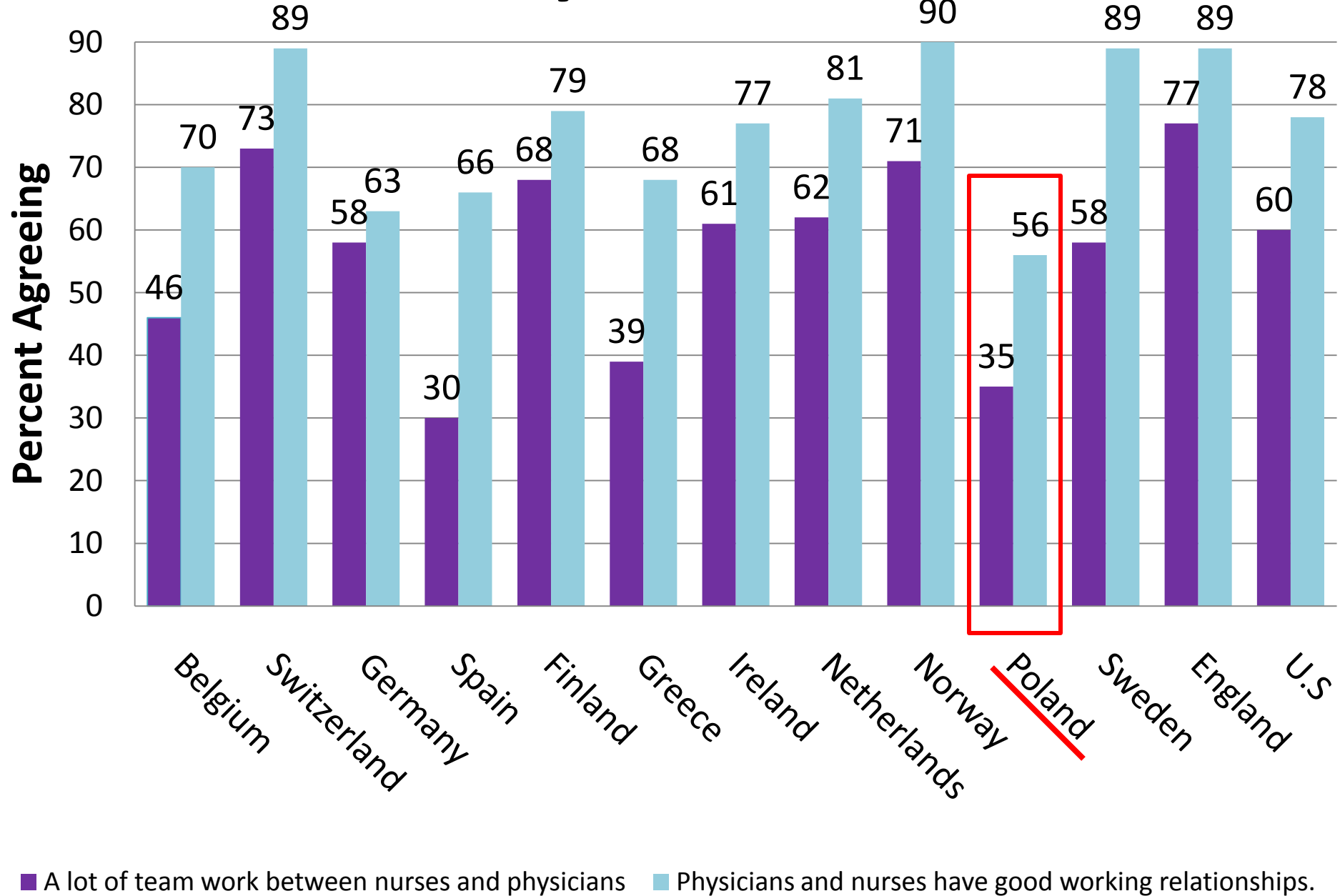
RNs Agree Enough Staff to Provide Care Reasonable Quality



