



Nursing Education Program of Saskatchewan
(NEPS)
5-Year Follow-Up Survey:
2000 Graduates

Prepared for

The College of Nursing of the University of
Saskatchewan, and the Nursing Division of the
Saskatchewan Institute of Applied Science and
Technology

Final Report
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For:
Nursing Education Program of Saskatchewan

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Nursing Education Program of Saskatchewan (NEPS) Five Year Follow-up Survey: Graduates of the 1999-2000 Academic Year

Executive Summary

June 2005

Executive Summary

This report summarizes the results of the 2005 five-year follow-up survey of year 2000 graduates of the Nursing Education Program of Saskatchewan (NEPS). These respondents were a part of the first graduating class of the NEPS program. The survey examines the employment outcomes, further education, goals, and satisfaction of graduates who have been out of the program for five years.

Response Rates

Data were collected from June 4, 2005 to July 8, 2005. Of the 132 graduates, 82 completed the survey, for a response rate of 62.1%.

Current Employment

A total of 92.7% of respondents are currently working as nurses. Another 6.1% are on paid leave from nursing and one person is employed in an area other than nursing. Of those who are currently working as nurses, 63.2% are in regular full-time positions. Another 26.3% are in regular part-time positions. Eight percent (6 people) are working casual part-time, and 2.6% (2 people) are working casual full-time.

Ninety percent of all respondents indicated that they do prefer their current employment status. Six out of the eight people who are not in their preferred type of position are casual part-time nurses.

Job Profile

Seventy-seven percent of respondents are currently working in Saskatchewan. Another 13.4% are working in Alberta. The remaining 9.6% are split between BC, Ontario, and the USA.

Sixty-eight percent of those currently working outside of Saskatchewan do not plan on returning to the province to work. Four people (21.1%) do plan to return to Saskatchewan eventually, and two people (10.5%) are uncertain.

Seventy-one percent of those currently working in Saskatchewan do not plan on leaving to work elsewhere. Thirteen percent plan on leaving eventually, three percent (2 people) plan on leaving within five years, and thirteen percent are not sure.

Seventy-eight percent of respondents said that their current job is in an urban location. Sixteen percent are in a rural location and six percent said both urban and rural.

Seventy-three percent of respondents currently work at one site. Another 22% work at two sites and 5% work at more than two sites.

Sixty-one percent of respondents work in a general hospital with more than 100 beds in their primary site. The next most common primary site is a general hospital with less than 100 beds (12.2%), followed by a community health centre (9.8%). Respondents who work outside of Saskatchewan are more likely to work in a general hospital with more than 100 beds (79% compared to 56%).

Three out of 82 respondents work for a First Nation organization at their primary site. All three of these individuals work in Saskatchewan. Two out of 22 respondents who work at more than one site work for a First Nations organization at their secondary site. No one works for a First Nations organization at their third site.

Eighty-four percent of respondents are staff nurses at their primary site. The next most common position is manager or assistant manager, with four respondents. Eighty-nine percent of respondents said that their main area of responsibility at their primary site is direct care. Five people (6.2%) said education and four people (4.9%) said administration. Of those who provide direct care at their primary site, 23.6% are in the Medical/Surgical area. Another 22.2% are in emergency care, 16.7% are in maternal care, and 16.7% are in pediatric care.

Work Hours

Nearly half (44.4%) of all respondents work between 36 and 40 total hours per week, including overtime. Twenty-one percent work more than 40 hours per week, and another 21% work 30 to 35 hours. A total of 13.6% of respondents work less than 30 hours per week. The minimum number of hours is 10, the maximum is 65, and the average is 36.9. The average hours per week is the same for those who work in Saskatchewan compared to those who work outside of Saskatchewan. Sixteen percent of those who work as staff nurses at their primary site work more than 40 hours per week, compared to 46% of those in other positions. Since there is such a small number of respondents in other positions, we cannot conclude that this is significant.

Sixty percent of respondents do not work any paid overtime in an average week. Twenty-four percent work one to five hours of paid overtime per week. Another 16% work more than five hours of overtime per week. The average number of overtime hours worked per week is 2.7.

Factors Affecting Job Choice

Respondents were asked to rank the top three factors that influenced their choice of work location as a nurse. The most important factor cited was family or community commitments, with a total of 53.1% of all respondents placing it in their top three. Geographic location was the next most important factor, with 50.6% ranking it in the top three. Forty-four percent of respondents said that the fact that it was the particular position that they wanted was one of the top three factors. Thirty percent said that it was the clinical/client group that they wanted.

Seventy-two percent of respondents have changed their work setting or area since graduation. These individuals were asked to rank the top three reasons that influenced

their change, and 44.8% ranked “needed a change” in their top three. The next most common response was “family commitments” at 32.8%. Also, 27.6% said “location”, and 22.2% said “unpleasant workgroup”.

Respondents were then asked to rank the top three reasons that they have stayed in their current position. In total, 45.7% said that one of the top three factors in why they have stayed in their current position is that they like the work. Another 35.8% said that they like the work group, 33.3% like the hours, 27.2% like the client group, and 24.7% have stayed in their current job because of the continued challenge.

Satisfaction with Current Job

Eighty-nine percent of respondents are satisfied or very satisfied with their current primary job. Eleven percent are dissatisfied, and none are very dissatisfied. Those who feel that they were better prepared for their nursing practice tend to be more satisfied with their current job. Also, those who work at only one site tend to be more satisfied than those who work at more than one site.

Finances

Eighty-nine percent of respondents are satisfied or very satisfied with their current gross annual salary. Ten percent are dissatisfied, and one person is very dissatisfied. The most common income range is \$60,000 to \$64,999 per year, with 21% of respondents earning in this \$5,000 range. Nearly one quarter of respondents earn \$65,000 or more and 10% earn less than \$30,000. The average income is approximately \$55,888.

Thirty-eight percent of respondents are still paying back student loans. Another 47.6% have paid back their student loans in full. The remaining 14.6% never had a loan. Interestingly, whether or not loans have been paid back is not related to income.

Work Missed Due to Health

Thirty-seven percent of respondents have missed work in the past year as a result of health problems. Of those who have missed work, 70% (21 out of 30) missed two weeks or less. Another 23.3% (7 out of 30) missed between 3 and 12 weeks. Two respondents have been absent for an entire year due to health problems. When asked to what extent their work or work environment triggered or exacerbated health problems for them, all of the people who missed more than six weeks said that this was not applicable, indicating that they were maternity leaves or other circumstances unrelated to work. Half of all respondents who missed some work said that their work environment had minimal impact. Another 20.8% said that work was one of several factors in their health problems. Sixteen percent (4 people) said that their work was a primary factor and 12.5% (3 people) said that it was a significant factor. All but one of those who said that it was a primary or significant factor missed two weeks or less.

Career Goals

When asked what they would include in their career goals, three quarters of respondents said that direct care is among their career goals. The other most common responses were: teaching clients (68.3%), teaching students (67.1%), teaching clinical (57.3%),

advanced practice – nurse practitioner (46.3%), and advanced practice – clinical nurse specialist (39%).

Further Education

Twenty-eight percent of respondents have completed some kind of professional certification. There are a number of different certifications that respondents indicated having, with critical care being the most common.

Ten percent of respondents (8 people) have completed or are currently enrolled in a program leading to a higher degree. Two respondents are currently enrolled in a Masters of Nursing program, and one has completed the program. Two respondents have completed a Masters in an area other than Nursing and two others are enrolled in another Masters program. Of the four respondents who are currently enrolled in Masters programs, three are part-time students, and one is a full-time student. All four of these individuals are also working at least 40 hours per week.

Satisfaction with Nursing

About 70% of respondents said that their nursing education program prepared them well or very well for their nursing practice. About 30% did not think that they were prepared well.

Just over half of respondents said that they are satisfied with nursing as a career. Another 39.5% are very satisfied. Only 10% (8 people) are dissatisfied, and none are very dissatisfied. As would be expected, those who are satisfied with their current job also tend to be satisfied with nursing as a career, but it is also interesting to note that two thirds of those who are dissatisfied with their current job are still either satisfied or very satisfied with nursing as a career. Only twenty percent of those who did not feel that their nursing education prepared them well are very satisfied with nursing as a career, compared to 48.2% of other respondents.

Demographics

Thirty-seven percent of respondents grew up in rural Saskatchewan. Another 29% grew up in a town or small city in Saskatchewan. Eighteen percent grew up in Regina and ten percent in Saskatoon. One person grew up on a First Nations reserve in Saskatchewan, and four people grew up outside of Saskatchewan.

Of the total respondents, 86.6% are female, and 13.4% (11 people) are male. Sixty-six percent of respondents are married, 26% are single, 6% are in common-law relationships, and two are divorced or separated.

Just over half of all respondents have at least one dependent. In total, there are 74 dependents among all respondents. Of these 74 dependents, 52 (70.3%) are less than five years old, which means that they were likely born after the respondent finished the NEPS program. Sixteen of the 72 (21.6%) are ten years old or older, which means that they were likely born before the respondent began the NEPS program. Six of the 72 dependents (8.1%) are between 5 and 9 years old, which means they were likely born while the respondent was in the NEPS program. The overall average age of all dependent children is 5 years old.

Introduction and Methodology

Goals and Objectives

The purpose of this survey is to track the progress of students through NEPS and identify the career paths of Saskatchewan basic nursing education graduates. The goals include the following:

- Establish employment profiles of graduates
- Determine whether respondents have pursued further studies since graduating
- Obtain basic demographic information about the graduates

Ethics approvals for the individual phases of this project were obtained from the University of Saskatchewan Advisory Committee on Ethics in Behavioral Science Research.

This report includes the results of the five-year follow-up survey for the graduates of the 1999-2000 academic year.

Scope of Work

The College of Nursing of the University of Saskatchewan, and the Saskatchewan Institute of Applied Science and Technology (SIAST) contracted Insightrix Research Services to conduct and analyze the results of the Five-year Follow-up Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted primarily by phone (84%), with an option of completing it online (16%).

Survey Design

Survey questions were developed by the NEPS database Advisory Committee and were adapted for the survey instrument by Insightrix. Insightrix programmed the survey online and conducted the survey using a multimode approach, allowing respondents to complete the survey either by phone or by email.

Survey Distribution

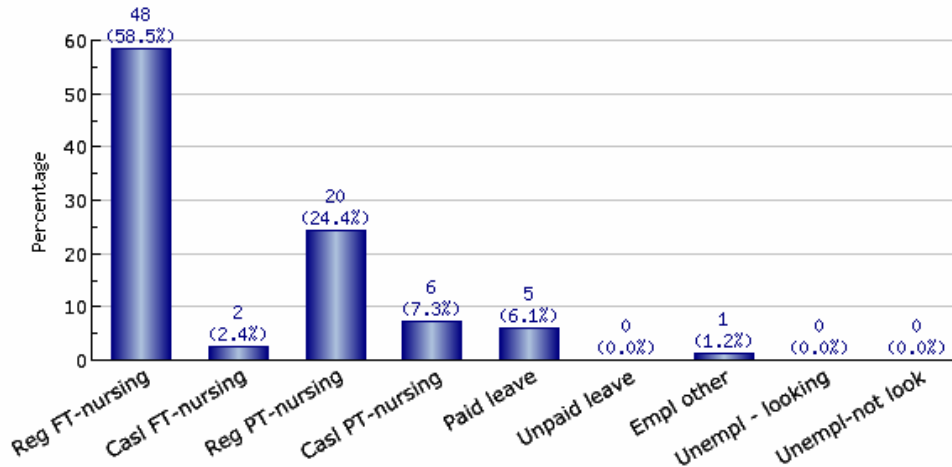
Contact information for graduates was obtained from the Alumni Relations of the University Advancement Office, U of S. Insightrix telephone researchers attempted to contact each individual at least four times. If the respondent preferred to complete the survey online, they were sent an email invitation with a link to the survey which allowed them to fill it out at their convenience.

Response Rates and Confidence Intervals

Of the 132 graduates, 82 completed the survey (69 completes by phone and 13 online), giving a response rate of 62.1% overall. Given this response rate, we can be 95% sure that the results reported are within $\pm 6.5\%$ of the actual population figures.

Current Employment

What is your current employment status? (Check all that apply)



82 responses

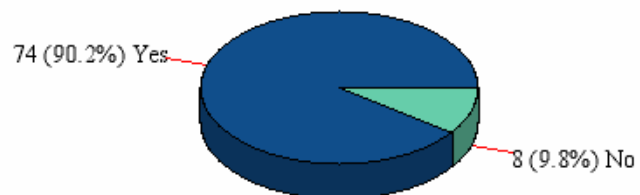
Key Findings:

- 58.5% of respondents are currently employed as regular full-time nurses.
- Another 24.4% are employed as regular part-time nurses.
- 7.3% are casual part-time nurses, and 2.4% are casual full-time nurses.
- A total of 92.7% of respondents are currently working as nurses.
- Another 6.1% are on paid leave from nursing and one person is employed in an area other than nursing (as a vocational rehab councillor).

The one respondent who is not currently employed in nursing said that it is because there is no full time permanent work available in nursing. This person has not been employed in nursing in the past five years and does not plan to seek employment in nursing in the future.

			What is your current employment status						Total
			Regular full time (nursing)	Casual full time (nursing)	Regular part time (nursing)	Casual part time (nursing)	Paid leave (nursing)	Employed in other than nursing	
Location	Saskatchewan	Count	37	2	16	2	5	1	63
		%	58.7%	3.2%	25.4%	3.2%	7.9%	1.6%	100.0%
	Other	Count	11	0	4	4	0	0	19
		%	57.9%	.0%	21.1%	21.1%	.0%	.0%	100.0%
Total		Count	48	2	20	6	5	1	82
		%	58.5%	2.4%	24.4%	7.3%	6.1%	1.2%	100.0%

- For interest, the above cross-tab shows the breakdown of employment status by Saskatchewan/other.

Is this employment status your preference?

