



Health and the Hospital Workplace Environment of U.S. Nurses

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Topics to share:

- Hospital workplace and risks to health
- Survey background and Study methods
- Social and Employment Demographics
- Perceived health
- Diagnosed Health
- Workplace Environment Surveys
- Correlations between health and environment
- Implications
- Recommendations
- Summary
- The authors have no conflict of interests related to this topic.

Hospital Nurses' Health is at Risk

Hospitals are the most hazardous workplace

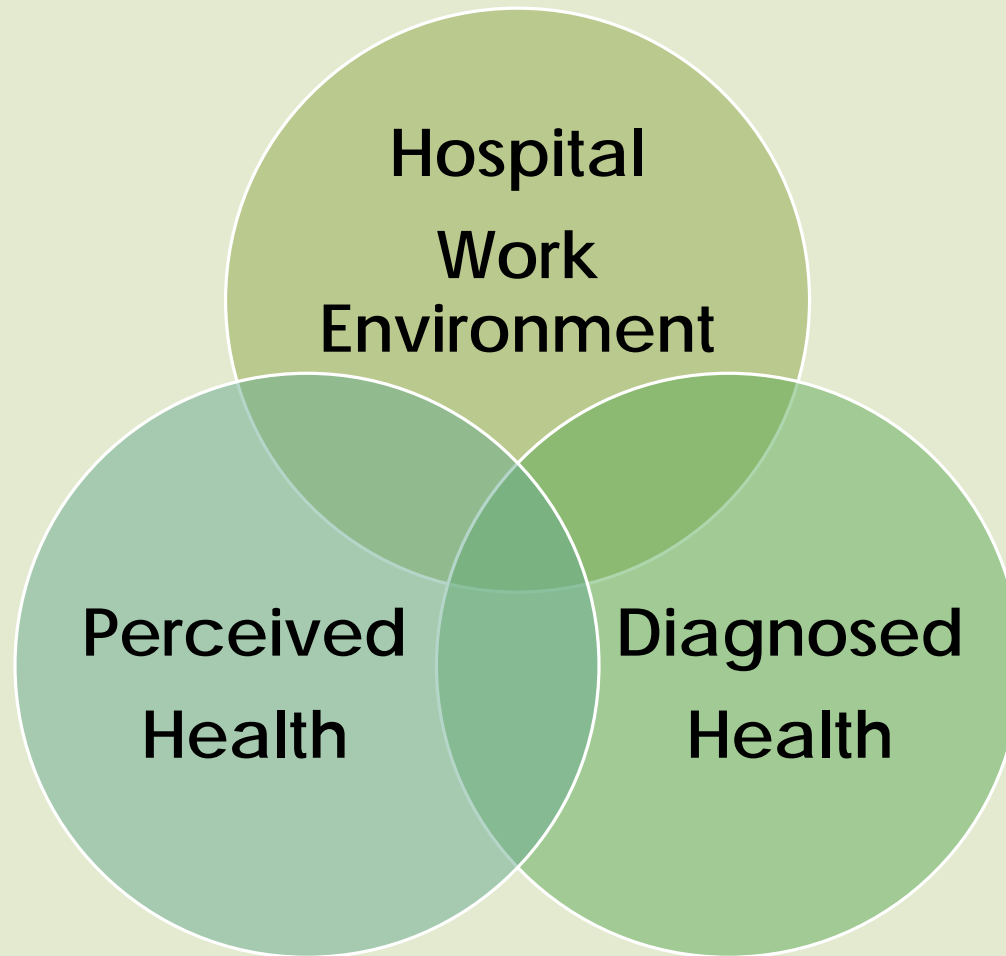
Nurses are the largest group of hospital employees

6.8 injuries per 100 persons

61% of U.S. RNs work in hospitals



Describe U.S Hospital Nurses:

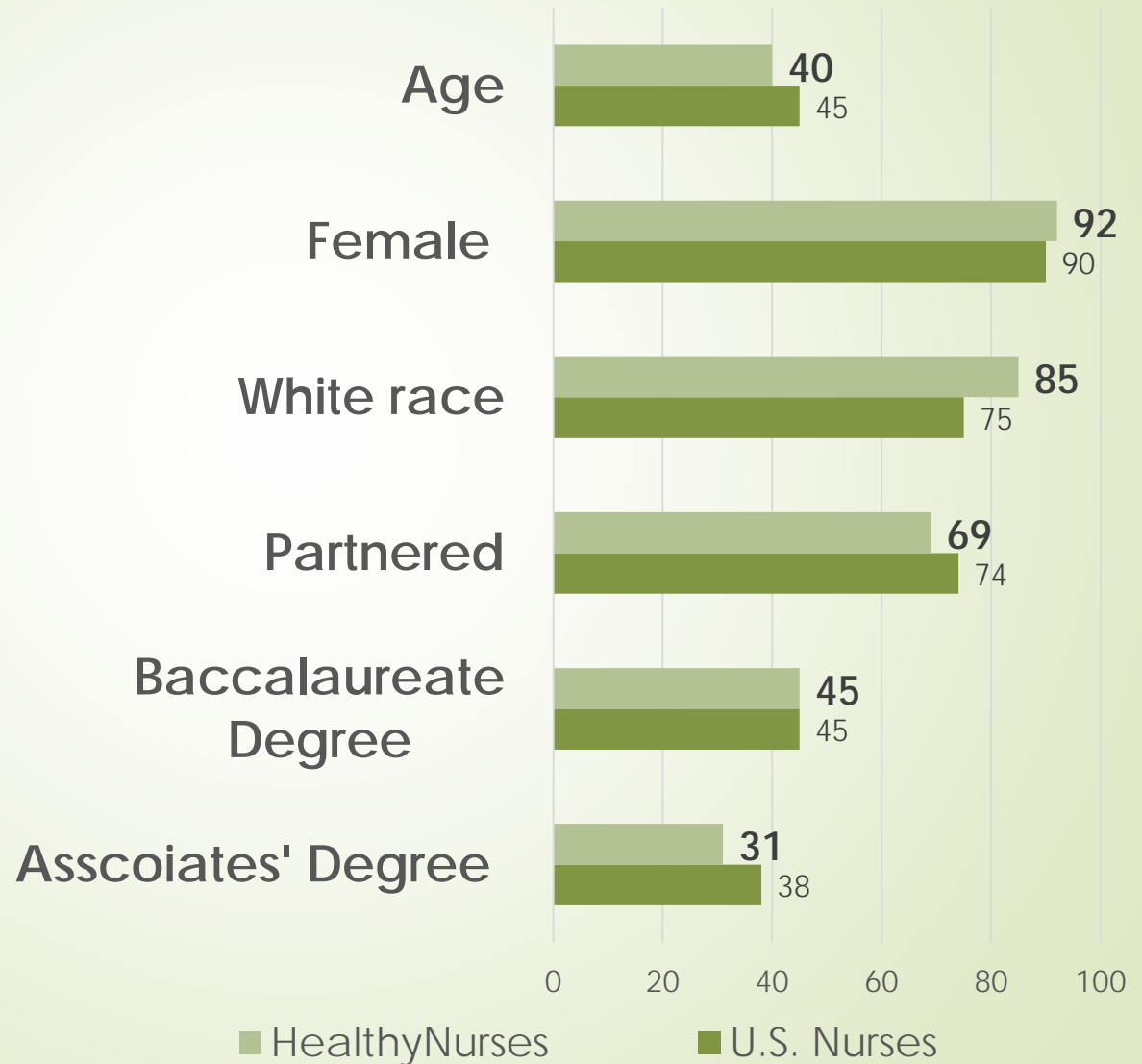


HealthyNurse™ Survey Data

- ▶ American Nurses Association voluntary online health risk appraisal
 - ▶ Nurses' lifestyles, health & work environment
- ▶ October 2013-December 2015
- ▶ Working U.S. Hospital Nurses
- ▶ Sample N=7,230; **n=2730**
- ▶ Descriptive Study