Percent Nurses Intend to Leave Jobs Within Year



Nurse-Physician Relations



Patients' Assessments of Hospitals: Lots of Room for Improvement

In percent

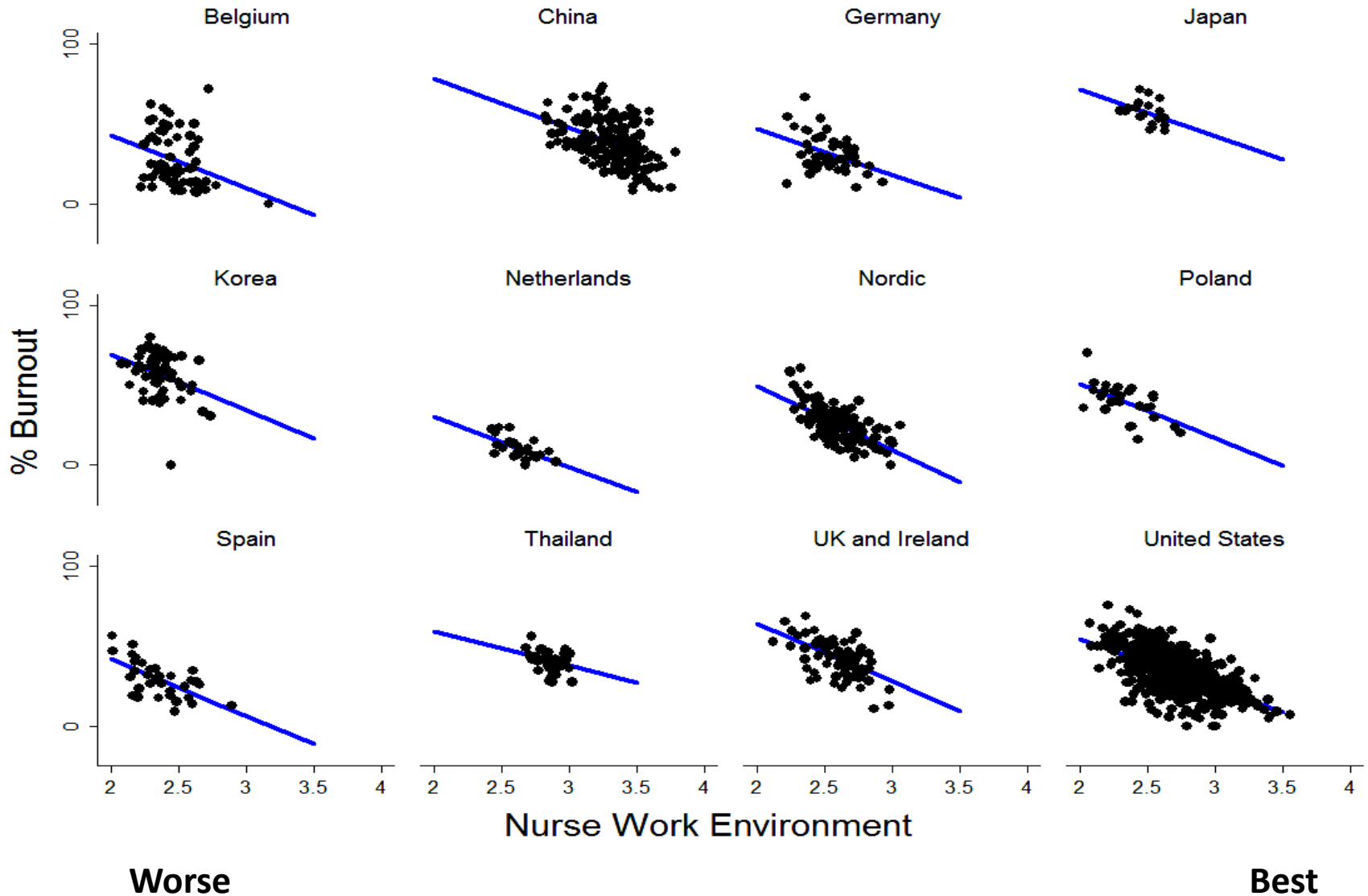
	Rate hospital 9 or 10	Recommend Hospital
Belgium	47	60
Switzerland	60	78
Germany	48	66
Spain	35	56
Finland	61	67
Greece	42	53
Ireland	61	74
Poland	55	57
United States	59	64