82 responses

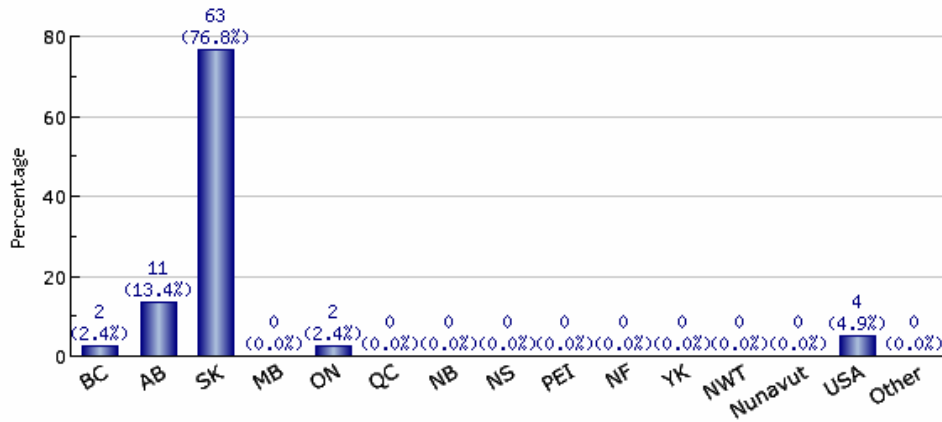
"Preferred employment status" by "Employment status"

	Totals	Yes	No
Regular full time (nursing)	48 (58.5%)	48 (100.0%)	0 (0.0%)
Casual full time (nursing)	2 (2.4%)	2 (100.0%)	0 (0.0%)
Regular part time (nursing)	20 (24.4%)	14 (70.0%)	6 (30.0%)
Casual part time (nursing)	6 (7.3%)	5 (83.3%)	1 (16.7%)
Paid leave (e.g. Maternity, disability, education) (nursing)	5 (6.1%)	4 (80.0%)	1 (20.0%)
Unpaid leave (nursing)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Employed in other than nursing (please specify)	1 (1.2%)	1 (100.0%)	0 (0.0%)
Unemployed (looking for work)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unemployed (not looking for work)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Totals	82 (100%)	74 (90.2%)	8 (9.8%)

Key Findings:

- 90.2% of all respondents do prefer their current employment status.
- 6 of the 8 people whose status is not preferred are working as regular part-time nurses.

What is the geographical location of your current job?

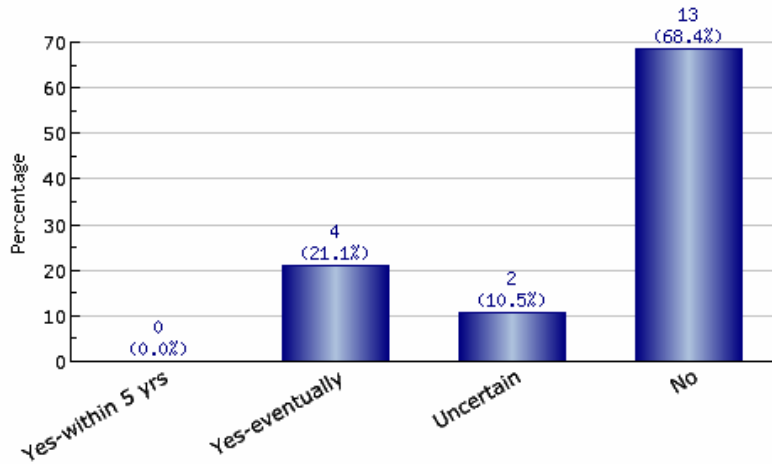


82 responses

Key Findings:

- 76.8% of respondents are currently working in Saskatchewan.
- Another 13.4% are working in Alberta.
- 4.9% are in the USA, 2.4% in BC, and 2.4% in Ontario.

Do you plan to return to Saskatchewan to work?



19 responses

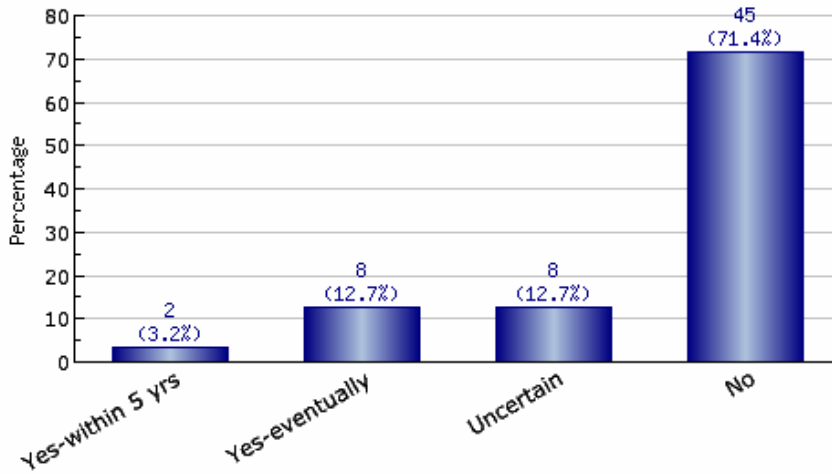
Key Findings:

- 68.4% of those currently working outside of Saskatchewan do not plan on returning to the province to work.
- 21.1% do plan to return to Saskatchewan eventually.
- 10.5% are uncertain.

			Do you plan to return to Saskatchewan to work			Total
			Yes, eventually	Uncertain	No	
What is the geographical location of your current job	British Columbia	Count	0	0	2	2
		%	.0%	.0%	100.0%	100.0%
	Alberta	Count	2	1	8	11
		%	18.2%	9.1%	72.7%	100.0%
	Ontario	Count	1	1	0	2
		%	50.0%	50.0%	.0%	100.0%
	USA	Count	1	0	3	4
		%	25.0%	.0%	75.0%	100.0%
Total		Count	4	2	13	19
		%	21.1%	10.5%	68.4%	100.0%

- The above cross-tab shows a breakdown of whether or not respondents plan to return to Saskatchewan by current job location.

Do you plan to leave Saskatchewan to work elsewhere?

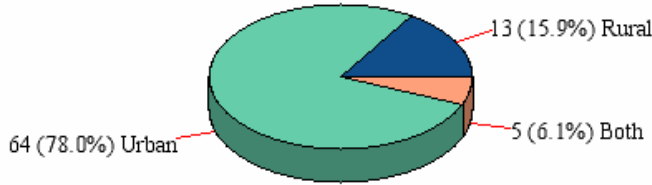


63 responses

Key Findings:

- 71.4% of those currently working in Saskatchewan do not plan on leaving to work elsewhere.
- 12.7% plan on leaving eventually, 3.2% (2 people) plan on leaving within five years, and 12.7% are not sure.

Please specify whether the location of your current job is:



82 responses

Key Findings:

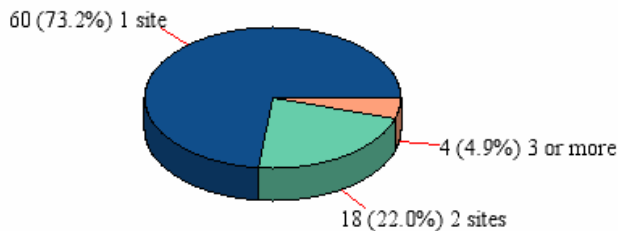
- 78% of respondents said that their current job is in an urban location.
- 15.9% are in a rural location and 6.1% said both urban and rural.

*** Note that a definition of urban/rural was not specified.**

			Please specify whether the location of your current job is			Total
			Rural	Urban	Both, rural and urban	
Location	Saskatchewan	Count	11	48	4	63
		%	17.5%	76.2%	6.3%	100.0%
	Other	Count	2	16	1	19
		%	10.5%	84.2%	5.3%	100.0%
Total		Count	13	64	5	82
		%	15.9%	78.0%	6.1%	100.0%

- 17.5% of those who work in Saskatchewan work in a rural location, compared to 10.5% of those who work outside of Saskatchewan. We cannot conclude that this difference is significant.

At how many sites do you currently work?



82 responses

Key Findings:

- 73.2% of respondents currently work at one site.
- Another 22.0% work at two sites and 4.9% work at more than two sites.

Sites include:

- Different work sites but same employer
- Different units but same employer
- Different employers with same or different units
- For community-based nurses, many schools/homes would be one unit

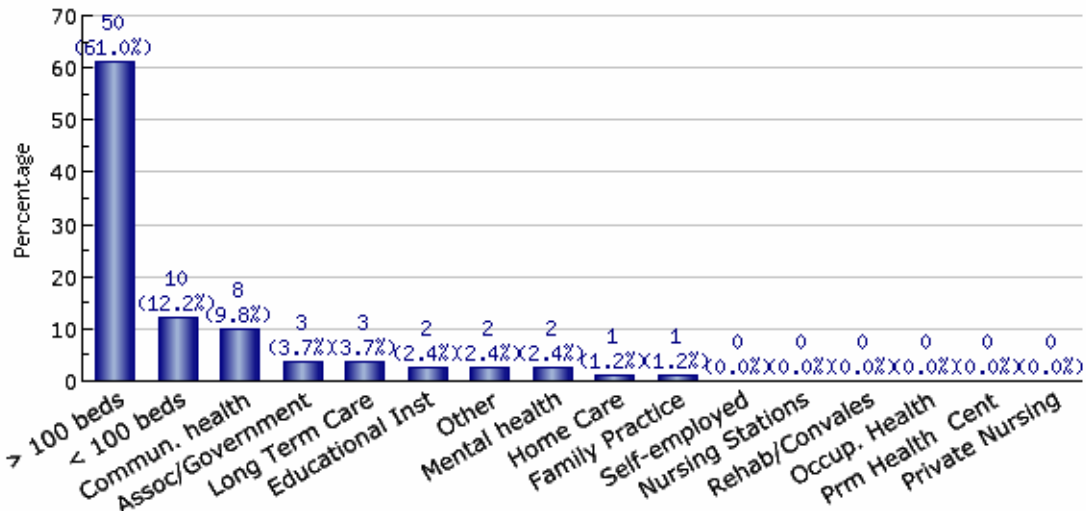
			At how many sites do you currently work			Total
			1 site	2 sites	3 or more	
Location	Saskatchewan	Count	47	12	4	63
		%	74.6%	19.0%	6.3%	100.0%
	Other	Count	13	6	0	19
		%	68.4%	31.6%	.0%	100.0%
Total		Count	60	18	4	82
		%	73.2%	22.0%	4.9%	100.0%

- For interest, the above cross-tab shows the breakdown of number of sites by Saskatchewan/other. We cannot say that the differences are significant.

What type of facility is/are the site(s) where you work?

(Note: The primary site is the site where you work the most hours per week)

Primary Site:



82 responses

	Total #	% of Responses
General hospital, > 100 beds	50	61.0
General hospital, < 100 beds	10	12.2
Community health / Health centre	8	9.8
Association/Government	3	3.7
Long Term Care	3	3.7
Educational Institution	2	2.4
Other	2	2.4
Mental health	2	2.4
Home Care	1	1.2
Family Practice	1	1.2
Self-employed	0	0.0
Nursing Stations (Outposts or clinics)	0	0.0
Rehabilitation/Convalescent centre	0	0.0
Occupational Health	0	0.0
Primary Health Care Centre	0	0.0
Private Nursing	0	0.0
Total	82	100

Key Findings:

- 61.0% of respondents work in a general hospital with more than 100 beds in their primary site.
- The next most common primary site is a general hospital with less than 100 beds.

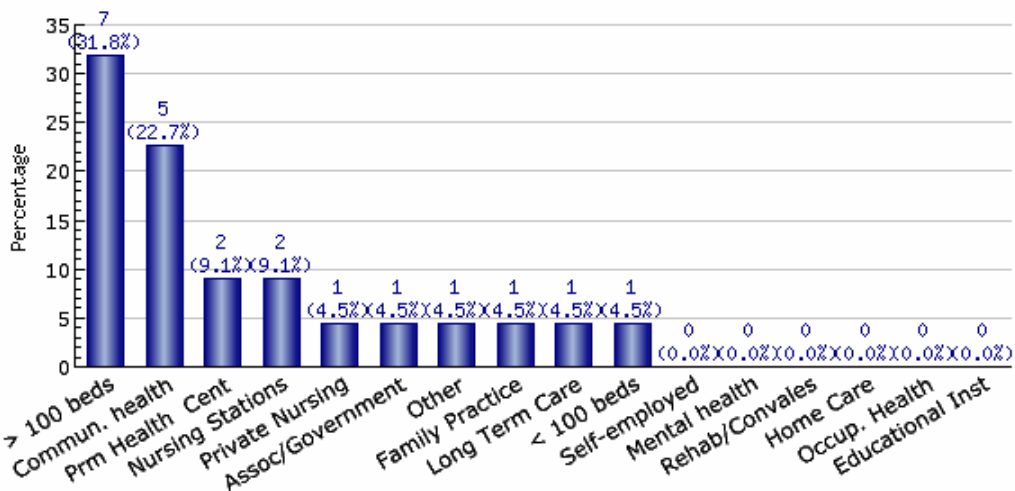
Other:

- (1) Acute Care
- (1) Canadian Blood Services

			Location		Total
			Saskatchewan	Other	
What type of facility is the site(s) where you work	General hospital, less than 100 beds	Count	9	1	10
		% within Location	14.3%	5.3%	12.2%
	General hospital, 100 beds and over	Count	35	15	50
		% within Location	55.6%	78.9%	61.0%
	Mental Health Centre	Count	2	0	2
		% within Location	3.2%	.0%	2.4%
	Community Health/Health Centre	Count	8	0	8
		% within Location	12.7%	.0%	9.8%
	Nursing Home/Long Term Care Facility	Count	1	2	3
		% within Location	1.6%	10.5%	3.7%
	Physicians Office/Family Practice Unit	Count	1	0	1
		% within Location	1.6%	.0%	1.2%
	Home Care Agency	Count	1	0	1
		% within Location	1.6%	.0%	1.2%
Educational Institution	Count	2	0	2	
	% within Location	3.2%	.0%	2.4%	
Association/Government	Count	2	1	3	
	% within Location	3.2%	5.3%	3.7%	
Other, (please specify)	Count	2	0	2	
	% within Location	3.2%	.0%	2.4%	
Total	Count	63	19	82	
	% within Location	100.0%	100.0%	100.0%	

- Respondents who work outside of Saskatchewan are more likely to work in a general hospital with more than 100 beds.

Secondary Site:



22 responses

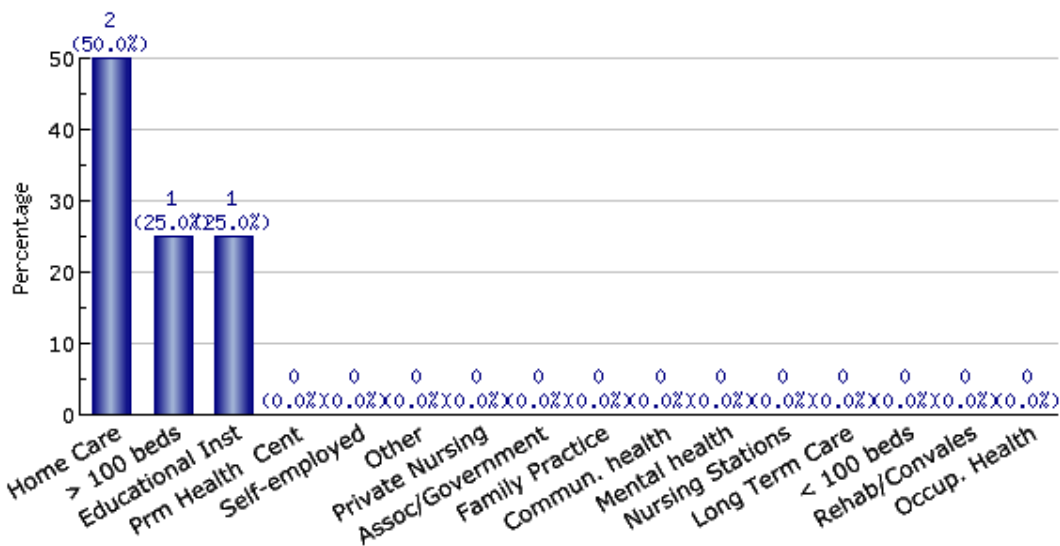
Key Findings:

- 31.8% of those who work in more than one site work at a general hospital with more than 100 beds for their secondary site.
- 22.7% (5 people) work in community health at their secondary site.

