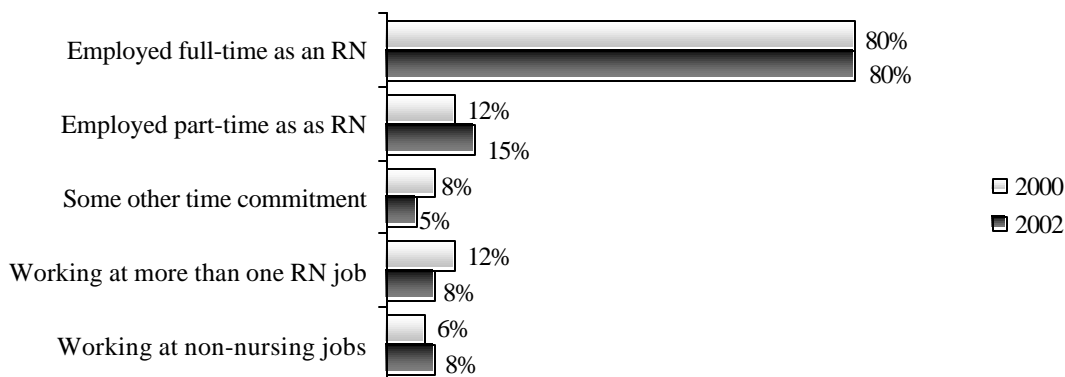


### Employment and Need to Work

**Figure 14**  
**Type of Employment**



- The percent of RNs working at more than one job has decreased from 12% in 2000 to 8% in 2002.
- 51% of all RNs are primary wage earners, 2% less than in 2000.
- The average annual salary for full-time registered nurses in the U.S. was \$42,071 in 1996 and rose slightly to \$46,782 in 2000 (DHHS, 2000, p. 12). The sample average annual salary is \$44,330 which is slightly less than the U.S. average annual salary two years ago.
- In 2002, the Metro RNs’ average annual income is more than \$5,000 above Rural RNs’ average annual income. The Metro RN average is \$44,996, and the Rural RN average is \$39,480.
- 13% of RNs report that they are the caregiver for a dependent or disabled adult at home. Care-giving is most pronounced in the age cohort 56 and above

**In Their Own Words:**

*“For me to be able to pay my bills on time, I had to take a second job. The salary was just not adequate.”*

*“I don’t think that nurses make enough money for the amount of stress they work under, the amount of responsibility they are required to hold, and the fact that you are at the maximum income.”*

**Table 13**  
**Employment, Need to Work, and Income, 2002**

Category	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
<b>Primary wage earner (%)</b>	51.1	47.6	51.6	54.5	49.7	47.5	50.9	48.0	61.8
<b>Employed full-time as an RN (%)</b>	80.0	81.4	79.7	83.3	78.7	76.8	81.3	81.0	77.6
<b>Employed part-time as an RN (%)</b>	15.0	14.7	15.1	13.8	15.5	15.2	13.5	14.1	19.8
<b>Some other time commitment (%)</b>	5.0	3.9	5.2	2.9	5.9	8.1	5.2	4.8	2.6
<b>Working at more than one RN job (%)</b>	8.2	9.7	8.0	6.0	9.1	8.1	9.2	8.0	7.4
<b>Working at a non-nursing job (%)</b>	8.3	12.6	7.7	8.7	8.2	5.1	7.2	10.8	8.4
Primary RN job income	\$44,330	\$39,480	\$44,996	\$45,082	\$43,924	\$40,306	\$45,165	\$45,444	\$43,355
Other nurse job(s) income	\$17,151	\$15,000	\$17,723	\$13,970	\$17,857	\$12,500	\$18,611	\$13,586	\$25,000
Non-nurse job(s) income	\$19,946	\$12,500	\$21,474	\$27,884	\$16,911	\$32,500	\$17,934	\$20,192	\$16,666
Partner (spouse) job(s) income	\$53,451	\$38,771	\$56,695	\$48,279	\$15,181	\$48,214	\$51,315	\$58,461	\$51,785
Other sources of income	\$23,863	\$12,500	\$24,596	\$20,833	\$24,500	\$12,500	\$25,000	\$18,750	\$33,928

**Some totals may not equal 100% due to rounding.**

**Notes:** Income estimates are based on self-reported income levels using income range categories provided in the survey. Midpoint income levels were used for the calculations. Figures are not comparable to the 2000 survey due to different income categories in the 2002 questionnaire.