Measuring Quality of Nurse Practice Environment

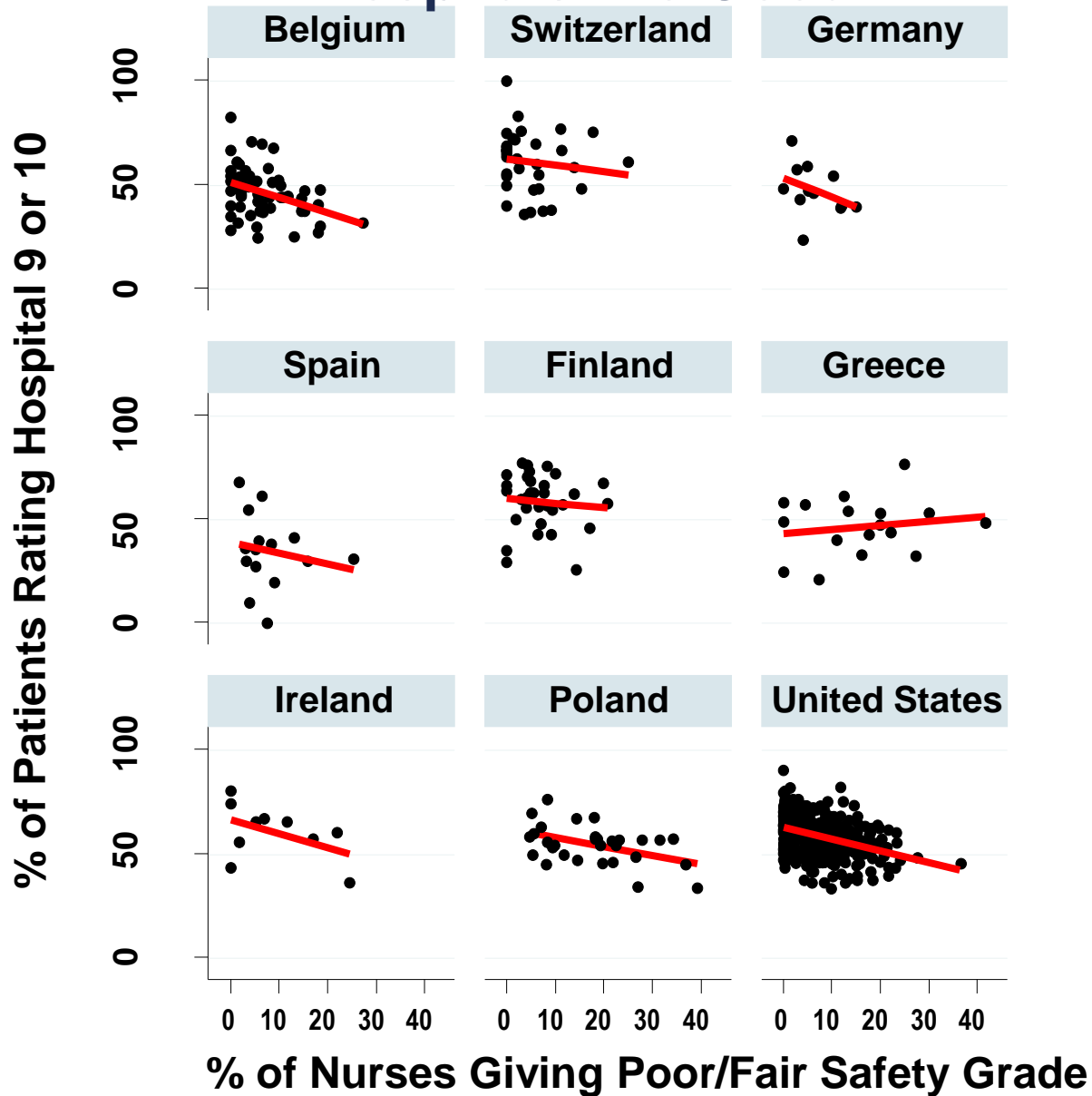
- **Practice Environment Scale/Nursing Work Index**
 - Staffing adequacy
 - Nursing foundations for quality
 - Nurse manager ability & leadership
 - Nurse-physician relations
 - Nurse involvement in hospital affairs
- **Summary measure divides hospitals into quartiles by PES scores in Europe and US separately**