Sample Nurses compared to U.S. Nurses

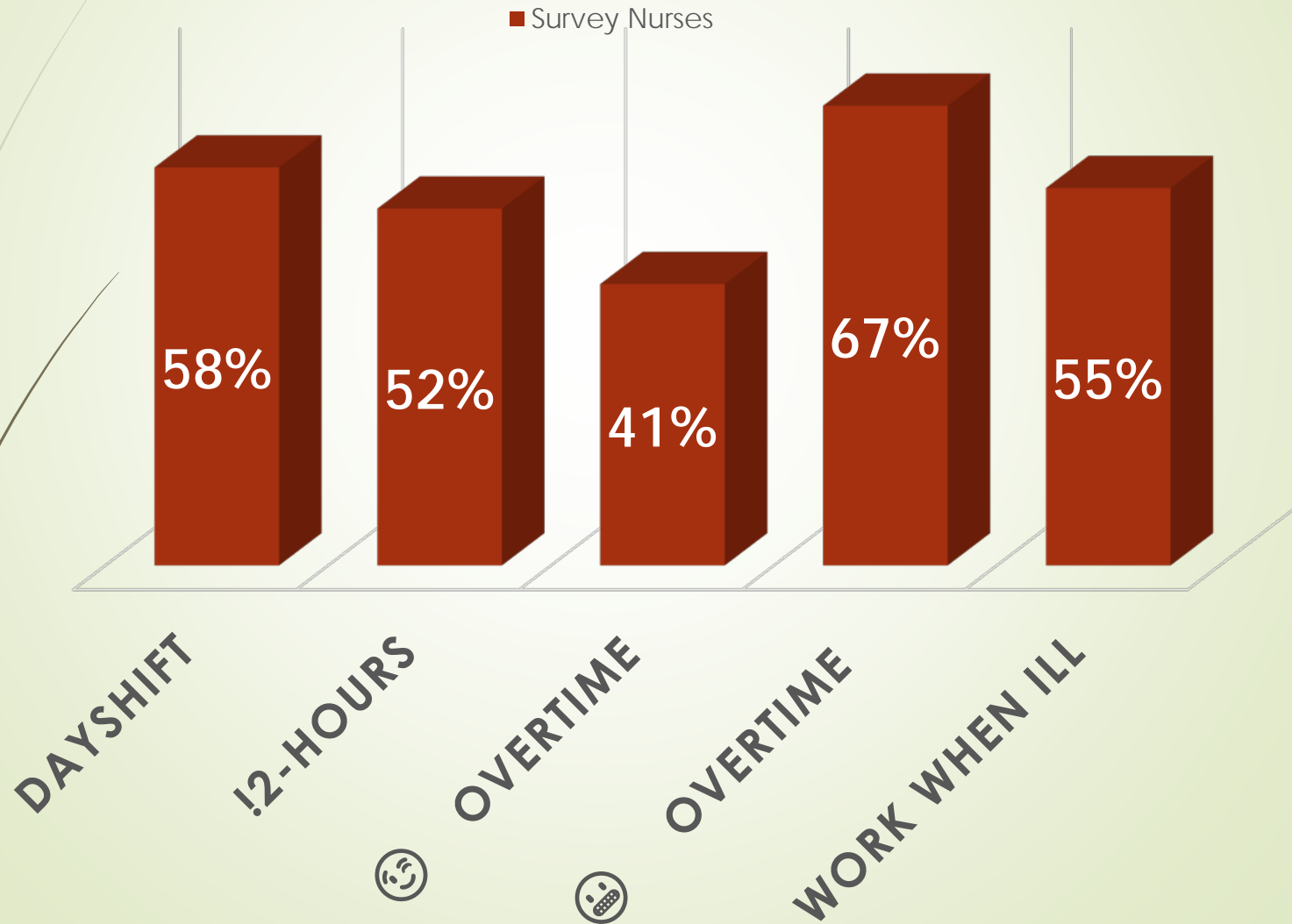


Demographics

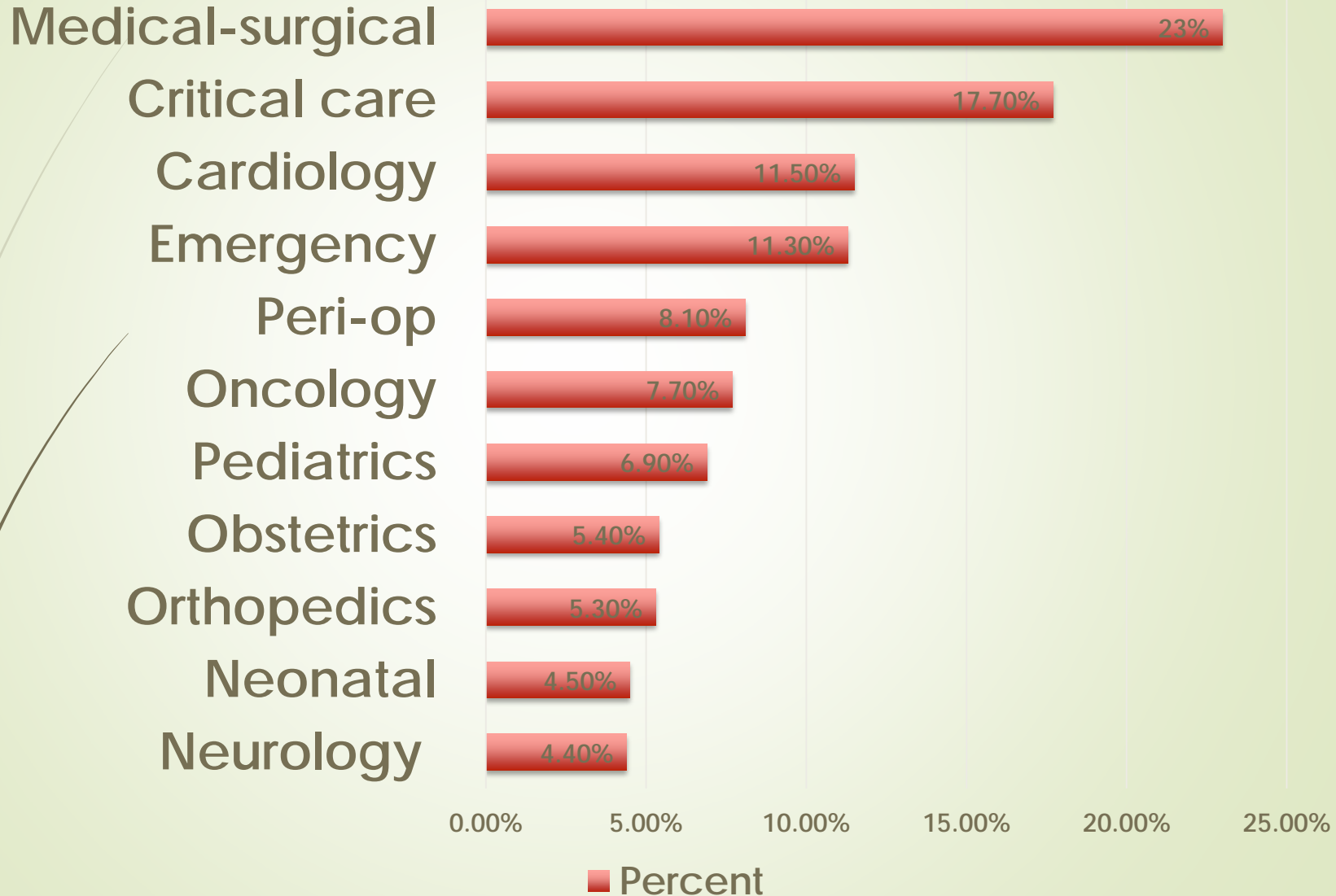


Employment characteristics

U.S. HEALTHY NURSES SURVEYED

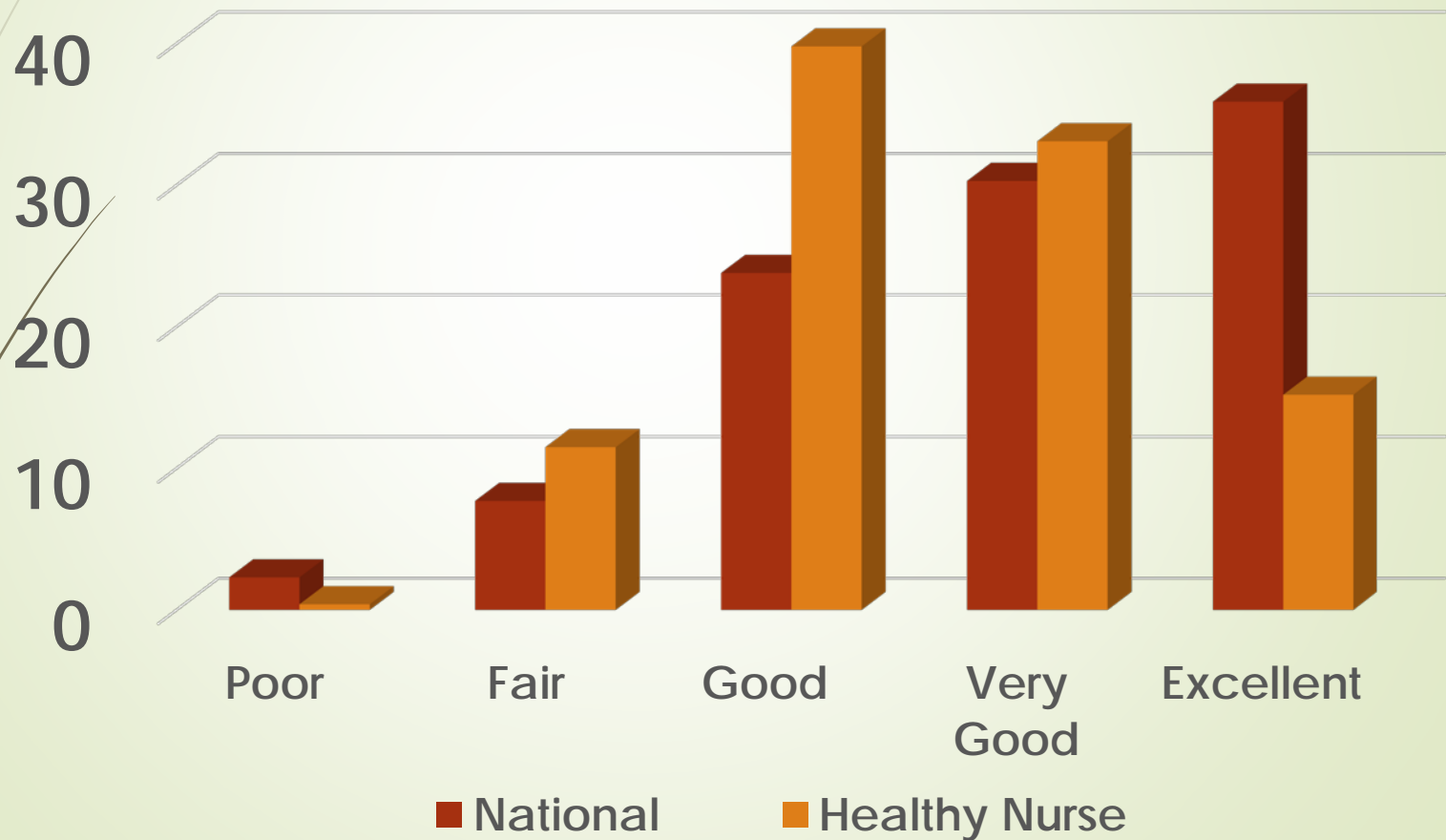


Hospital RN Specialties

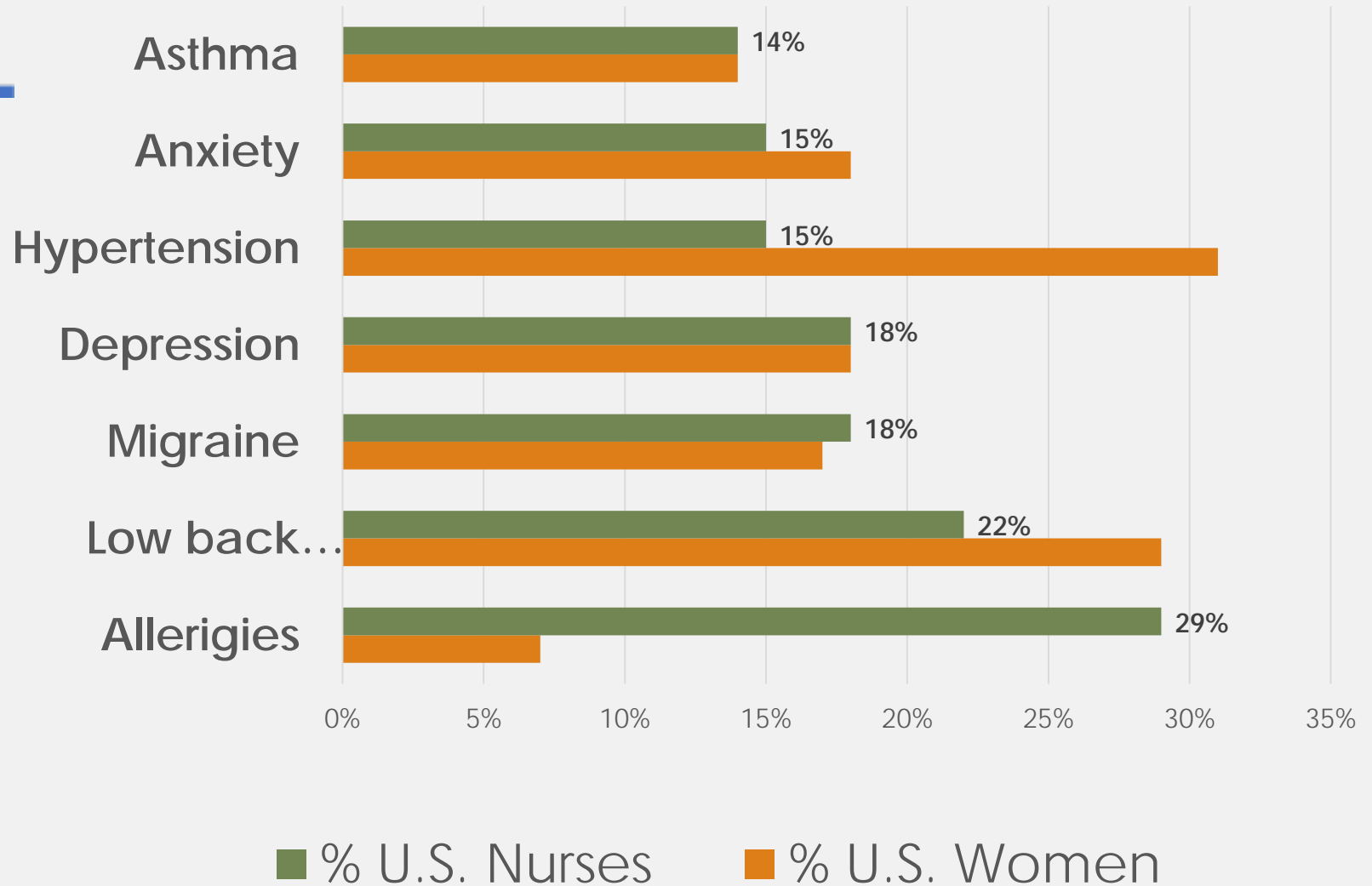



Perceived Health

U.S. Nurses compared with U.S. Women



Nurses' Diagnosed Health





Sample Nurses Body Mass Index (BMI)

BMI (kg/m²)	% BMI Nurse	% BMI U.S. Women
BMI < 18.5 (kg/m ²) Underweight	2%	1%
18.5–24.9 (kg/m ²) Normal weight	43%	30%
25.0–29.9 (kg/m ²) Overweight	27%	34%
BMI > 30.0 (kg/m ²) Obese	28%	35%

