

Nurse Managers

Figure 16a
Work Plans, 2002

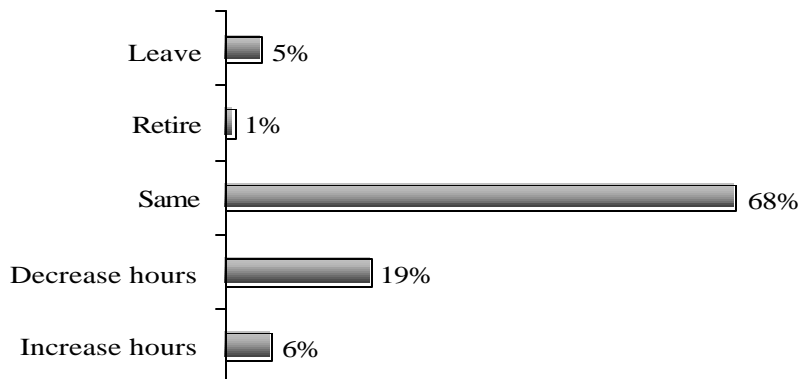
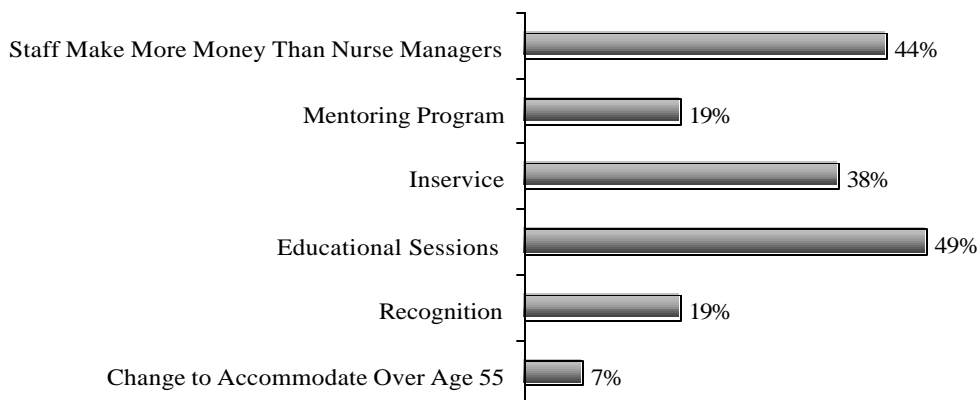


Figure 16b
Work Environment, 2002



- The ethnicity profile of RN managers is similar to that of the total RN population.
- 44% of nurse managers reported their staff earns more money than they do because of overtime and agency contract hourly wages.

In Their Own Words:

"I am in a "shift manager" position in ER. Our department is much busier now than even one year ago. I have no experienced ER nurses except an occasional agency nurse. I am required to manage all 17 beds, know what is in triage, what the doctor needs, and cover 4 beds myself. No wonder I'm the only experienced charge nurse on my shift (7 pm to 7 am) and my shift consistently handles more patients with less staff. I feel I do the work of two nurses. The hospital is getting a deal!"

Table 15
Summary of Nurse Manager's Responses, 2002

Time giving direct care (%)	
Greater than 50% of the time	23.2
26% - 50%	34.1
25% or less	41.5
Other	1.2
Percent who say their organization.....	
Made changes to accommodate nurses over 55	6.6
Has a recognition program for nurse managers	18.8
Provides educational sessions	49.4
Provides inservices	37.6
Has a mentoring program	18.8
Nurse managers who indicate their staff make more money than they do (%)	43.5
Yes, due to overtime	36.5
Yes, due to bonuses	17.6
Yes, due to other	11.8
Average length of work week (hours)	46.4
(Standard Deviation)	(10.9)
Minimum Value	14
Maximum Value	72
Demographics (%)	
White, not of Hispanic origin	75.3
Black, not of Hispanic origin	3.5
Hispanic	11.8
American Indian/Alaskan Native	1.2
Asian/Pacific Islander	7.1
Other	1.2
Male (%)	11.8
Female (%)	88.2
Marital Status (%)	
Single, never married	4.7
Married	65.9
Separated	1.2
Divorced	25.9
Widowed	2.4
Age	
Under 30	2.4
31 - 45 years old	38.1
46 - 55 years old	38.1
56 years old and over	21.4

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Table 15 (Continued)
Summary of Nurse Managers Responses, 2002

Currently seeking employment in a non-nursing job (%)	
No	86.7
Yes, in addition to my nursing job(s)	2.4
Yes, instead of my present nursing job	10.8
During the next year, what are your intentions regarding the amount of time you will spend as a nurse? Do you intend to:	
Increase the number of hours worked per week? (%)	6.0
Decrease the number of hours worked per week? (%)	19.3
Work the same number of hours per week? (%)	67.5
Retire from nursing? (%)	1.2
Leave nursing for another type of work? (%)	4.8
Other (%)	1.2
If your current position at your primary workplace was no longer available, would you be interested in continuing to work in another nursing job if....	
The work hours were essentially the same? (%)	
No	25.9
Yes	74.1
<u>The type of facility was essentially the same (e.g., moving from one inpatient hospital to another?) (%)</u>	
No	37.6
Yes	62.4
<u>Retraining or cross-training were necessary (e.g. moving from hospital to home care)? (%)</u>	
No	70.6
Yes	29.4
<u>Relocation was required (e.g. moving from North to South Texas)? (%)</u>	
No	90.6
Yes	9.4
<u>The time and/or distance required to travel to work were increased? (%)</u>	
No	89.4
Yes	10.6
<u>Other? (%)</u>	
No	88.2
Yes	11.8

Some totals may not equal 100% due to rounding.