Expanding Nurses’ Authority:
Attitudes and Quality of Care

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The study was supported by a grant from Israel’s National Institute for Health Policy and Health Services Research.
With the participation of:

- Dr. Dina van Dick, Ben-Gurion University in the Negev
- Dr. Chaya Bialik, Dr. Ruth Chaikin and Ms. Dvora Goren, Tel Aviv Sourasky Medical Center
- Ms. Lydia Rihani and Ms. Shoshi Friedman, Wolfson Medical Center, Tel Aviv
Sheba Medical Center:

1,500 beds
120 wards
7,200 employees
2,500 nurses
Affiliated with the Sackler School of Medicine, Tel Aviv University
The 21st century

Changes in Health System
Development of New services
Focus on Cost/Benefits
Technology Development
Increase in Elderly Population
Community Care Development
Acute Critical Patients in Departments
Shortage of Professional Staff
Intense Pressure

Added responsibilities on nurses- increasing the demands for new skills
The Challenge

Added responsibilities on nurses-increasing the demands for new skills

Advanced Practice

Authorities
Expansion of nurses' authority in the community has led to:

- Increased patient satisfaction
- Improved responsiveness to treatment
- Reduced return hospitalizations

(Francavilla, 2008; Coddington & Sands, 2008; Houweling et al, 2009)
To date, neither the use of advanced care procedures in major medical departments, nor the effect of expanded authority on nurses' professional development or on quality of nursing care has been subjected to empirical analysis.
Objective 1:

- To describe the attitudes of nurses and physicians toward the expansion of nurses’ authority in acute care.
Objective 2:

- To examine the correlation between nurses' and physicians' attitudes toward expanding nurses’ authority as related to:
  - Demographic and professional factors (age, professional education, management position)
  - Perceptions of professional autonomy
  - Perceptions of quality of patient care
  - Nurse-physician working relations
  - Job satisfaction
  - Workload and burnout
Objective 3:

- To examine the correlation between nurses' and physicians' attitudes and clinical quality of care.
Methods:

A cross-sectional study

3 large general hospitals in Israel
89 departments
833 nurses (RR 53%)
415 (RR 45%) physicians
Data collection:

**Attitude survey**

- **Clinical quality of care:**
  - Fall reports,
  - Medication error reports,
  - Performance of clinical assessments at admission: pain, Norton, falls.

- **Meeting annual objectives**

obtained from a computerized databank
Measures - Attitudes

**Quality of care**
- Improved health outcomes
- Greater cost-effectiveness
- Increased patient satisfaction

**Areas for expansion**
- Physical assessment
- Prescription privileges
- Treatment decisions
- Referrals for lab tests and their interpretation
- Referrals to diagnostic examinations

**Importance**
Expansion of nurses’ authority
## Description of study population

<table>
<thead>
<tr>
<th></th>
<th>Nurses=833</th>
<th>Physicians = 415</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>81.4%</td>
<td>23.1%</td>
</tr>
<tr>
<td><strong>Age (mean±sd)</strong></td>
<td>38.2 ± 9.5</td>
<td>42.7 ± 10.5</td>
</tr>
<tr>
<td><strong>Management</strong></td>
<td>22.6%</td>
<td>62.7%</td>
</tr>
<tr>
<td><strong>position</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Professional</strong></td>
<td>10.1 ± 13.1</td>
<td>13.9 ± 10.9</td>
</tr>
<tr>
<td><strong>seniority</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hospital</strong></td>
<td>9.1 ± 11.1</td>
<td>9.8 ± 9.4</td>
</tr>
<tr>
<td><strong>employment</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>seniority</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Full-time job</strong></td>
<td>70.2%</td>
<td></td>
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<tr>
<td><strong>Academic degree</strong></td>
<td>79.1%</td>
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<tr>
<td><strong>Post basic</strong></td>
<td>47.4%</td>
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<tr>
<td><strong>education</strong></td>
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Results
Attitudes toward Expanding Nurses’ Authority - Physicians versus Nurses

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Physicians</th>
<th>Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Areas</td>
<td>3.6</td>
<td>4.1</td>
<td></td>
</tr>
<tr>
<td>Quality of care</td>
<td>4.2</td>
<td>4.5</td>
<td>p&lt;.001</td>
</tr>
<tr>
<td>Importance</td>
<td>4.6</td>
<td>4.8</td>
<td>p&lt;.001</td>
</tr>
</tbody>
</table>
Attitudes regarding areas of expansion of nurses’ authority - Physicians versus Nurses

<table>
<thead>
<tr>
<th>Medical history/physical assessment</th>
<th>Prescription privileges</th>
<th>Treatment decisions</th>
<th>Referrals to lab tests and their interpretation</th>
<th>Referrals to diagnostic tests</th>
<th>Diagnosis in selected situations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>Nurses</td>
<td>p&lt;.001</td>
<td>p&lt;.001</td>
<td>p&lt;.001</td>
<td>p&lt;.001</td>
</tr>
<tr>
<td>Mean</td>
<td></td>
<td>4.1</td>
<td>4.1</td>
<td>4.1</td>
<td>4.1</td>
</tr>
</tbody>
</table>
Attitudes toward influence of expanding nurses’ authority on improving quality of care - Physicians versus nurses

<table>
<thead>
<tr>
<th>Improved health outcomes</th>
<th>Greater cost-effectiveness</th>
<th>Increased patient satisfaction</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.3</td>
<td>4.2</td>
<td>4.3</td>
<td>4.6</td>
</tr>
<tr>
<td>4.6</td>
<td>4.2</td>
<td>4.5</td>
<td>4.8</td>
</tr>
</tbody>
</table>

- Improved health outcomes: $P<.001$
- Greater cost-effectiveness: $P<.05$
- Increased patient satisfaction: $P<.001$
- Importance: $P<.001$

**Mean**

- Physicians
- Nurses
Correlation between attitudes toward expanding nurses’ authority and demographic variables

**Nurses**

- Men ($t = 2.8^*$)
- Academic accreditation ($F = 4.6^*$)
- Management positions ($t = -3.9^*$)

**Physicians**

No correlation was found between demographic and employment characteristics and attitudes toward expanding nurses’ authority
Correlation between attitudes toward expanding nurses’ authority and other attitudes

**Nurses**
- Greater job satisfaction
- Better inter-professional cooperation
- More comprehensive perceptions of professional autonomy
- Higher perceptions of quality of patient care
- Less burnout and less overload

**Physicians**
No correlation was found.
High levels of professional autonomy and good staff relations were found to be strong predictors of positive attitudes toward expanding nursing practice.
Use of advanced care procedures and clinical quality of care

- 40 advanced care procedures
- Identified in 152 care protocols
- Practiced in 53 of the 89 departments
Clinical quality of care indicators - Comparison of departments with and without advanced care procedures

Departments adopting advanced care procedures were characterized by higher rates of clinical quality of care in addition to statistically significant increases in fall assessments.
The greater the number of advanced care procedures used in a department, the higher the level of patient satisfaction (r=.499**)
Conclusions and Nursing implementation

- The study increased our understanding of nurses' and physicians' attitudes toward expansion of nurses’ responsibility and the association between attitudes and improved nursing care performance.

- The findings indicate the need to redefine the scope of nurses’ authority within the current professional context.
Thank you

köszönöm ありがとう děkuji ありがとう mahalo 고맙습니다
tankee ありがとう merci 谢谢 danke ありがとう Euχαριστῶ شكرا ありがとう gracias どうもありがとうございます