Aiken and Patrician, *Nursing Research*, 2000;
Lake, *Research in Nursing & Health*, 2002

Hospitals with Better Hospital Work Environments have Lower Nurse Burnout



Patients and Nurses Agree on Which Hospitals Are Good



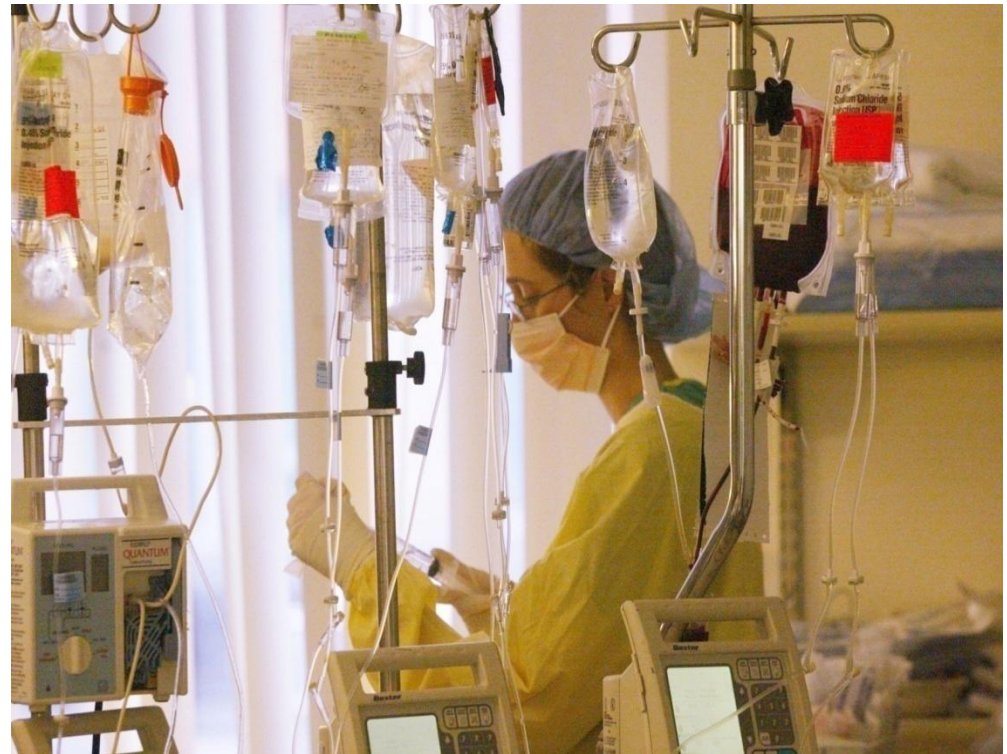
Patient Satisfaction Is Highly Associated with Nurse Satisfaction

- **How well nurses are faring in terms of job satisfaction, burnout, intent to leave is a barometer of patient satisfaction**
- **Same environment factors result in dissatisfaction of both nurses and patients**