Other:

(1) Correctional facility

Third Site:



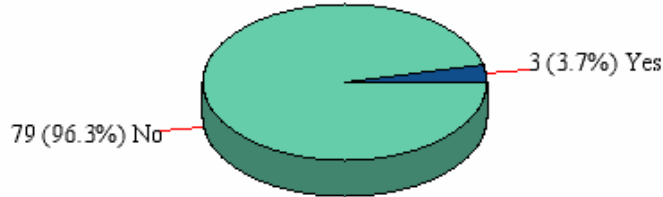
4 responses

Key Findings:

- Two of the four respondents who work in more than two sites work in home care as their third site.

Is your employer a First Nation organization?

Primary Site:



82 responses

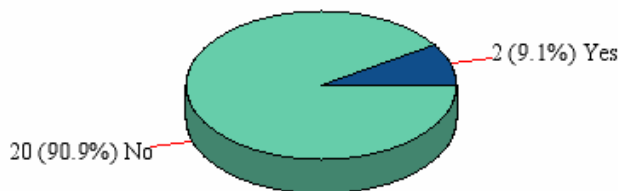
Key Findings:

- Three out of 82 respondents work for a First Nation organization at their primary site.

			Is your employer a First Nation organization		Total
			Yes	No	
Location	Saskatchewan	Count	3	60	63
		%	4.8%	95.2%	100.0%
	Other	Count	0	19	19
		%	.0%	100.0%	100.0%
Total		Count	3	79	82
		%	3.7%	96.3%	100.0%

- All three of those who work for a First Nation organization are in Saskatchewan.

Secondary Site:



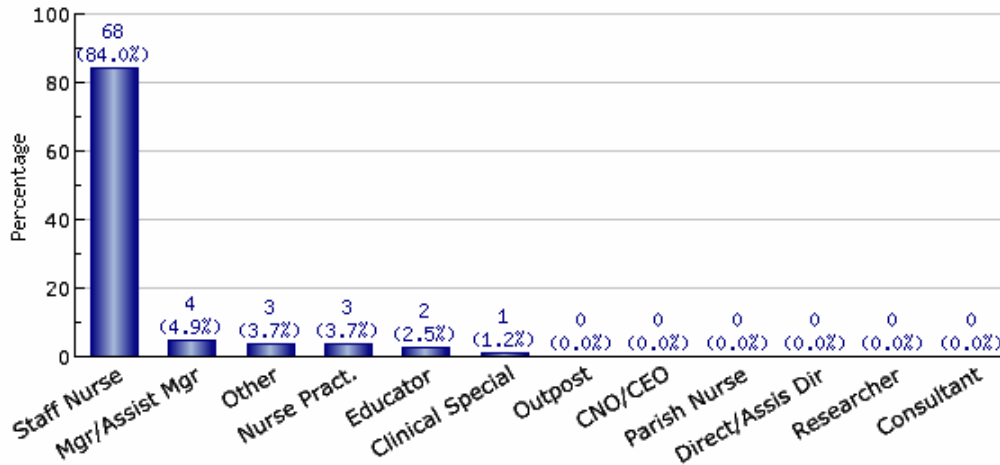
22 responses

Key Findings:

- Two out of 22 respondents who work at more than one site work for a First Nations organization at their secondary site. No one works for a First Nations organization at their third site.

What is your position?

Primary Site:



81 responses

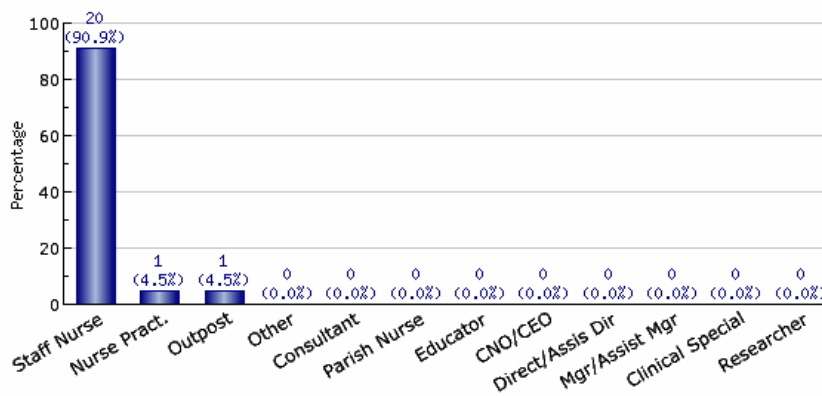
Key Findings:

- 84% of respondents are staff nurses at their primary site.
- 4.9% (4 respondents) are managers or assistant managers.

Other:

- (1) Coordinator
- (1) Infection Control Practitioner
- (1) Registered Nurse

Secondary Site:

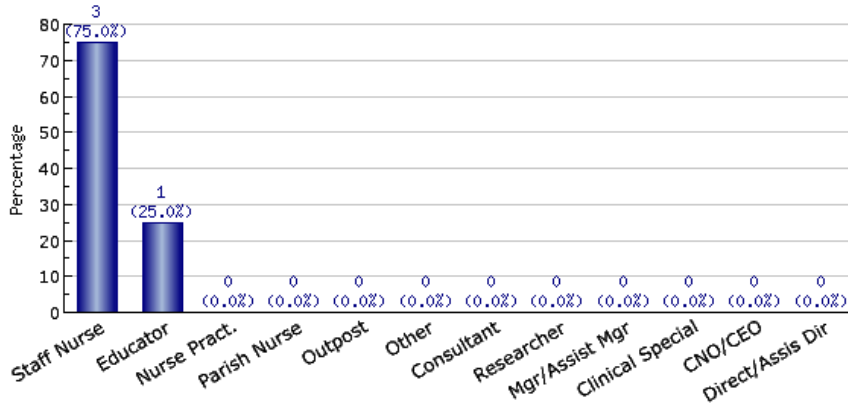


22 responses

Key Findings:

- 20 out of 22 respondents who work at more than one site are staff nurses at their secondary site.

Third Site:



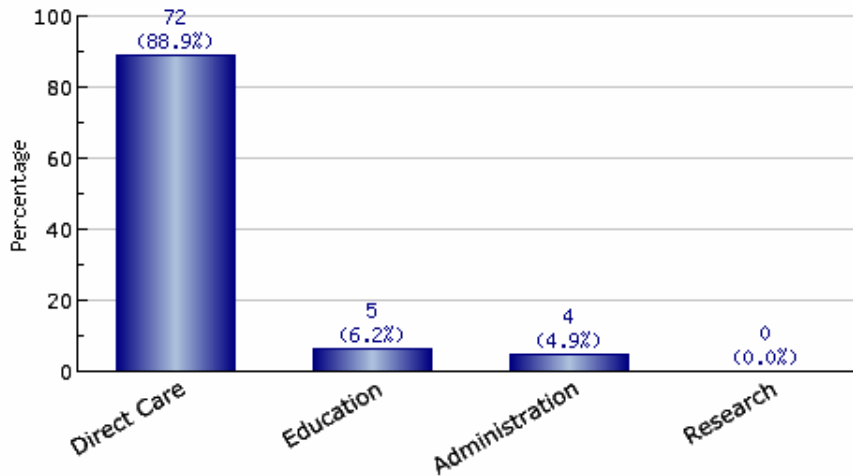
4 responses

Key Findings:

- 3 out of 4 respondents who work at more than two sites are staff nurses at their third site. One is an educator.

What is your main area of responsibility?

Primary Site:

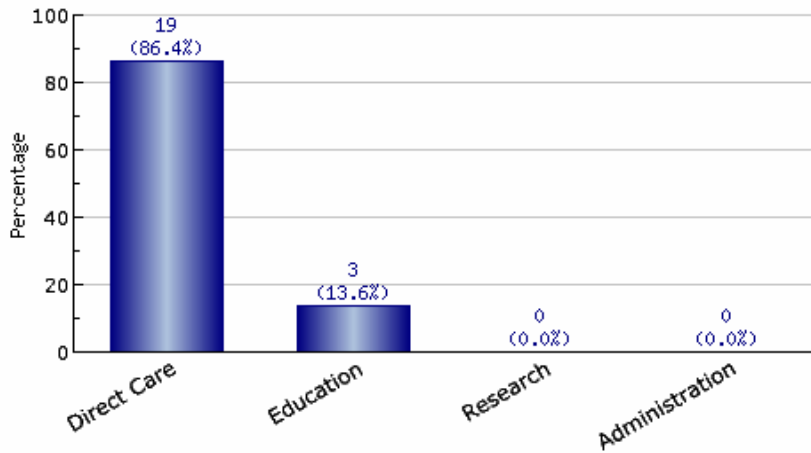


81 responses

Key Findings:

- 88.9% of respondents said that their main area of responsibility at their primary site is direct care.
- 6.2% said education, and another 4.9% said administration.

Secondary Site:

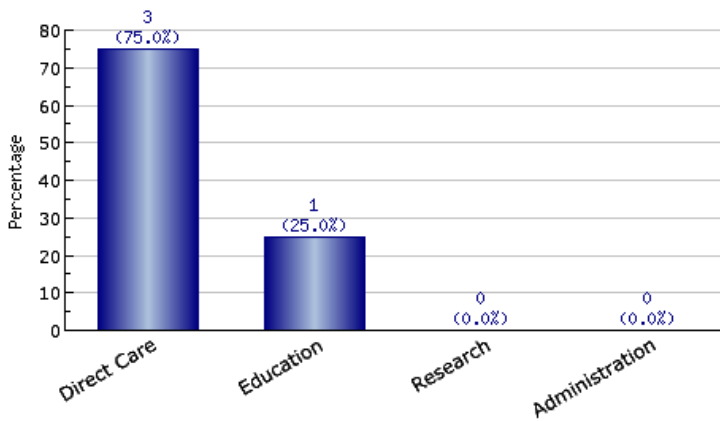


22 responses

Key Findings:

- 19 out of 22 respondents are in direct care at their secondary site.
- The other three are in education.

Third Site:



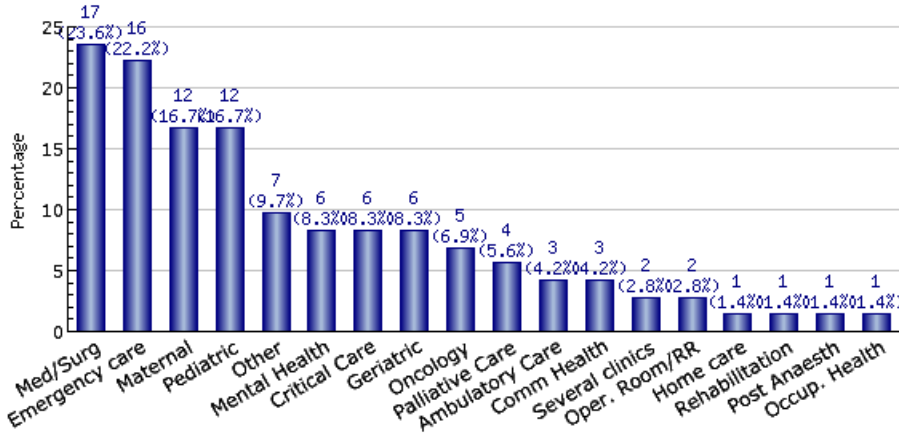
4 responses

Key Findings:

- Three respondents are in direct care at their third site, and one is in education.

In what area do you provide:

Direct Care



72 responses

	Total #	% of Responses	Description
Med/Surg	17	23.6	Medical/Surgical
Emergency care	16	22.2	Emergency care
Maternal	12	16.7	Maternal/Newborn
Pediatric	12	16.7	Pediatric
Other	7	9.7	Other, (please specify)
Mental Health	6	8.3	Psychiatric/Mental Health
Critical Care	6	8.3	Critical Care
Geriatric	6	8.3	Geriatric/Long term care
Oncology	5	6.9	Oncology
Palliative Care	4	5.6	Palliative Care
Ambulatory Care	3	4.2	Ambulatory Care
Comm Health	3	4.2	Community Health
Several clinics	2	2.8	Several clinical areas
Oper. Room/RR	2	2.8	Operating Room/RR
Home care	1	1.4	Home care
Rehabilitation	1	1.4	Rehabilitation
Post Anaesth	1	1.4	Post Anaesthesia
Occup. Health	1	1.4	Occupational Health
Total	72	100	

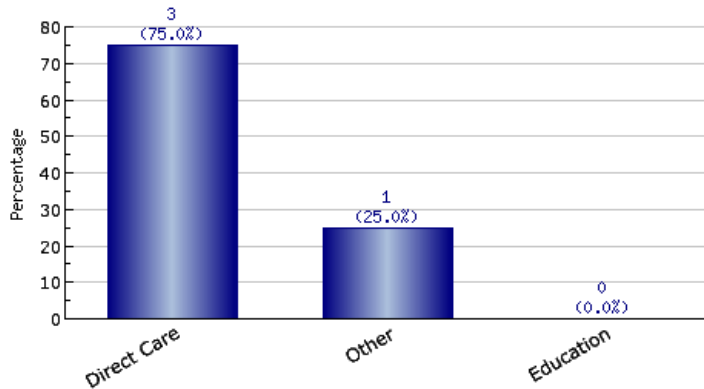
Key Findings:

- Of those who provide direct care at their primary site, 23.6% are in the Medical/Surgical area.
- 22.2% are in emergency care.
- 16.7% are in maternal care, and another 16.7% are in pediatric care.

