

New York State Nurses

Ontario County

Report based on NYSED "Registered Nurses in New York State, 2002" survey

Demographics		<u>n</u>	<u>%</u>	Family Status		<u>n</u>	<u>%</u>
Total Number of Working RN's		1,043		Current Marital Status			
Gender				Now married	790	75.7	
Male		42	4.0	Widowed, Divorced, Separated	199	19.0	
Female		1,001	96.0	Never married	55	5.3	
Race/Ethnicity				Are there children at home with you?			
White, Non-Hispanic		1,043	100.0	No children at home	533	51.1	
Black, Non-Hispanic		0	0.0	All less than 6 years old	35	3.3	
Hispanic		0	0.0	All 6 years or older	378	36.3	
Asian		0	0.0	Some less than 6, some 6 or older	97	9.3	
Native American		0	0.0	Provide care for dependent adults	91	8.7	
Other		0	0.0	Shortages	<u>n</u>	<u>%</u>	
Two or more races		0	0.0	Is there a shortage of jobs in the area?			
Age				Definitely or Probably Yes	264	25.5	
<30		42	4.0	Definitely or Probably No	731	70.5	
30-39		200	19.2	Don't know	42	4.0	
40-49		368	35.3	Is there a shortage of qualified nurses?			
50-59		340	32.5	Definitely or Probably Yes	904	87.2	
≥60		94	9.0	Definitely or Probably No	70	6.7	
Total born outside the U.S.		21	2.0	Don't know	63	6.1	
Job Settings and Characteristics		<u>n</u>	<u>%</u>	Job Titles	<u>n</u>	<u>%</u>	
Work Settings				Inpatient staff RN	279	26.9	
Ambulatory Care		34	3.3	Outpatient staff RN	152	14.7	
Gov, prof & health orgs		63	6.0	Claims/QA/UR/Risk Management	42	4.0	
Home Health Agencies		104	10.0	Director, VP, Chief of Nursing	55	5.3	
Hospitals		493	47.3	Nurse Manager/Pt. Care Coordinator	135	13.1	
Physician's Offices		42	4.0	Ind. Practice Private Duty Nurse	7	0.7	
Nursing Homes		104	9.9	Public Health Nurse	104	10.1	
Nursing Education		28	2.7	CRNA/Clinical Nurse Specialist	51	4.9	
School Health		86	8.2	Nurse Practitioner	55	5.3	
Other		76	7.3	Faculty/Educator/Researcher	28	2.7	
				Other	128	12.3	
		<u>n</u>	<u>%</u>		<u>n</u>	<u>%</u>	
Full-Time		763	73.2	Part-Time	280	26.8	
Total nurses with more than one job		234	22.5	Total involved in direct patient care	800	77.2	
		<u>Mean</u>	<u>Median</u>		<u>Mean</u>	<u>Median</u>	
Years of Experience		18.64	18.00	% of day in direct care	52.16	50.00	
				% of day on paperwork	32.90	30.00	
Overtime		<u>n</u>	<u>%</u>	Income	<u>Mean</u>	<u>Median</u>	
Total who work overtime		416	40.7	Gross Salary			
Is overtime mandatory?				Full-Time	46,477	45,000	
Always		84	24.5	Part-Time	25,453	24,000	
Sometimes		94	27.6	Satisfaction with pay			
Never		163	47.9	Full-Time	2.48	2.80	
		<u>Mean</u>	<u>Median</u>	Part-Time	2.66	2.80	
Overtime hours worked		6.72	5.00				

Policy incentives to remain in nursing -reflects those who thought that the incentive would definitely help retain nurses					
	<u>n</u>	<u>%</u>		<u>n</u>	<u>%</u>
Year of service for year of scholarship	249	24.0	Protection against bloodborne infection	254	24.5
Loan forgiveness	333	32.2	More security against workplace violence	219	21.3
Application of ergonomics to work setting	125	12.4	Tuition assistance for continuing ed.	489	47.7
Reimbursement for child care	592	56.7	Reduce max patients under single nurse	561	68.0
Portable pensions retirement benefits	573	54.9	Maximum hourly shift lengths	393	47.6
System of peer or senior mentoring	280	27.0	Restrictions on mandatory overtime work	390	47.3
More stringent licensing requirements	41	4.0	Stable schedules without rotating shifts	624	75.6
Public transit vouchers/assistance	63	6.0	Control over work schedule	561	68.0
Affordable daycare available on site	472	46.0	'No-float' staffing policies	422	51.1
Preferential state tax treatment	575	55.5			
Commuting			Education		
	<u>Mean</u>	<u>Median</u>			
Miles from primary employment	13.41	11.00	Basic Preparation to become a nurse		
Minutes from primary employment	21.00	20.00	Diploma	181	18.9
			Associate	603	63.0
			Baccalaureate	173	18.1
			Master's	0	0.0
			Highest degree		
			Diploma	132	12.7
			Associate	477	45.7
			Baccalaureate	323	30.9
			Master's and Above	104	10.0
			Those who wish to pursue higher degree	237	22.8
			If Yes, What higher degree?		
			Associate	0	0.0
			Baccalaureate	125	54.4
			Master's	98	42.6
			Doctorate	7	3.0
Transition					
	<u>n</u>	<u>%</u>			
Will look for new employer within a year	194	19.0			
Total who plan to leave nursing w/i 1 yr	14	1.3			
Migration					
	<u>n</u>	<u>%</u>			
Education					
Outside of U.S.	7	0.7			
Within U.S., but outside N.Y. State	56	5.5			
Within N.Y. State, but outside county	512	50.1			
Residence					
Outside of N.Y. State	0	0.0			
Within N.Y. State, but outside county	400	39.0			
Psychological Variables					
	<u>Mean</u>	<u>Median</u>			
Job Satisfaction	3.65	3.71			
Autonomy	3.47	3.40			
Organizational Commitment	3.46	3.63			
Job Stress-Workload	3.69	3.75			
Job Stress-Resources	2.58	2.33			
Instrumental Communication	3.44	3.50			
Interaction with Nurses	5.37	5.60			
Interaction with Physicians	4.74	5.00			
Promotional Opportunities	2.55	2.60			