**Continued next page**

**Table 13 (Continued)**

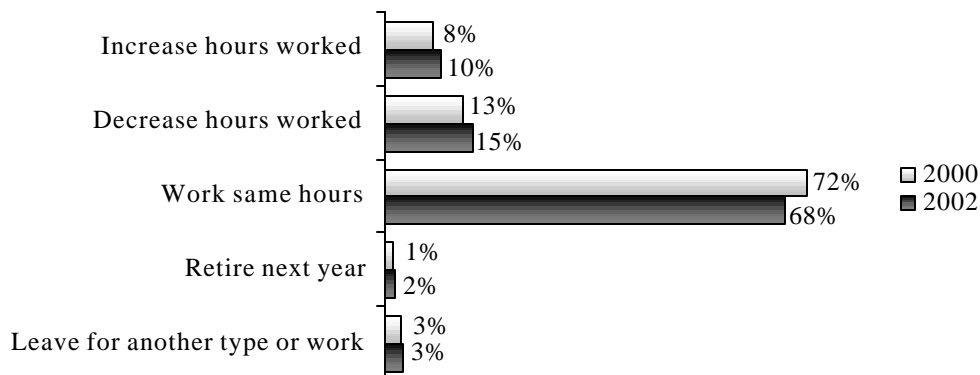
Category	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
<b>Average Number of Children Living at Home</b> (Standard Deviation)	1.02 (1.13)	1.05 (1.10)	1.02 (1.13)	1.05 (1.12)	1.01 (1.13)	0.66 (0.89)	1.46 (1.18)	0.98 (1.11)	0.31 (0.68)
Minimum Value	0	0	0	0	0	0	0	0	0
Maximum Value	6	4	6	5	6	3	6	6	4
<b>Average Age of Youngest Child</b> (Standard Deviation)	10.7 (6.8)	11.1 (6.5)	10.7 (6.9)	10.3 (7.3)	10.9 (6.6)	3.3 (2.8)	8.5 (5.3)	14.1 (5.1)	22.5 (10.7)
Minimum Value	0	0	0	0	0	1	0	0	7
Maximum Value	45	25	45	45	33	9	24	29	45
<b>Average Age of Oldest Child</b> (Standard Deviation)	15.7 (6.7)	16.6 (7.1)	15.5 (6.9)	15.3 (7.7)	15.8 (6.6)	10.0 (5.4)	13.3 (5.1)	18.8 (4.7)	33.4 (6.7)
Minimum Value	0	5	0	3	0	3	3	0	22
Maximum Value	42	37	42	42	37	19	23	32	42
<b>Giving Care to Dependent Adult (%)</b>	13.7	13.7	13.6	14.9	13.1	7.2	12.3	13.5	21.3

**Reference for Time Comparisons:** Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 4, Page 23. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.4, Page 3.23.



## Employment and Need to Work

**Figure 15**  
**Work Plans: Intention to...**



- In 2002, more RNs plan to decrease than to increase work hours.
- RNs age 46-55 intend to retire at age 61.
- RNs age 56 and above intend to retire at age 65.
- Approximately 7% of RNs 56 and above plan to retire within the next year.
- Over four percent of RNs planning to leave nursing for another type of work are in the “30 and below” and “46-55” age groups.
- Rural RNs average age of intended retirement decreased by more than 3 years, from age 66 in 2000 to age 63 in 2002.
- The percentage of Border RNs intending to decrease work hours for next year increased from 11% in 2000 to 19% in 2002.

### In Their Own Words:

*“I enjoy my work, but overall for what I do I feel I am not financially compensated, and am planning to move back to Canada, if work is available.”*

*“I feel I have the greatest job in the world. I have worked as a secretary/bookkeeper, retail manager, cook, supervisor positions, and as a nurse. I work much harder and definitely need to have more knowledge and intense training. We nurses literally have our patients’ lives on our hands. Doctors walk in, walk out, look over labs.... They ask us, how [the patients] are doing, what do the labs look like.... I love what I do for a living and will continue to learn all everyday and try to make a difference in one patient[’s] life. I thank God for allowing me this opportunity in my life.”*

**Table 14**  
**Work Plans, 2002**

Category	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
<b>Average intended age to retire from nursing (for nurses 45 or older)*</b> (Standard Deviation)	61.7 (6.2)	62.5 (4.8)	61.5 (6.3)	62.3 (5.3)	61.4 (6.4)	39.0 (20.0)	59.2 (10.2)	60.8 (5.2)	64.7 (4.0)
<b>Intentions regarding work hours for next year (%)</b>									
Intending to increase hours worked	9.7	10.7	9.6	11.2	9.2	17.0	10.5	8.6	5.6
Intending to decrease hours worked	15.2	14.6	15.2	18.6	13.8	13.8	17.9	12.7	14.5
Intending to work same hours	68.4	68.9	68.7	62.3	71.2	60.6	68.1	71.0	70.2
Intending to retire from nursing (next year)	1.6	1.9	1.5	1.9	1.4	0.0	0.4	0.4	7.3
Intending to leave nursing for another type of work	3.1	1.0	3.2	2.8	2.9	4.3	1.8	4.9	1.6
Having other plans	2.1	2.9	1.8	3.3	1.4	4.3	1.4	2.4	0.8
<b>Working more than one RN job (%)</b>	8.2	9.7	8.0	6.0	9.1	8.1	9.2	8.0	7.4
<b>Working any non-nursing job(s) (%)</b>	8.3	12.6	7.7	8.7	8.2	5.1	7.2	10.8	8.4
<b>Currently seeking non-nursing jobs (%)</b>									
In addition to nursing job(s)	4.9	3.9	5.1	4.7	5.0	7.2	6.3	4.0	1.7
Without maintaining nursing job	5.5	1.9	5.9	5.7	5.2	5.2	4.2	8.0	2.5
<b>If current position at primary work place were no longer available, would you be interested in continuing to work in another nursing job? (%)</b>									
If the work hours were essentially the same	73.0	84.0	71.8	74.1	73.1	72.7	78.6	71.1	65.6
If the environment were essentially the same	66.3	67.0	66.6	68.2	66.0	74.7	71.8	64.1	55.5
If retraining or cross-training were necessary	25.7	26.4	25.8	26.4	25.6	35.4	27.2	26.2	15.6
If relocation were required	8.2	15.1	7.2	8.6	8.1	7.1	11.6	7.8	2.3
If the time/distance required to travel to work were increased	8.5	13.2	7.8	9.5	8.1	11.1	9.9	8.6	4.7
Other	11.9	6.6	12.3	9.1	12.5	12.1	7.8	14.1	14.8

**Some totals may not equal 100% due to rounding.**

**Reference for Time Comparisons:** Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 5, Page 27. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.5, Page 3.28.

**Notes:** \*Figures reported here reflect all age cohorts.