Other:

- (1) Blood Collection
- (1) chemo dialysis
- (1) Dialysis
- (1) women’s health
- (1) Cardio sciences
- (1) communicable disease
- (1) Education

Administration

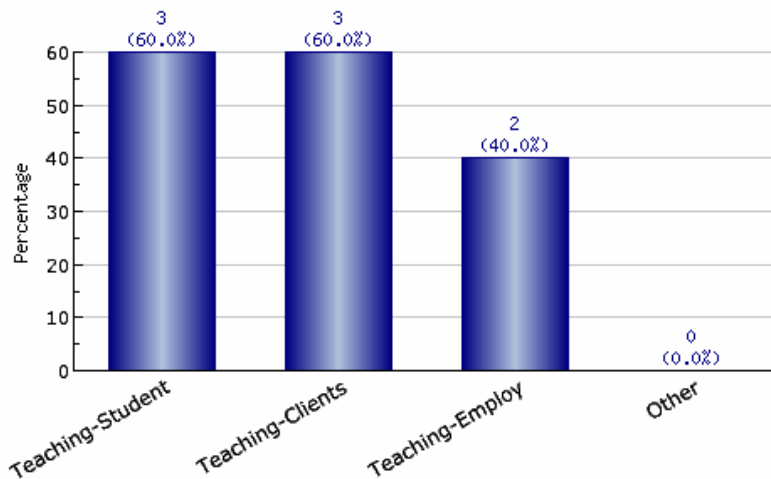


4 responses

Key Findings:

- Three out of four respondents who are in administration at their primary site are in direct care. The respondent who said 'other' said management.

Education

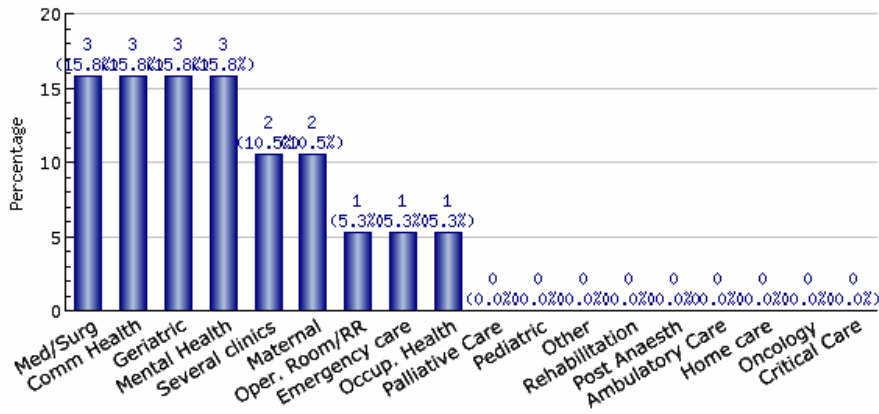


5 responses

Key Findings:

- Three out of five of those who are in education as their primary site teach students.
- Three out of four teach clients and two teach employees.

Direct Care Secondary Site



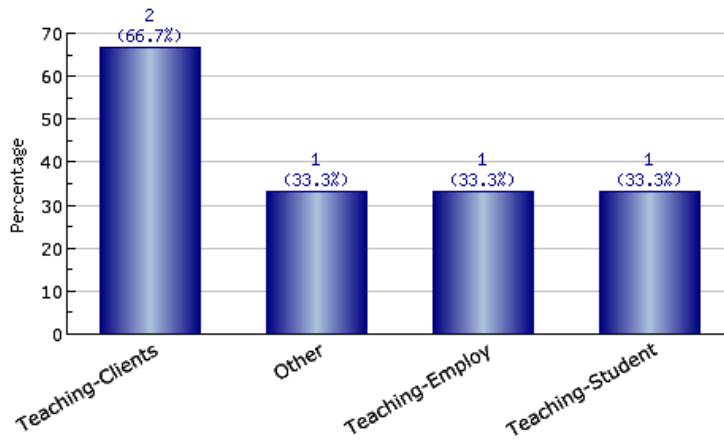
19 responses

Key Findings:

- Of the 19 people who work in direct care at their secondary site, three are in medical/surgical, three are in geriatrics, three are in medical/surgical, and three are in mental health.

Entry under 'other': Women's health

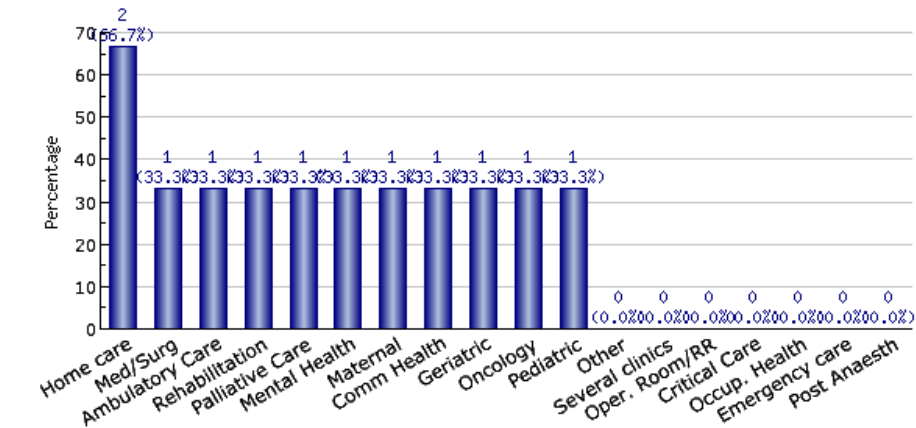
Education Secondary Site



3 responses

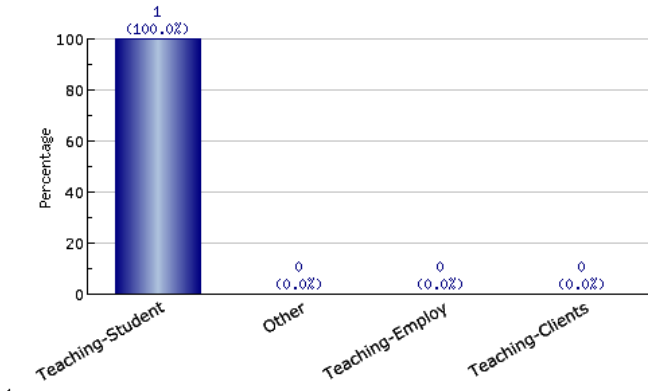
Entry under 'other': Various

Direct Care Third Site



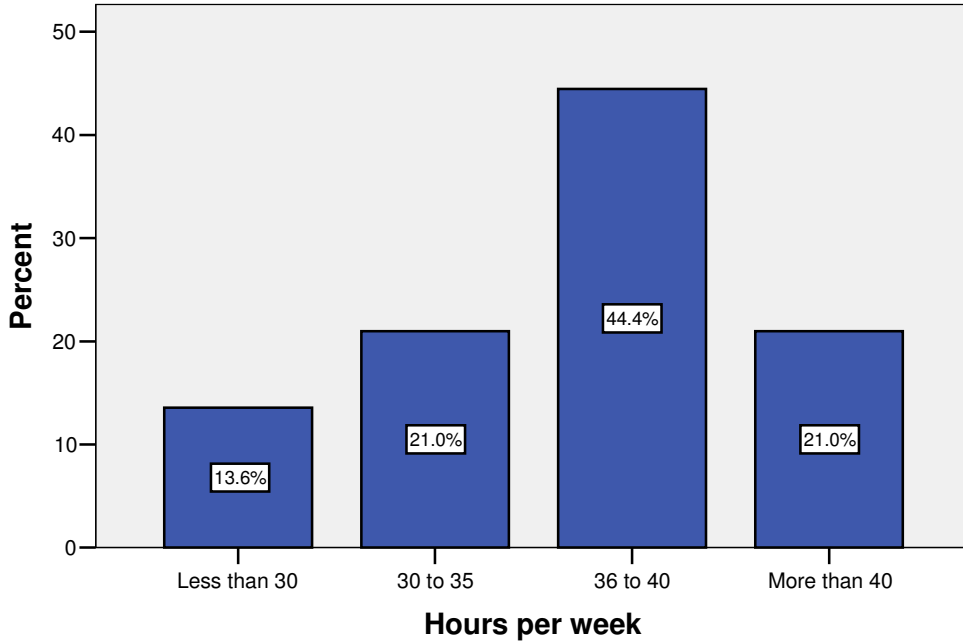
3 responses

Education Third Site



1 responses

On average, how many total hours per week (including overtime) do you work?



		Frequency	Valid Percent	Cumulative Percent
Total hours per week	Less than 30	11	13.6	13.6
	30 to 35	17	21.0	34.6
	36 to 40	36	44.4	79.0
	More than 40	17	21.0	100.0
	Total	81	100.0	

Key Findings:

- 44.4% of respondents work between 36 and 40 hours per week.
- 21.0% work more than 40 hours per week, and another 21.0% work 30 to 35 hours.
- 13.6% of respondents work less than 30 hours per week.
- The minimum number of hours is 10, the maximum is 65, and the average is 36.9.
- The average hours per week is the same for those who work in Saskatchewan compared to those who work outside of Saskatchewan.

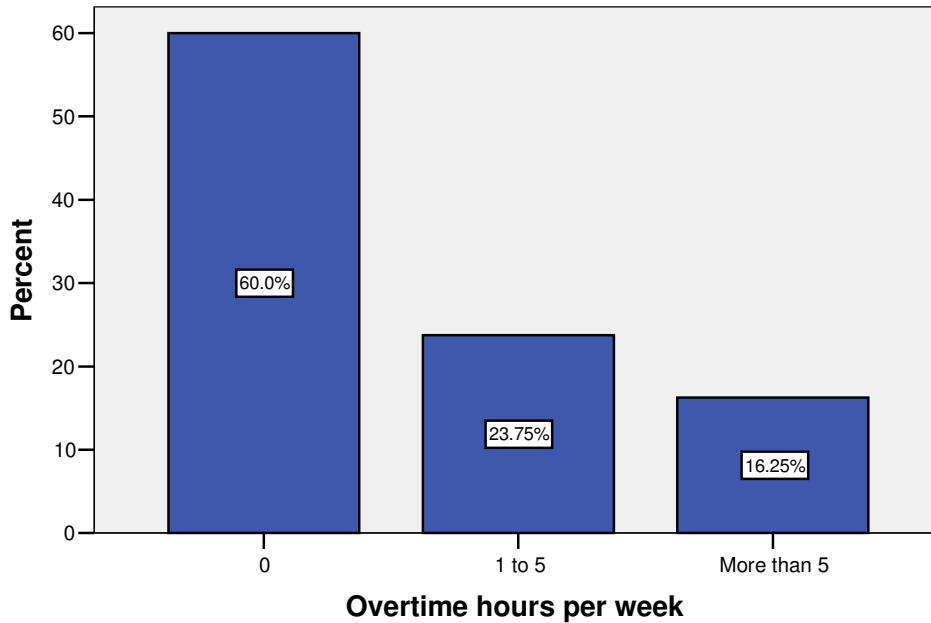
			Hours per week				Total
			Less than 30	30 to 35	36 to 40	More than 40	
What is your position	Staff Nurse/Community Health Nurse	Count	9	16	32	11	68
		%	13.2%	23.5%	47.1%	16.2%	100.0%
	Manager/Assistant Manager	Count	1	0	0	3	4
		%	25.0%	.0%	.0%	75.0%	100.0%
	Clinical Nurse Specialist	Count	0	0	0	1	1
		%	.0%	.0%	.0%	100.0%	100.0%
	Instructor/Professor/Educator	Count	0	0	1	1	2
	%	.0%	.0%	50.0%	50.0%	100.0%	
Nurse Practitioner	Count	0	1	1	1	3	
	%	.0%	33.3%	33.3%	33.3%	100.0%	
Other	Count	1	0	2	0	3	
	%	33.3%	.0%	66.7%	.0%	100.0%	
Total	Count	11	17	36	17	81	
	%	13.6%	21.0%	44.4%	21.0%	100.0%	

- 16.2% of those who work as staff nurses at their primary site work more than 40 hours per week, compared to 46.2% of those in other positions. Since there is such a small number of respondents in other positions, we cannot conclude that this is significant.

			Hours per week				Total
			Less than 30	30 to 35	36 to 40	More than 40	
Number of Dependents	None	Count	2	5	21	11	39
		%	5.1%	12.8%	53.8%	28.2%	100.0%
	One	Count	2	8	8	1	19
	%	10.5%	42.1%	42.1%	5.3%	100.0%	
	Two or more	Count	7	4	7	5	23
	%	30.4%	17.4%	30.4%	21.7%	100.0%	
Total	Count	11	17	36	17	81	
	%	13.6%	21.0%	44.4%	21.0%	100.0%	

- Respondents with two or more dependents are most likely to work less than 30 hours per week.

On average, how many total hours of paid overtime do you work per week?



Key Findings:

- 60% of respondents do not work any paid overtime in an average week.
- 23.8% work one to five hours of paid overtime per week.
- 16.3% work more than five hours of overtime per week.
- The average number of overtime hours is 2.7.

			Overtime hours per week			Total
			0	1 to 5	More than 5	
Total hours per week	Less than 30	Count	10	0	0	10
		%	100.0%	.0%	.0%	100.0%
	30 to 35	Count	12	4	1	17
		%	70.6%	23.5%	5.9%	100.0%
	36 to 40	Count	19	12	5	36
		%	52.8%	33.3%	13.9%	100.0%
	More than 40	Count	7	3	7	17
		%	41.2%	17.6%	41.2%	100.0%
Total		Count	48	19	13	80
		%	60.0%	23.8%	16.3%	100.0%

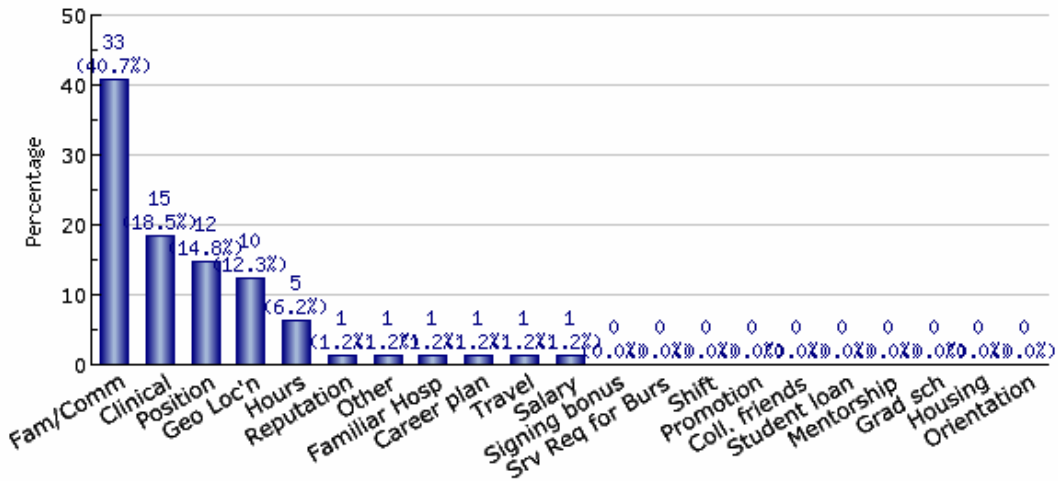
- The above cross-tab shows the breakdown of overtime hours by total hours.
- As would be expected, as total hours increase, so do overtime hours.