Workplace Climate/Culture

- 80% Employer values my health & safety
- 89% Staff look out for each others' safety
- 69% Thanked & Recognized
- 65% involved in safety planning
- 77% Dignity & Respect
- 75% Patients' health



Greatest Health and Safety Risks



Workplace Stress 80%

Musculoskeletal Injury 60%

Hospital Acquired Infections 45%

Sharps and Needlestick Safety

- ▶ *Safe needle technology available in 85% of hospitals*
- ▶ *95% Nurses use safe needles*
- ▶ *26% involved in selection and planning*
- ▶ *99% have access*



Safe Patient Handling

There is no safe way to manually lift patients

- *75% Have lift programs*
- *Less than 50% use equipment*
- *34% Involved in selection*
- *60% Experience musculoskeletal pain at work*



Who Bullies Who?

- 56% peers
- 56% patients or family
- 42% "Boss"





Workplace Wellness

- *Smoke Free 91%*
- *Healthy Food 57%*
 - *Affordable 40%*
- *Weight/Nutrition 58%*
- *Access to programs 76%*
- *Participate 49%*

Workplace Environment and Sociodemographics Correlations

	Age/ Experience	Gender
Risks	Lifting Work Injury	
Bullying	Aggression from boss	Verbal assault patient/family to female gender
Wellness	Healthy food and experience	
Fatigue Shiftwork	Working when sick and age	

Sharps and safe patient lifting correlations were not examined.