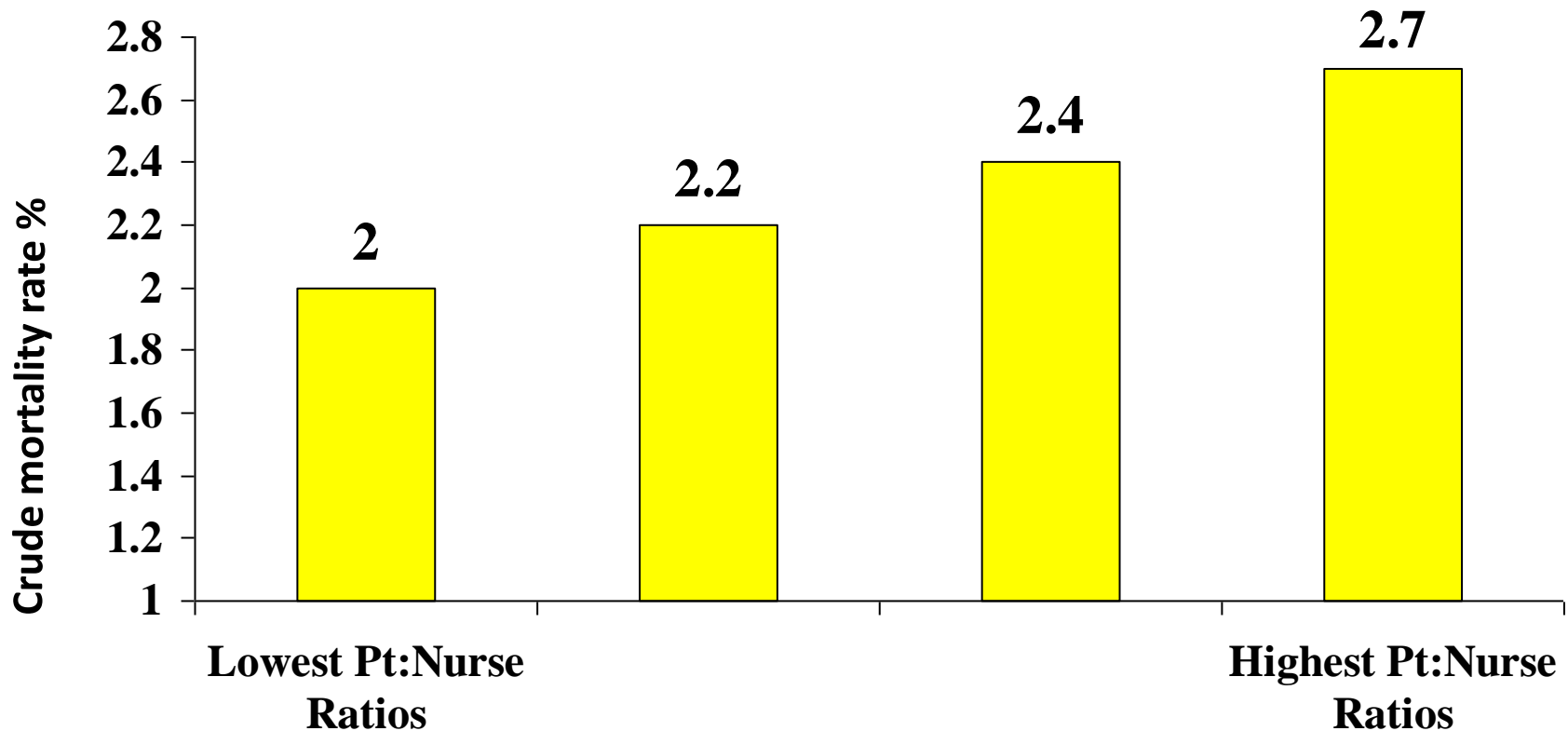


Using Administrative Data to Study How Nursing Effects Mortality

- Next step in RN4CAST
- Underused resource in Europe



England: Mortality Rates are Significantly Lower in English Hospitals In Which Nurses Care for Fewer Patients, 1999