			Hours of paid overtime per week			Total
			0	1 to 5	More than 5	
What is your position	Staff Nurse/Community Health Nurse	Count	40	15	12	67
		%	59.7%	22.4%	17.9%	100.0%
	Manager/Assistant Manager	Count	3	1	0	4
		%	75.0%	25.0%	.0%	100.0%
	Clinical Nurse Specialist	Count	1	0	0	1
		%	100.0%	.0%	.0%	100.0%
	Instructor/Professor/Educator	Count	2	0	0	2
	%	100.0%	.0%	.0%	100.0%	
	Nursing Practitioner	Count	1	1	1	3
		%	33.3%	33.3%	33.3%	100.0%
	Other, (please specify)	Count	1	2	0	3
		%	33.3%	66.7%	.0%	100.0%
Total		Count	48	19	13	80
		%	60.0%	23.8%	16.3%	100.0%

- The above cross-tab shows that, although those in positions other than staff nurse work more hours, they are less likely to have paid overtime work.

Please rank the top 3 factors that influenced your choice of work location as a nurse, with "1" being most important, "2" being the second most important and "3" being the third most important:

Ranked as first influential factor:



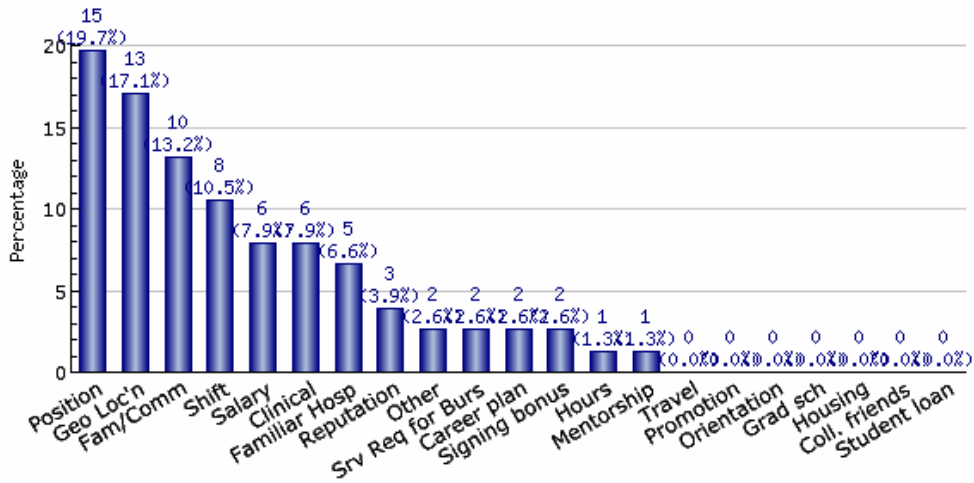
81 responses

	Total #	% of Responses
Family or community commitments	33	40.7
Clinical/client group I wanted	15	18.5
Position I wanted	12	14.8
Geographic Location	10	12.3
Total hours I wanted	5	6.2
Reputation of the institution as a quality workplace	1	1.2
Other	1	1.2
Familiarity with hospital where completed practicum	1	1.2
Career planning	1	1.2
Desire to travel	1	1.2
Salary	1	1.2
Signing bonus	0	0.0
Return service requirement for bursary	0	0.0
Shift	0	0.0
Promotion	0	0.0
College friends	0	0.0
Student loan	0	0.0
Mentorship	0	0.0
Grad school assistance	0	0.0
Housing	0	0.0
Orientation	0	0.0
Total	81	100

Key Findings:

- 40.7% of respondents cited family or community commitments as the first influential factor in their choice of work location.
- The next most common response was that it was their preferred clinical/client group, at 18.5%.

Ranked as second influential factor:

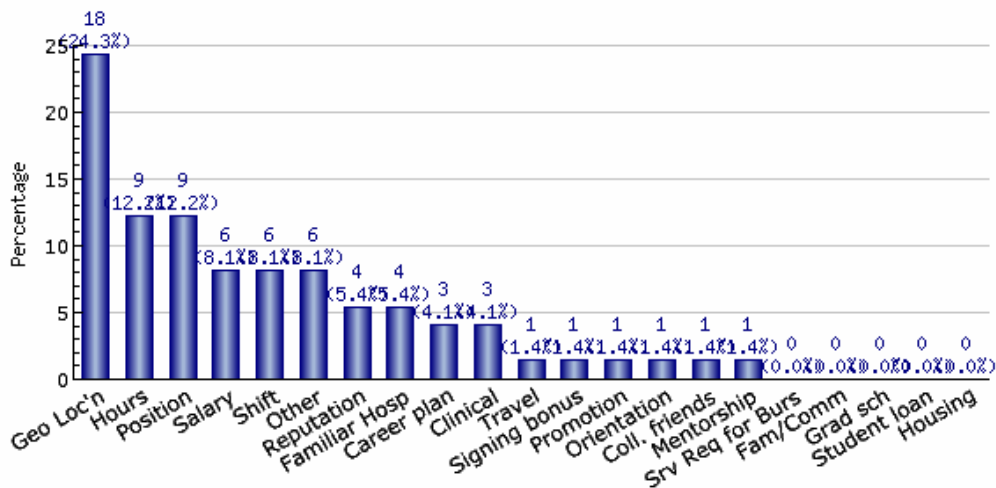


76 responses

Key Findings:

- The most common second influential factor was that it was a preferred position, with 19.7% of responses.
- 17.1% of respondents said that geographical location was the second most influential factor.

Ranked as third influential factor:



74 responses

Key Findings:

- 24.3% of respondents said that geographical location was the third most influential factor in choosing a job location.
- 12.2% said that it was the hours they wanted, and another 12.2% said that it was the position they wanted.

Entries under 'other':

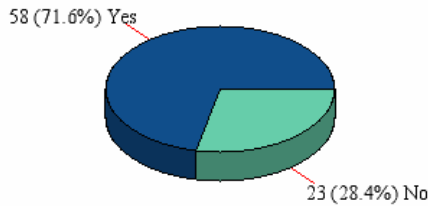
- (3) staff
- (2) Flexibility
- (1) benefits
- (1) continuing education
- (1) experience

Top 3 factors (combined):

Factor	Total #	Percentage
Family or community commitments	43	53.1%
Geographic Location	41	50.6%
Position I wanted	36	44.4%
Clinical/client group I wanted	24	29.6%
Hours	15	18.5%
Shift	14	17.3%
Salary	13	16.0%
Familiarity with hospital where completed practicum	10	12.3%
Other	9	11.1%
Reputation	8	9.9%
Career planning	6	7.4%
Signing bonus	3	3.7%
Mentorship	2	2.5%
Return service requirement for bursary	2	2.5%
Desire to travel	2	2.5%
College friends	1	1.2%
Orientation	1	1.2%
Promotion	1	1.2%
Grad school	0	0.0%
Housing	0	0.0%
Student loan	0	0.0%

- In total, 53.1% of respondents said that family or community commitments were on of the top three factors that influenced their choice of work location as a nurse.
- 50.6% ranked geographic location in their top three.
- 44.4% of respondents said that they chose their work location because it was the position they wanted.
- 29.6% of respondents said they chose their work location because it was the clinical/client group that they wanted.

Have you changed your work setting or work area since graduation?



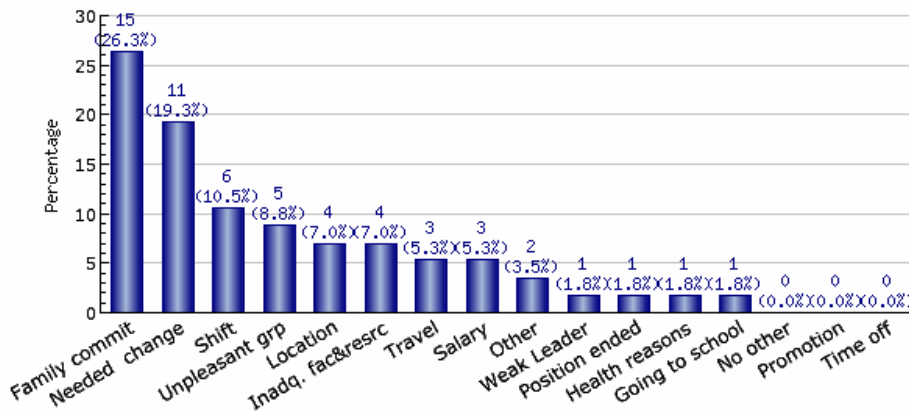
81 responses

Key Findings:

- 71.6% of respondents have changed their work setting or area since graduation.

Please indicate the top 3 reasons for leaving your previous position, with "1" being the most influential reason, "2" being the second reason and "3" being third reason:

Ranked as first influential factor:



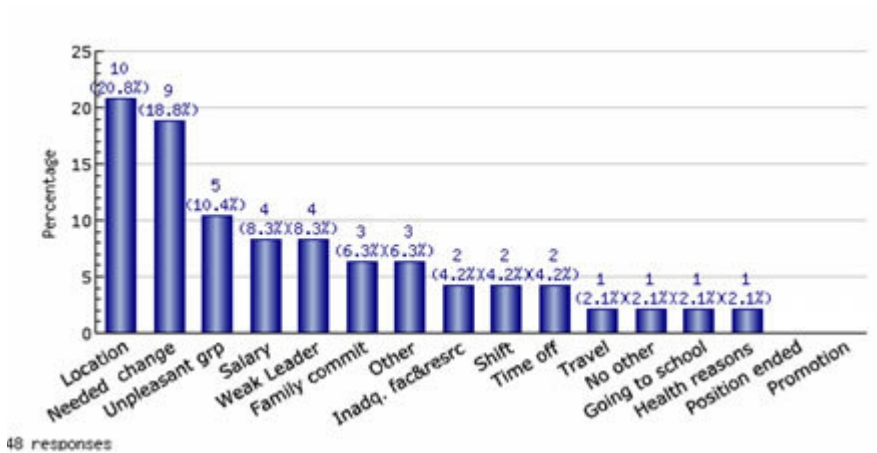
57 responses

	Total #	% of Responses
Family commitments	15	26.3
Needed change	11	19.3
Shift	6	10.5
Unpleasant work group	5	8.8
Inadequate facilities and resources	4	7.0
Location	4	7.0
Travel	3	5.3
Salary	3	5.3
Other	2	3.5
Weak Leadership	1	1.8
Position ended	1	1.8
Health reasons	1	1.8
Going to school	1	1.8
Total	57	100

Key Findings:

- 26.3% of those who have changed work settings said that the primary reason was family commitments.
- Another 19.3% said that they needed a change and 10.5% said that shifts were the primary reason. One respondent did not provide a reason.

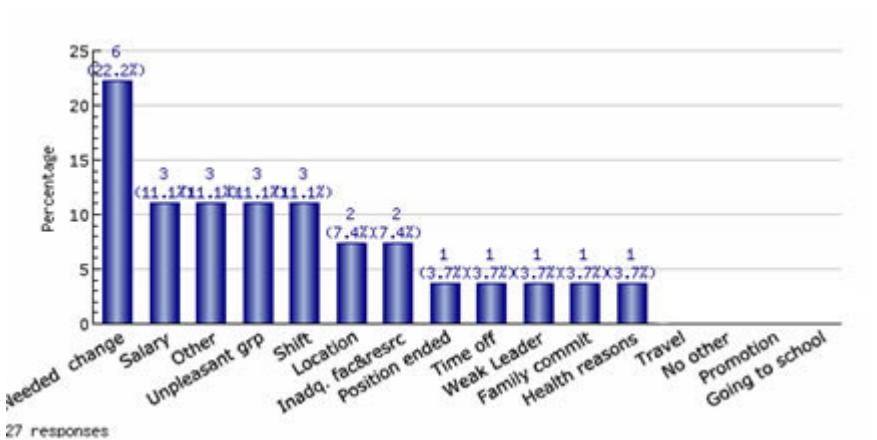
Ranked as second influential factor:



Key Findings:

- Of those who cited a second influential factor, 20.8% said that location was the second most influential factor in their change.
- Another 18.8% said that they needed a change and 10.4% said that they changed because of an unpleasant work group.

Ranked as third influential factor:



Key Findings:

- Of those who cited a third most influential factor, 'needed a change' was the most common response. Eleven respondents selected 'no other', and the remaining did not respond.

Entries under 'other':

- (1) Better job
- (1) Career path
- (1) Career planning move
- (1) Hours
- (1) learning opportunities
- (1) Needed experience with first nations people.
- (1) No advancement
- (1) Not a permanent position

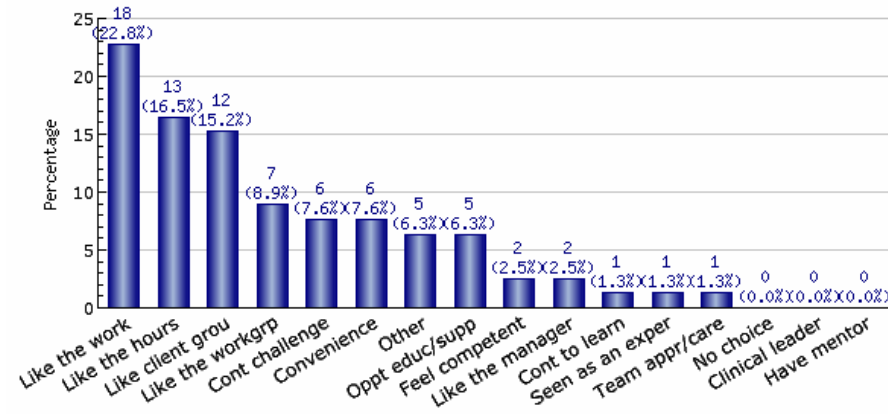
Top 3 factors (combined):

Factor	Total #	Percentage
Needed change	26	44.8%
Family commitments	19	32.8%
Location	16	27.6%
Unpleasant workgroup	13	22.4%
No other	12	20.7%
Shift	11	19.0%
Salary	10	17.2%
Inadequate facilities and resources	8	13.8%
Other	8	13.8%
Weak Leader	6	10.3%
Travel	4	6.9%
Health reasons	3	5.2%
Time off	3	5.2%
Going to school	2	3.4%
Position ended	2	3.4%
Promotion	0	0.0%

- In total, 44.8% of those who have changed their work setting or area said that they needed a change as one of their top three factors.
- 32.8% cited family commitments as one of their top three factors.
- 27.6% said location, and 22.2% said unpleasant workgroup.

