Impact of Nurse Staffing on Nursing Outcomes

*Nurse-to-Patient Ratios: Research and Reality*

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YOU DON'T LOOK SO GOOD... SHOULD I CALL THE NURSE?

I AM THE NURSE!

PATIENTS' HEALTH LINKED TO NURSES' WORKLOAD
NURSE SHORTAGE
Percent of Hospital Nurses with High Job Dissatisfaction

Percent of Hospital Nurses with High Job-Related Burnout

Percent of Nurses Reporting Patient Care in Their Hospital is Deteriorating

Percent of Nurses Agreeing Management Will Resolve Patient Care Problems

- US: 27
- Canada: 27
- Germany: 50
- UK: 37
- New Zealand: 39

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.

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