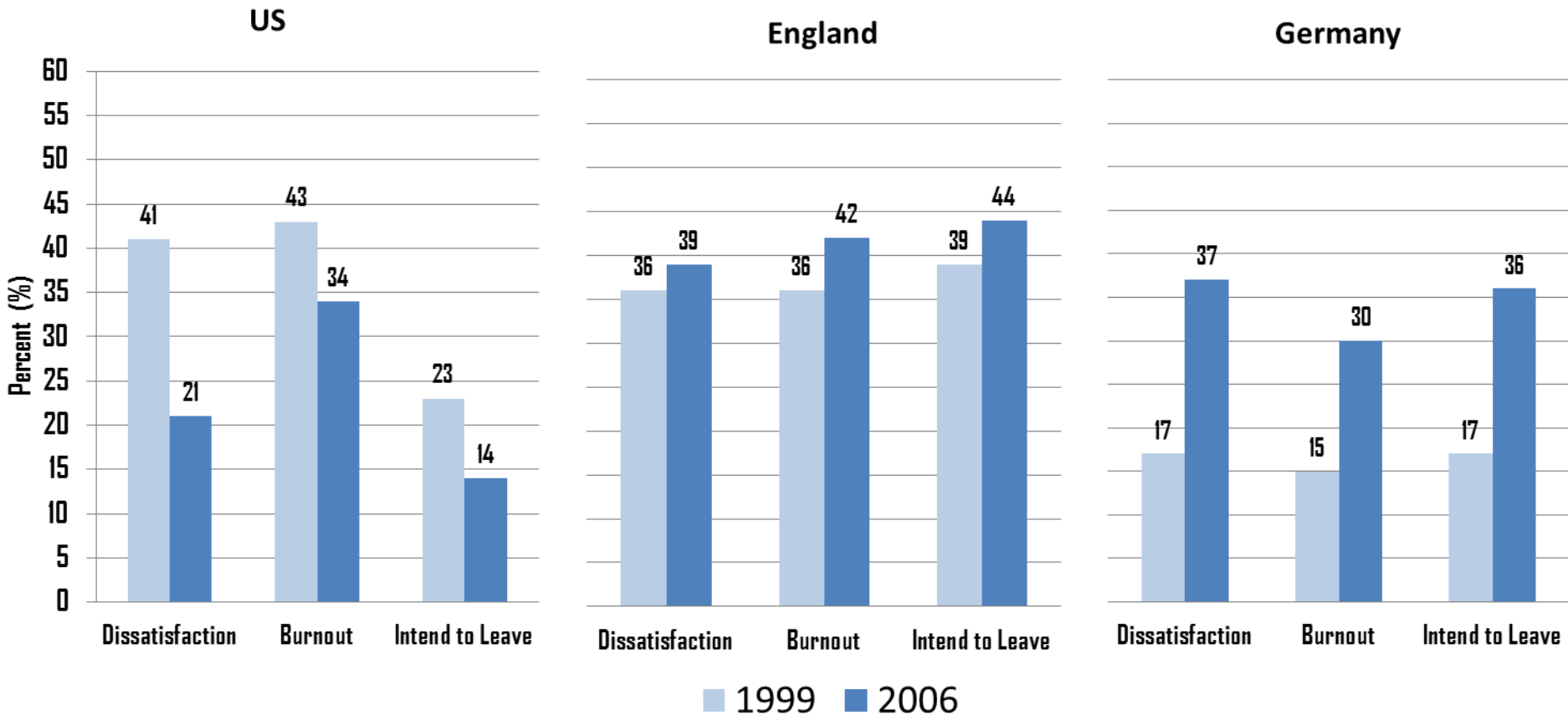
Belgium Study of Nurse Staffing and Mortality Following Elective Cardiac Surgery

Van den Heede, Sermeus, Aiken et al., IJNS 2009

- **Mortality in general post operative units was significantly lower when patients received more hours of nursing care**



US Experiences Positive Changes in Nurse Outcomes Compared to England & Germany 1999-2006



Attractiveness of Nursing Increasing in U.S.

- **Staffing**: half states have safe staffing legislation
- **Environments**: Close to 7% hospitals Magnet
- Employers prefer **BSNs**
- **Wages** not major source dissatisfaction
- Nursing “hot” career choice



Preliminary Findings: Good Work Environment Is Essential

- **Feasibility**: Most countries have one or more hospitals with good nurse work environments suggesting that improvement in all is possible
- **Cost**: Most elements of better work environments are not costly
- **Quality/Safety**: Hospital work environment is single most important organizational factor explaining patient outcomes
- **Nurse retention**: Depends upon a good work environment



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