Please indicate the top 3 reasons for staying in your current position, with "1" being the most influential reason, "2" being the second reason and "3" being third reason:

Ranked as first influential factor:



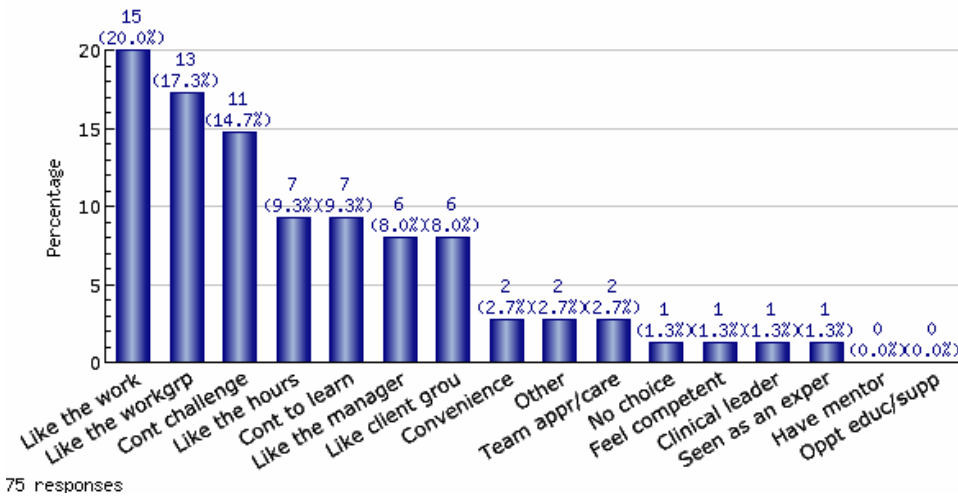
79 responses

	Total #	% of Responses	Cumulative %
Like the work	18	22.8	23.1
Like the hours	13	16.5	39.7
Like client group	12	15.2	53.8
Like the workgroup	7	8.9	62.8
Continued challenge	6	7.6	70.5
Convenience	6	7.6	78.2
Other	5	6.3	84.6
Opportunity for formal education/support	5	6.3	91.0
Feel competent	2	2.5	93.6
Like the manager	2	2.5	96.2
Continuing to learn	1	1.3	97.4
Seen as an expert	1	1.3	98.7
Professional team approach to care	1	1.3	100.0
No choice	0	0.0	100.0
Clinical leader	0	0.0	100.0
Have mentor	0	0.0	100.0
Total	78	100	

Key Findings:

- 23.1% of respondents have stayed in their current position primarily because they like the work.
- Another 16.7% have stayed primarily because they like the hours.
- 14.1% said that they like the client group, and 9.0% like the work group.

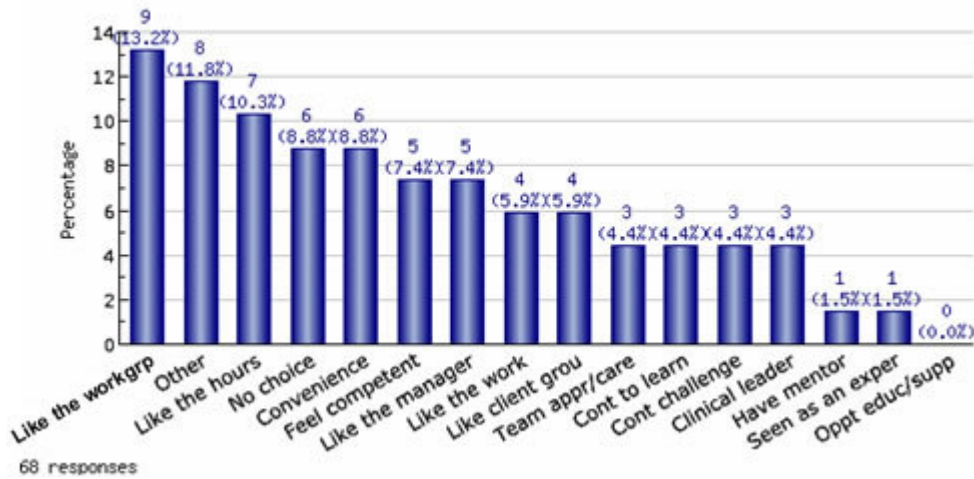
Ranked as second influential factor:



Key Findings:

- Of those who cited a second most influential factor, 20% said that they like the work.
- Another 17.3% said that they like the work group.
- 14.7% said that they have stayed for the continued challenge.

Ranked as third influential factor:



Entries under 'other':

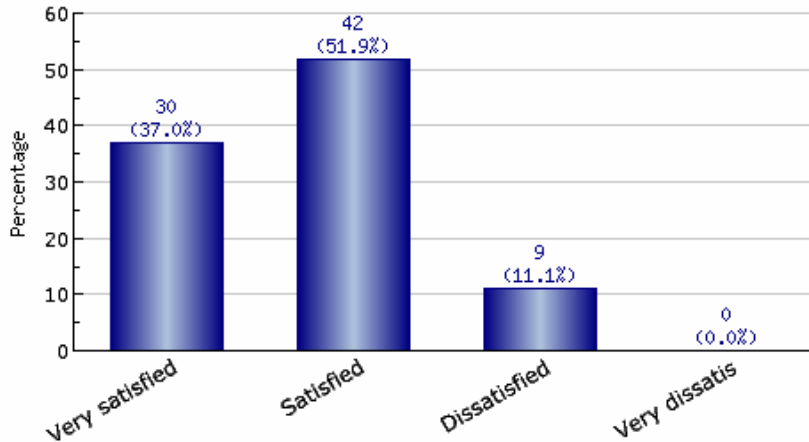
- (3) Family
- (3) Salary
- (3) Location
- (1) Autonomy
- (1) Finances
- (1) Funding for school
- (1) It's the closest work location to where I live.

Top 3 factors (combined):

Factor	Total #	Percentage
Like the work	37	45.7%
Like the workgroup	29	35.8%
Like the hours	27	33.3%
Like client group	22	27.2%
Continued challenge	20	24.7%
Other	15	18.5%
Convenience	14	17.3%
Like the manager	13	16.0%
Continuing to learn	11	13.6%
Feel competent	8	9.9%
No choice	7	8.6%
Professional team approach to care	6	7.4%
Opportunity for formal education/support	5	6.2%
Clinical leader	4	4.9%
Seen as an expert	3	3.7%
Have mentor	1	1.2%

- In total, 45.7% of respondents said that one of the top three factors in why they have stayed in their current position is that they like the work.
- 35.8% said that they like the work group.
- 33.3% like the hours.
- 27.2% like the client group.
- 24.7% have stayed in their current job because of the continued challenge.

How satisfied are you with your current primary job?



81 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
Very satisfied	30	37.0	37.0	4	120
Satisfied	42	51.9	88.9	3	126
Dissatisfied	9	11.1	100.0	2	18
Very dissatisfied	0	0.0	100.0	1	0
Total	81	100			264
Average					3.3

Key Findings:

- 51.9% of respondents are satisfied with their current primary job.
- Another 37.0% are very satisfied.
- 11.1% are dissatisfied, and none are very dissatisfied.

		How satisfied are you with your current primary job			Total	
		Dissatisfied	Satisfied	Very satisfied		
How well did your nursing education program prepare you for nursing practice	Poorly	Count	0	4	1	5
		%	.0%	80.0%	20.0%	100.0%
	Not well	Count	5	8	7	20
		%	25.0%	40.0%	35.0%	100.0%
	Well	Count	3	26	13	42
	%	7.1%	61.9%	31.0%	100.0%	
	Very well	Count	1	4	8	13
	%	7.7%	30.8%	61.5%	100.0%	
	Unsure/dont know	Count	0	0	1	1
	%	.0%	.0%	100.0%	100.0%	
Total		Count	9	42	30	81
		%	11.1%	51.9%	37.0%	100.0%

- The above cross-tab shows that those who feel that they were better prepared for their nursing practice tend to be more satisfied with their current job.

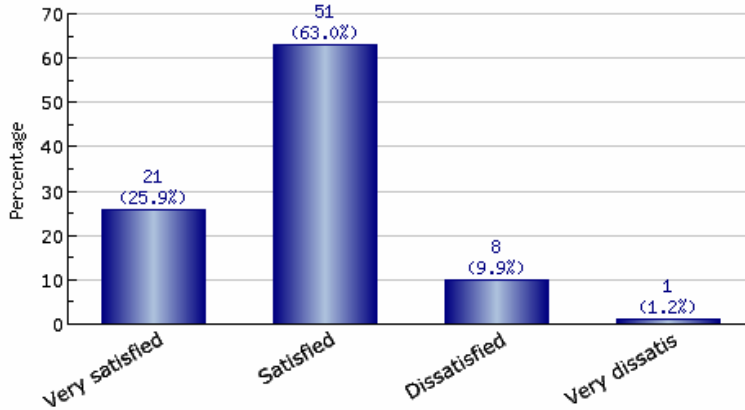
			How satisfied are you with your current primary job			Total
			Dissatisfied	Satisfied	Very satisfied	
Sites	One	Count	5	30	24	59
		%	8.5%	50.8%	40.7%	100.0%
	More than one	Count	4	12	6	22
		%	18.2%	54.5%	27.3%	100.0%
Total		Count	9	42	30	81
		%	11.1%	51.9%	37.0%	100.0%

- 40.7% of those who work at one site are very satisfied with their current job, compared to 27.3% of those who work at more than one site.

			How satisfied are you with your current primary job			Total
			Dissatisfied	Satisfied	Very satisfied	
Position	Staff Nurse	Count	9	36	23	68
		%	13.2%	52.9%	33.8%	100.0%
	Other	Count	0	6	7	13
		%	.0%	46.2%	53.8%	100.0%
Total		Count	9	42	30	81
		%	11.1%	51.9%	37.0%	100.0%

- It appears that those who work as staff nurses are less satisfied with their primary job than those in other positions. Because there are such a small number of respondents who are not staff nurses, we cannot conclude that the difference is significant.

How satisfied are you with your current gross annual salary for your primary job?



81 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
Very satisfied	21	25.9	25.9	4	84
Satisfied	51	63.0	88.9	3	153
Dissatisfied	8	9.9	98.8	2	16
Very dissatisfied	1	1.2	100.0	1	1
Total	81	100			254
Average					3.1

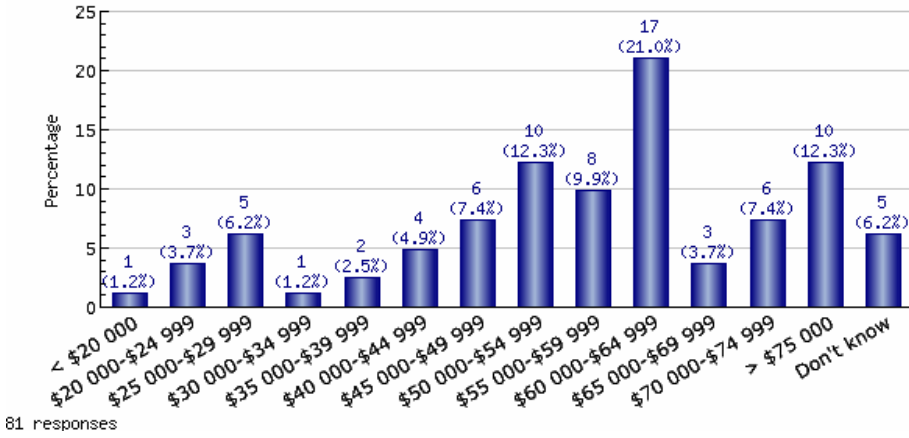
Key Findings:

- 63.0% of respondents are satisfied with their current gross annual salary.
- Another 25.9% are very satisfied.
- 9.9% are dissatisfied, and 1.2% (one person) is very dissatisfied.

			How satisfied are you with your current gross annual salary for your primary job				
			Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	Total
Annual Earnings	Less than \$30000	Count	0	1	5	2	8
		%	.0%	12.5%	62.5%	25.0%	100.0%
	\$30000 to \$49999	Count	1	1	10	1	13
		%	7.7%	7.7%	76.9%	7.7%	100.0%
	\$50000 to \$59999	Count	0	3	13	2	18
	%	.0%	16.7%	72.2%	11.1%	100.0%	
	\$60000 to \$69999	Count	0	1	12	7	20
	%	.0%	5.0%	60.0%	35.0%	100.0%	
	\$70000 or more	Count	0	1	7	8	16
	%	.0%	6.3%	43.8%	50.0%	100.0%	
Total		Count	1	7	47	20	75
		%	1.3%	9.3%	62.7%	26.7%	100.0%

- For interest, the above cross-tab shows the breakdown of satisfaction with salary by salary range. We cannot say that the differences are significant.

What are your total annual earnings before taxes and deductions (in Canadian dollars)?



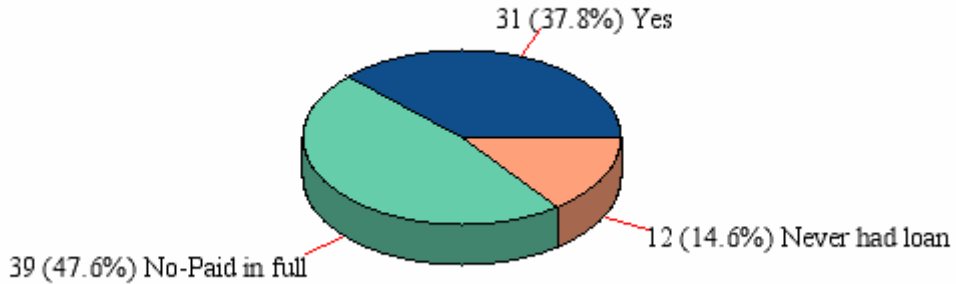
Key Findings:

- The most common income range is \$60,000 to \$64,999 per year, with 21% of respondents earning in this \$5,000 range.
- 23.4% of respondents earn \$65,000 or more.
- 22.2% earn between \$50,000 and \$60,000.
- 16.0% of respondents earn between \$30,000 and \$50,000, and 10.1% earn less than \$30,000.
- The average income is approximately \$55,888.

		Annual Earnings					Total	
		Less than \$30000	\$30000 to \$49999	\$50000 to \$59999	\$60000 to \$69999	More than \$70000		
Hours per week	Less than 30	Count	5	2	2	0	0	9
		%	55.6%	22.2%	22.2%	.0%	.0%	100.0%
	30 to 35	Count	1	7	4	3	1	16
		%	6.3%	43.8%	25.0%	18.8%	6.3%	100.0%
	36 to 40	Count	2	2	10	15	4	33
		%	6.1%	6.1%	30.3%	45.5%	12.1%	100.0%
	More than 40	Count	0	2	2	2	11	17
		%	.0%	11.8%	11.8%	11.8%	64.7%	100.0%
Total		Count	8	13	18	20	16	75
		%	10.7%	17.3%	24.0%	26.7%	21.3%	100.0%

- The above cross-tab shows that, as would be expected, those who work more hours tend to earn more money.

Are you still paying back student loans?