Workplace Environment and Perceived Health Correlations


	Perceived Health
Climate	Significant (weak, $r = .164$ to $.187$)
Health, Safety Risks	Significant (weak, $r = .131$ to $.165$)
Bullying/Violence	Significant (weak, $r = .128$ to $.160$)
Workplace Wellness	Significant (weak, $r = .112$ to $.193$)
Shiftwork	Pearson chi square was Significant
Presenteeism	Significant (weak, $r = -.235$ to $.140$)

No relationship between diagnosed health, BMI & workplace environment
Workplace categories of Sharps or Patient handling were not examined.

Implications

- ▶ Hospitals are dangerous workplaces.
- ▶ Nurses are at risk for physical and mental injuries.
- ▶ Nurse injury results in physical, social, and economic losses.
- ▶ Patient safety & care is at risk.
- ▶ Others?





Nurses' Health is Patient's Health

Recommendations:

- Being A Nurse in all ways:
 - Practice kindness, empathy, caring
 - Bring health to the workplace
 - Complementary Alternative Medicine
 - Collective Collaboration
- Leadership-top down or bottom up?
- Research exists but we need action!
- Policy & Legislation to improve worker health/safety.

Thank
You

**ACCEPT WHAT IS
RELEASE WHAT WAS
CREATE WHAT MUST BE**

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