82 responses

Key Findings:

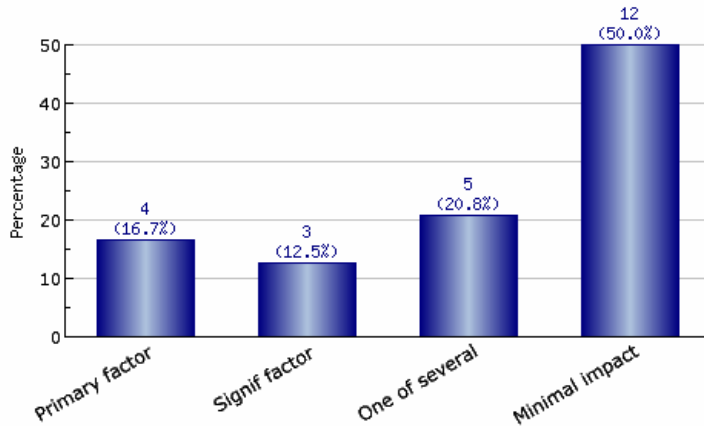
- 37.8% of respondents are still paying back student loans.
- 47.6% have paid back their student loans in full.
- 14.6% never had a loan.
- Interestingly, this question is not dependent on income.

In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems?

	Frequency	Valid Percent	Cumulative Percent
Number of weeks missed due to health problems			
0	51	63.0	63.0
1	9	11.1	74.1
2	12	14.8	88.9
3	3	3.7	92.6
4	1	1.2	93.8
6	1	1.2	95.1
8	1	1.2	96.3
12	1	1.2	97.5
52	2	2.5	100.0
Total	81	100.0	

- 63.0% of respondents have not missed any work in the past year due to health problems.
- 30.8% of respondents have missed four weeks or less in the past year.
- Three respondents have missed between 6 and 12 weeks.
- Two respondents have been absent from work for a whole year as a result of health problems.

In your opinion, to what extent did your work or work environment trigger or exacerbate health problems for you?



24 responses (excludes 6 "refused / don't know" responses)

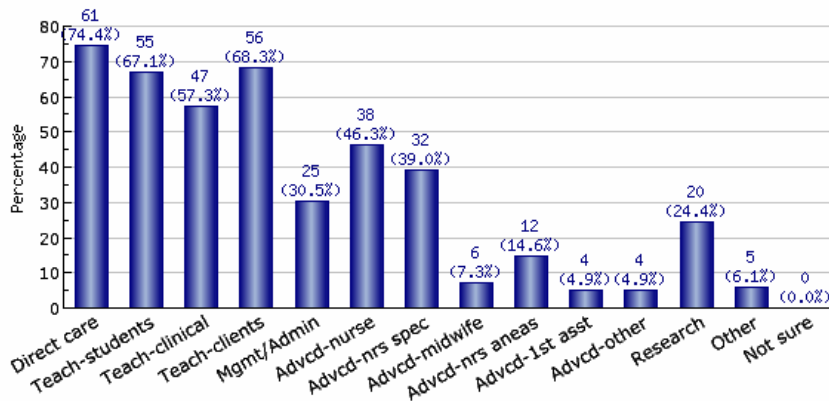
Key Findings:

- Of those who have been absent from work or unemployed because of health problems, half said that their work or work environment had a minimal impact in triggering their health problems.
- 16.4% (4 people) said that their work was a primary factor and 12.5% (3 people) said that it was a significant factor.
- Another 20.8% said that work was one of several factors in their health problems.

			In your opinion, to what extent did your work or work environment trigger or exacerbate health problems for you					Total
			Minimal impact	One of several factors	Significant factor	Primary factor	Not applicable	
In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems	1	Count	5	1	2	0	1	9
		%	55.6%	11.1%	22.2%	.0%	11.1%	100.0%
	2	Count	4	3	1	3	1	12
		%	33.3%	25.0%	8.3%	25.0%	8.3%	100.0%
	3	Count	2	1	0	0	0	3
		%	66.7%	33.3%	.0%	.0%	.0%	100.0%
	4	Count	0	0	0	1	0	1
		%	.0%	.0%	.0%	100.0%	.0%	100.0%
6	Count	1	0	0	0	0	1	
	%	100.0%	.0%	.0%	.0%	.0%	100.0%	
8	Count	0	0	0	0	1	1	
	%	.0%	.0%	.0%	.0%	100.0%	100.0%	
12	Count	0	0	0	0	1	1	
	%	.0%	.0%	.0%	.0%	100.0%	100.0%	
52	Count	0	0	0	0	2	2	
	%	.0%	.0%	.0%	.0%	100.0%	100.0%	
Total	Count	12	5	3	4	6	30	
	%	40.0%	16.7%	10.0%	13.3%	20.0%	100.0%	

- The above cross-tab shows the breakdown of the effect of work or work environment by number of weeks absent. Six out of seven of those who said that their work environment was a primary or significant factor were absent for two weeks or less, the other was absent for four weeks.

Which of the following would you include in your career goals?



82 responses

	Total #	% of Responses	Description
Direct care	61	74.4	Direct care / Staff nurse
Teach-students	55	67.1	Teaching - Students
Teach-clinical	47	57.3	Teaching - Clinical (other nurses)
Teach-clients	56	68.3	Teaching - Clients
Mgmt/Admin	25	30.5	Management / Administration
Advcd-nurse	38	46.3	Advanced practice - Nurse practitioner
Advcd-nrs spec	32	39.0	Advanced practice - Clinical nurse specialist
Advcd-midwife	6	7.3	Advanced practice - Nurse Midwife
Advcd-nrs aneas	12	14.6	Advanced practice - Nurse anaesthetist
Advcd-1st asst	4	4.9	Advanced practice - First assist
Advcd-other	4	4.9	Advanced practice - Other (please specify)
Research	20	24.4	Research
Other	5	6.1	Other (please specify)
Not sure	0	0.0	Not sure
Total	81	100	

Key Findings:

- The most common career goals are as follows:
 - Direct care - 74.4%
 - Teaching clients – 68.3%
 - Teaching students - 67.1%
 - Teaching clinical – 57.3%
 - Advanced Nurse practitioner - 46.3%

Entries under Advanced "Other":

- (1) Geriatrics and Palliative care
- (1) Psychiatric
- (1) Masters
- (1) Recovery

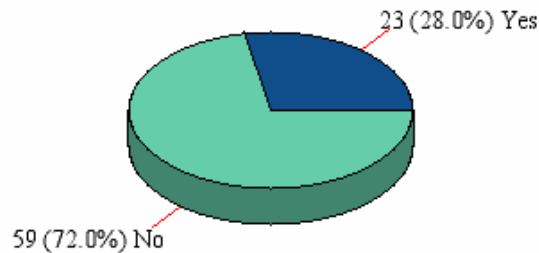
Entries under "Other":

- (2) Masters
- (1) occupational health
- (1) No nursing
- (1) Public Health

Further Education

Have you completed any professional certifications?

(e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)



82 responses

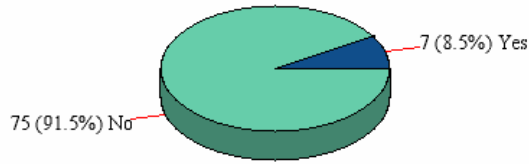
Key Findings:

- 28% of respondents have completed professional certifications.

Specific Certifications:

- (5) Critical Care
- (2) Operating Room Nurse
- (1) ACLS, TNCC
- (1) American Nurse License
- (1) Basic Critical Care
- (1) BCCN
- (1) BLS Instructor
- (1) Certified Labor and Delivery
- (1) Gerontological Nursing
- (1) Haemodialysis
- (1) Inoculation Certification
- (1) Neonatal Nurse
- (1) Nephrology
- (1) Neuroscience
- (1) Obstetrics
- (1) Oncology
- (1) Pediatric Advanced Life Support
- (1) Trauma Nurse Certification, Advanced Cardiac Life Support

Have you completed or are you currently enrolled in a program leading to a higher degree?



82 responses

Key Findings:

- 8.5% of respondents (7 people) have completed or are currently enrolled in a program leading to a higher degree.

Please indicate which program you are currently enrolled in or have completed:

Key Findings:

- Two respondents are currently enrolled in a **Masters of Nursing** program, and one has completed this program in 2005.
- Two respondents are currently enrolled in a **Masters program in other than nursing** and two have completed a Masters in other than nursing in 2004.

And are you going to school full-time or part-time?

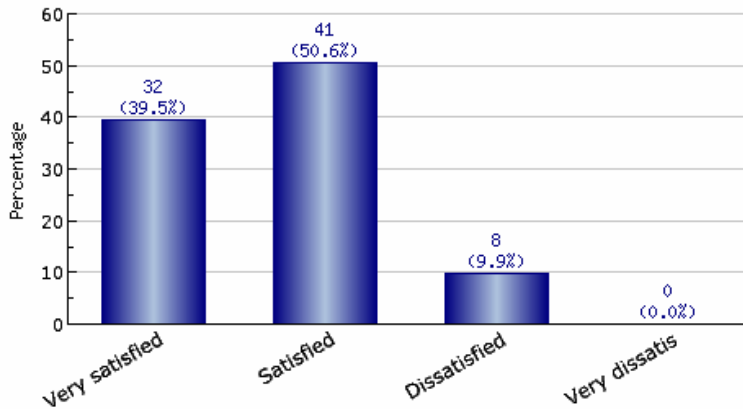
Key Findings:

- One respondent is currently a full-time student.
- Three respondents are currently part-time students.

			On average, how many total hours per week (including overtime) do you work				Total
			40	50	52	65	
And are you going to school full-time or part-time	Full-time student	Count	1	0	0	0	1
		%	100.0%	.0%	.0%	.0%	100.0%
	Part-time student	Count	0	1	1	1	3
		%	.0%	33.3%	33.3%	33.3%	100.0%
Total		Count	1	1	1	1	4
		%	25.0%	25.0%	25.0%	25.0%	100.0%

- The individual who is going to school full-time indicated that he or she is also working 40 hours per week. Those who are going to school part-time are also working between 50 and 65 hours per week.

How satisfied are you with nursing as a career?



81 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
Very satisfied	32	39.5	39.5	4	128
Satisfied	41	50.6	90.1	3	123
Dissatisfied	8	9.9	100.0	2	16
Very dissatisfied	0	0.0	100.0	1	0
Total	81	100			267
Average					3.3

Key Findings:

- 50.6% of respondents are satisfied with nursing as a career.
- Another 39.5% are very satisfied.
- 9.9% are dissatisfied, and none are very dissatisfied.

			How satisfied are you with nursing as a career			Total
			Dissatisfied	Satisfied	Very satisfied	
How satisfied are you with your current primary job	Dissatisfied	Count	3	5	1	9
		%	33.3%	55.6%	11.1%	100.0%
	Satisfied	Count	5	30	7	42
		%	11.9%	71.4%	16.7%	100.0%
	Very satisfied	Count	0	6	24	30
		%	.0%	20.0%	80.0%	100.0%
Total		Count	8	41	32	81
		%	9.9%	50.6%	39.5%	100.0%

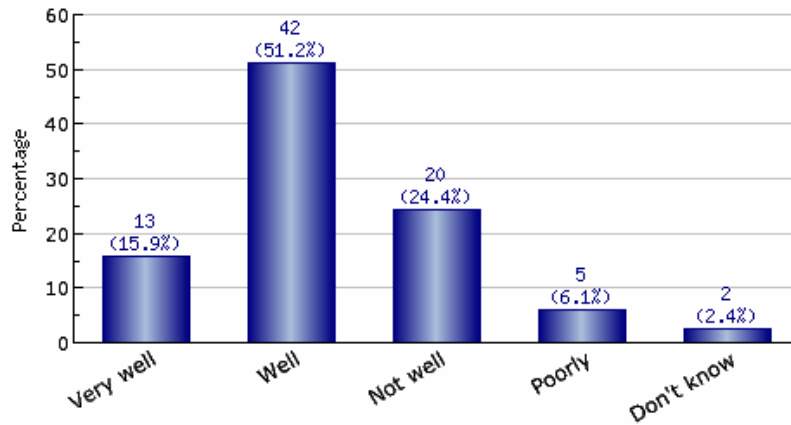
- The above cross-tab shows that those who are satisfied with their current job also tend to be satisfied with nursing as a career.
- It is also interesting to note that two thirds of those who are dissatisfied with their current job are still either satisfied or very satisfied with nursing as a career.

			How satisfied are you with nursing as a career			Total
			Dissatisfied	Satisfied	Very satisfied	
How well did your nursing education program prepare you for nursing practice	Poorly	Count	1	3	1	5
		%	20.0%	60.0%	20.0%	100.0%
	Not well	Count	2	14	4	20
		%	10.0%	70.0%	20.0%	100.0%
	Well	Count	4	21	17	42
		%	9.5%	50.0%	40.5%	100.0%
	Very well	Count	1	3	9	13
		%	7.7%	23.1%	69.2%	100.0%
	Unsure/don't know	Count	0	0	1	1
		%	.0%	.0%	100.0%	100.0%
Total		Count	8	41	32	81
		%	9.9%	50.6%	39.5%	100.0%

- The above cross-tab shows that only 20% of those who feel that their nursing education prepared them not well or poorly are very satisfied with nursing as a career, compared to 48.2% of other respondents.

			How satisfied are you with nursing as a career			Total
			Dissatisfied	Satisfied	Very satisfied	
Gender	Male	Count	1	7	2	10
		%	10.0%	70.0%	20.0%	100.0%
	Female	Count	7	34	30	71
		%	9.9%	47.9%	42.3%	100.0%
Total		Count	8	41	32	81
		%	9.9%	50.6%	39.5%	100.0%

- For interest, the above cross-tab shows the breakdown of satisfaction with nursing as a career by gender. Because there are only ten males, we cannot make conclusions about the difference between male and female responses.

How well did your nursing education program prepare you for nursing practice?

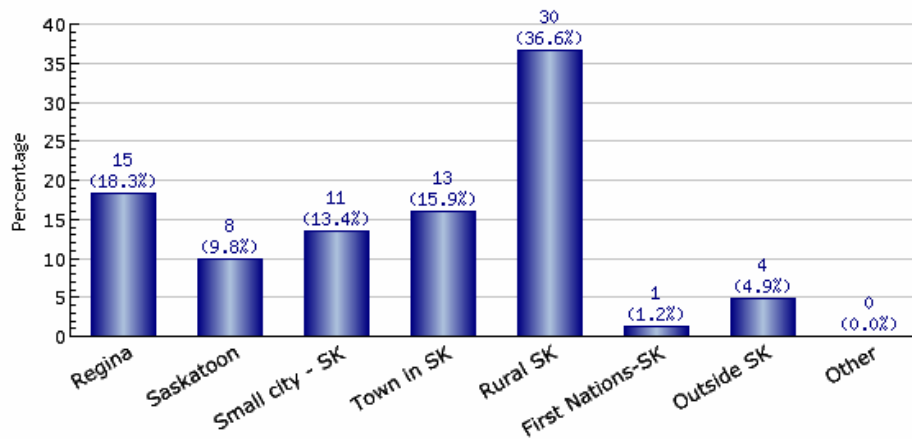
82 responses

Key Findings:

- 51.2% of respondents said that their nursing education program prepared them well for their nursing practice.
- Another 15.9% said very well.
- 30.5% said not well or poorly.

Demographics

Where did you grow up?

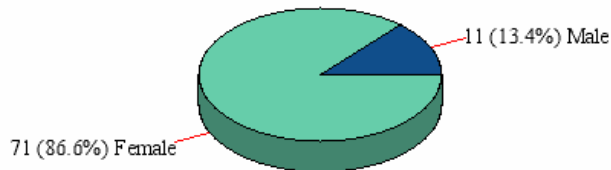


82 responses

Key Findings:

- 36.6% of respondents grew up in rural Saskatchewan.
- 18.3% grew up in Regina.
- 15.9% grew up in a town in Saskatchewan.
- 13.4% grew up in a small city in Saskatchewan.
- 9.8% grew up in Saskatoon.
- One person grew up on a First Nations reserve in Saskatchewan.
- Only 4.9% (4 people) grew up outside of Saskatchewan.

Gender:

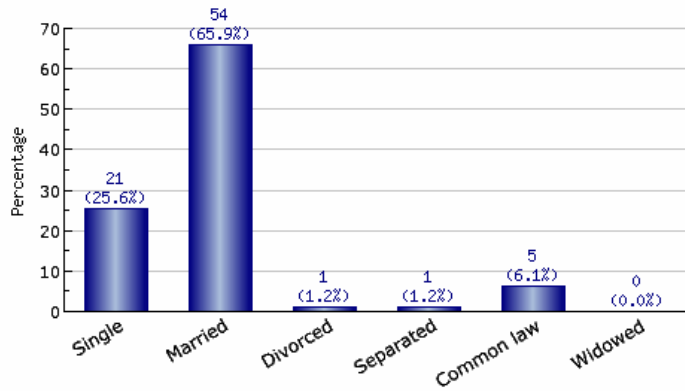


82 responses

Key Findings:

- 86.6% of respondents are female, and 13.4% are male.

Current marital status:

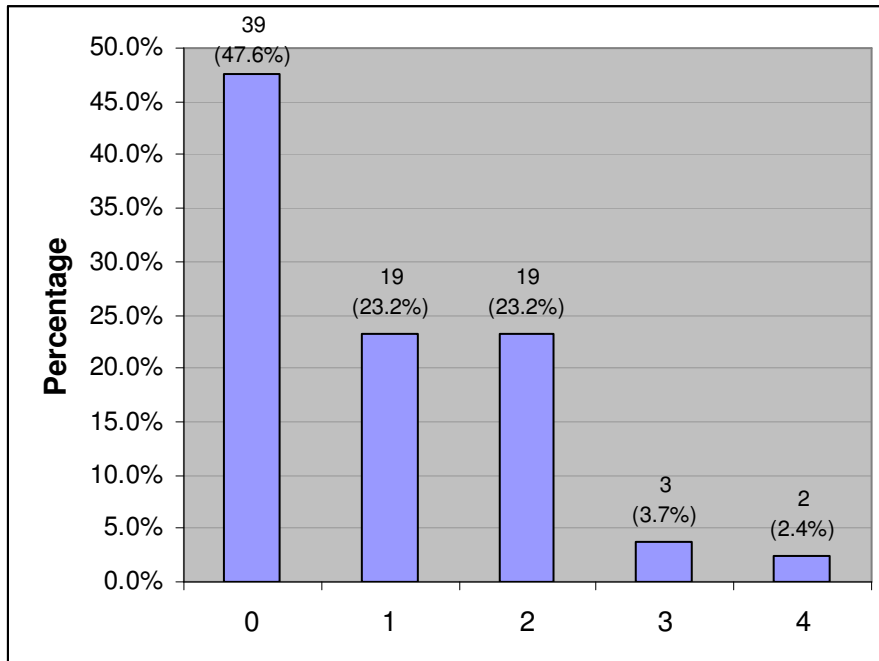


82 responses

Key Findings:

- 65.9% of respondents are currently married.
- 25.6% are single.

Number of dependent children and adults:

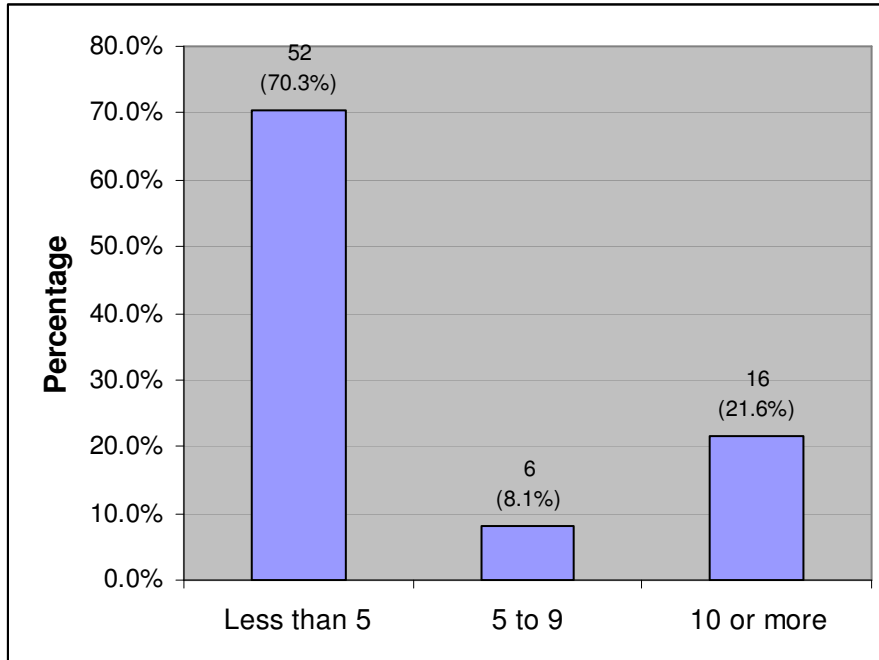


		Frequency	Valid Percent	Cumulative Percent
Number of dependent children	0	39	47.6	47.6
	1	19	23.2	70.7
	2	19	23.2	93.9
	3	3	3.7	97.6
	4	2	2.4	100.0
	Total	82	100.0	

Key Findings:

- 47.6% of respondents do not have any dependents.
- 23.2% have one dependent.
- 23.2% have two dependents.
- 6.1% have three or four dependents.

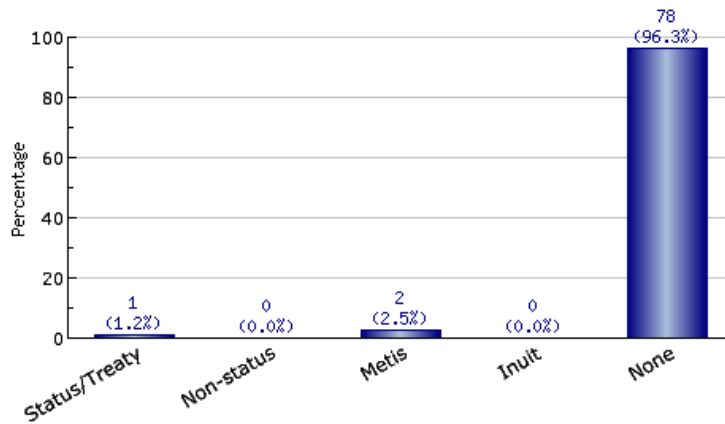
What are the ages of your dependent children:



Key Findings:

- In total, there are 74 dependents among all respondents.
- Of these 74 dependents, 52 (70.3%) are less than five years old, which means that they were likely born after the respondent finished the NEPS program.
- 16 of the 72 (21.6%) are ten years old or older, which means that they were likely born before the respondent began the NEPS program.
- 6 of the 72 dependents (8.1%) are between 5 and 9 years old, which means they were likely born while the respondent was in the NEPS program.
- The overall average age of all dependent children is 5 years old.

Do you self-identify as:



81 responses

Key Findings:

- Two respondents self-identify as Metis, and one is Status/Treaty.

CONCLUSIONS: Summary of Key Findings

Current Employment

- 59.3% of respondents are currently employed as regular full-time nurses.
- Another 23.5% are employed as regular part-time nurses.
- 7.4% are casual part-time nurses, and 2.5% are casual full-time nurses.
- A total of 92.6% of respondents are currently working as nurses.
- Another 6.2% are on paid leave and one person is employed in an area other than nursing (as a vocational rehab counselor).

- 91.4% of respondents do prefer their current employment status.
- 5 of the 7 people whose status is not preferred are working as regular part-time nurses.

- 76.5% of respondents are currently working in Saskatchewan.
- Another 13.6% are working in Alberta.
- 4.9% are in the USA, 2.5% in BC, and 2.5% in Ontario.

- 68.4% of those currently working outside of Saskatchewan do not plan on returning to the province to work.
- 21.1% do plan to return to Saskatchewan eventually.
- 10.5% are uncertain.

- 71.0% of those currently working in Saskatchewan do not plan on leaving to work elsewhere.
- 12.9% plan on leaving eventually, 3.2% (2 people) plan on leaving within five years, and 12.9% are not sure.

- 79% of respondents said that their current job is in an urban location.
- 14.8% are in a rural location and 6.2% said both urban and rural.

- 74.1% of respondents currently work at one site.
- Another 21.0% work at two sites and 4.9% work at more than two sites.

- 61.7% of respondents work in a general hospital with more than 100 beds in their primary site.
- The next most common primary site is a general hospital with less than 100 beds.

- One third of those who work in more than one site work at a general hospital with more than 100 beds for their secondary site.
- 19% (4 people) work in community health at their secondary site.

- Two of the four respondents who work in more than two sites work in home care as their third site.

- Three out of 81 respondents work for a First Nation organization at their primary site.
- Two out of 21 respondents who work at more than one site work for a First Nations organization at their secondary site.

- 83.8% of respondents are staff nurses at their primary site.
- 5.0% (4 respondents) are managers or assistant managers.

- 19 out of 21 respondents who work at more than one site are staff nurses at their secondary site.
- 3 out of 4 respondents who work at more than two sites are staff nurses at their third site. One is an educator.
- 90% of respondents said that their main area of responsibility at their primary site is direct care.
- 5% said education, and another 5% said administration.
- 18 out of 21 respondents are in direct care at their secondary site.
- The other three are in education.
- Three respondents are in direct care at their third site, and one is in education.
- Of those who provide direct care at their primary site, 23.6% are in the Medical/Surgical area.
- 22.2% are in emergency care.
- 16.7% are in maternal care, and another 16.7% are in pediatric care.
- Three out of four respondents who are in administration at their primary site are in direct care.
- Three out of four of those who are in education as their primary site teach students.
- Two out of four teach clients and two teach employees.
- Of the 18 people who work in direct care at their secondary site, three are in geriatrics, three are in medical/surgical, and three are in mental health.

Factors Affecting Job Choice

- 41.3% of respondents cited family or community commitments as the first influential factor in their choice of work location.
- The next most common response was that it was their preferred clinical/client group, at 18.8%.
- The most common second influential factor was that it was a preferred position, with 20% of responses.
- 17.3% of respondents said that geographical location was the second most influential factor.
- 24.7% of respondents said that geographical location was the third most influential factor in choosing a job location.
- 12.3% said that it was the hours they wanted, and another 12.3% said that it was the position they wanted.
- 71.3% of respondents have changed their work setting or area since graduation.
- 26.8% of those who have changed work settings said that the primary reason was family commitments.
- Another 19.6% said that they needed a change and 10.7% said that shifts were the primary reason.
- 21.3% of respondents said that location was the second most influential factor in their change.
- Another 19.1% said that they needed a change and 10.6% said that they changed because of an unpleasant work group.
- Of those who cited a third most influential factor, 'needed a change' was the most common response.

- 23.1% of respondents have stayed in their current position primarily because they like the work.
- Another 16.7% have stayed primarily because they like the hours.
- 14.1% said that they like the client group, and 9.0% like the work group.

- Of those who cited a second most influential factor, 18.9% said that they like the work.
- Another 17.6% said that they like the work group.
- 14.9% said that they have stayed for the continued challenge.

Satisfaction with Current Job

- 52.5% of respondents are satisfied with their current primary job.
- Another 36.3% are very satisfied.
- 11.3% are dissatisfied, and none are very dissatisfied.

- 63.8% of respondents are satisfied with their current gross annual salary.
- Another 25% are very satisfied.
- 10% are dissatisfied, and 1.3% (one person) is very dissatisfied.

- The most common income range is \$60,000 to \$64,999 per year, with 21.3% of respondents earning in this \$5,000 range.
- 23.8% of respondents earn \$65,000 or more.
- 22.5% earn between \$50,000 and \$60,000.
- 16.3% of respondents earn between \$30,000 and \$50,000, and 10.1% earn less than \$30,000.

- 37.0% of respondents are still paying back student loans.
- 48.1% have paid back their student loans in full.
- 14.8% never had a loan.

- Of those who have been absent from work or unemployed because of health problems, 52.2% said that their work or work environment had a minimal impact in triggering their health problems.
- 17.4% (4 people) said that their work was a primary factor and 13.0% (3 people) said that it was a significant factor.
- Another 17.4% said that work was one of several factors in their health problems.

Career Goals

- The most common career goals are as follows:
- Direct care - 74.1%
- Teaching clients - 69.1%
- Teaching students - 67.9%
- Teaching clinical - 58.0%
- Advanced Nurse practitioner - 46.9%

Further Studies

- 27.2% of respondents have completed professional certifications.

- 9.9% of respondents have completed or are currently enrolled in a program leading to a higher degree.

- Two respondents are currently enrolled in a Masters of Nursing program, and one has completed this program.
- Two respondents are currently enrolled in a Masters program in other than nursing and two have completed a Masters in other than nursing.
- One respondent is currently a full-time student.
- Three respondents are currently part-time students.

Satisfaction with Nursing as a Career

- 50% of respondents are satisfied with nursing as a career.
- Another 40% are very satisfied.
- 10% are dissatisfied, and none are very dissatisfied.
- 50.6% of respondents said that their nursing education program prepared them well for their nursing practice.
- Another 16.0% said very well.
- 30.9% said not well or poorly.

Demographics

- 35.8% of respondents grew up in rural Saskatchewan.
- 18.5% grew up in Regina.
- 16.0% grew up in a town in Saskatchewan.
- 13.6% grew up in a small city in Saskatchewan.
- 9.9% grew up in Saskatoon.
- One person grew up on a First Nations reserve in Saskatchewan.
- Only 4.9% (4 people) grew up outside of Saskatchewan.
- 86.4% of respondents are female, and 13.6% are male.
- 65.4% of respondents are currently married.
- 25.9% are single.
- Two respondents self-identify as Metis, and one is Status/Treaty.