



Nursing Education Program of Saskatchewan
(NEPS)
5-Year Follow-Up Survey:
2001 Graduates

Prepared for

The College of Nursing of the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology, and the Department of Health Sciences of the First Nations University of Canada

Final Report

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Executive Summary

August 2006

Executive Summary

This report summarizes the results of the 2006 five-year follow-up survey of year 2001 graduates of the Nursing Education Program of Saskatchewan (NEPS). 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 15 to July 18, 2006. Of the 147 total graduates who completed the NEPS program in 2001, 129 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 94 completed the entire survey (49 online and 45 by phone), representing a 72.9% completion rate and a 63.9% response rate overall.

Demographics

In total, 25.5% of respondents grew up in Saskatoon, and 6.4% grew up in Regina. Another 25.5% of respondents grew up in a town in Saskatchewan, while 17% grew up in rural Saskatchewan, and 16% grew up in a small Saskatchewan city. The percentage of respondents who grew up in rural Saskatchewan has decreased from 36.6% of those who graduated in 2000, while the percentage of those who grew up in Saskatoon has increased from 9.8% in the previous study.

Overall, 89.4% of respondents are female and 10.6% are male. 62.8% of respondents are currently married. Another 26.6% are single, while 7.7% (7 respondents) are common law. One respondent is divorced, one respondent is separated, and one respondent is widowed.

Just over half of all respondents (53.2%) do not have any dependents. 28.7% have one dependent and 12.8% (2 respondents) have 2 dependents. 5.3% (5 respondents) have more than 2 dependents.

In total, there are 54 dependents among all respondents. Of these dependents, 70.4% of are under the age of 5, which means they were likely born after the respondent graduated from the NEPS program. 5.5% (3 dependents) are between the ages of 5 and 9, which means they were likely born while the respondent was still in the program. 24.1% are 10 years old or older, which means they were likely born before the respondent entered the NEPS program.

Current Employment

Overall, approximately 96% of respondents are currently working as a nurse. Of these, 58% are currently working on a regular full-time basis. Another 16.5% are working

regular part-time, while 16.5% are on paid leave. Another 4 respondents (4.4%) are working casual part-time, and 3 respondents (3.3%) are working casual full-time.

The majority of respondents (90.4%) are working their preferred employment status, while nine respondents are not. There are no significant changes from the previous 5-year graduate follow-up study.

Of those who are not currently working in the nursing profession, all 3 have been employed in the profession in the past 5 years and intend to seek employment in nursing in the future.

Job Profile

A total of 69% of respondents are currently working in Saskatchewan. Another 18% are in Alberta, while 4 respondents (4%) are in British Columbia. There are no significant changes from the previous study.

Of those who are not currently working in Saskatchewan, 42.9% do not plan to return to the province to work, while another 42.9% are uncertain. 10.7% (3 respondents) plan to return eventually and one respondent plans to return within 5 years.

Of those who are currently working in Saskatchewan, 54% do not plan to leave the province to work elsewhere. This has decreased slightly from 71.4% in 2005. 28.6% of respondents are uncertain, 11.1% said yes-within 5 years, and (6.3%) 4 respondents said yes-eventually.

Currently, 76.9% of respondents are working in an urban location. 8.8% are working in a rural location and 14.3% (13 respondents) are working in both locations.

Overall, 63.7% of respondents currently work at one site. This has slightly decreased from 73.2% in 2005. 26.4% work at two sites and 9 respondents (9.9%) work at three or more sites.

Sixty-eight percent of respondents work in a general hospital with more than 100 beds in their primary site. Another 11% work in a community health centre, while 9.9% work in a general hospital with less than 100 beds.

Three respondents work for a First Nation organization in their primary site. Of those who work in more than one site, 90.9% do not work for a First Nation organization. Seven respondents (77.8%) do not work for a First Nation organization in their third site and 2 respondents do.

Ninety-two percent of respondents work as a staff nurse at their primary location. Of those who work at more than one site, 75.8% work as a staff nurse. 3 respondents work as an educator and 2 respondents work as a researcher. Five respondents (55.6%) work as a staff nurse at their third site. The majority of respondents (91.2%) said that their main area of responsibility at their primary site is direct care. 5 respondents (5.5%) said education and 3 respondents said administration. Of those who provide direct care in their primary site, 36.1% are in the medical/surgical area. 19.3% are in emergency

care, 15.7% (13 respondents) are in critical care, and 10 respondents are in pediatric care.

Work Hours

Overall, 38.5% of respondents work 40 hours a week. 33% work between 30 to 39 hours and 9.9% work less than 30 hours. 18.7% work more than 40 hours a week. The average total hours per week is 38.4. The average hours per week was 36.9 in 2005. 17.9% of respondents who work as a staff nurse in their primary site work more than 40 hours a week. Due to the small number of respondents who work in other positions, we cannot conclude that there are any significant differences between those who work as staff nurses and those who work in other positions.

A total of 60.4% of respondents do not work any paid overtime per week. 23.1% work 1 to 5 hours and 16.5% (15 respondents) work more than 5 hours per week. The average hours of overtime work per week is 2.5. The average hours of overtime work per week was 2.7 in 2005.

Factors Affecting Job Choice

Respondents were asked to rate the top three factors that influenced their choice of work location as a nurse. In total, 57.1% of respondents said family or community commitments was one of the three most influential factors in choosing a work location as a nurse. 45.1% said it was the position they wanted, 36.3% said it was the clinical/client group they wanted, and 27.5% said it was their preferred hours that influenced their work location. Geographic location has decreased from 50.6% in 2005 to 26.4% in 2006. Clinic/client group has increased from 29.6% in the previous year to 36.3% this year and hours has seen a significant increase from 18.5% in 2005 to 27.5% in 2006.

Overall, almost three quarters of respondents have changed their work setting or work area since graduation (73.6%).

Respondents were asked to indicate the top three reasons for leaving their previous position. Of those who changed their work setting or area, 55.2% cited they needed a change as one of their three factors. 37.3% said family commitments and 29.8% said location or cited no other reasons. 26.9% said shifts and 25.4% listed other reasons for leaving their previous position. Unpleasant workgroup and inadequate facilities and resources have both significantly decreased from 2005.

Respondents were asked to indicate the top three reasons for staying in their current position. In total, 57.1% of respondents said that one of the top three reasons why they have stayed in their current position is because they like the client group. This is a significant increase from 27.2% in 2005. Another 40.7% said they like the work, while 33% said they like the hours or because of the continued challenge. 29.7% said they like the workgroup and 22% said they like continuing to learn.

Satisfaction with Current Job

Ninety percent of respondents are satisfied or very satisfied with their current primary job. 8 respondents (8.8%) are dissatisfied and one respondent is very dissatisfied. Those who felt they were very well prepared for nursing practice tend to be more satisfied with their current job and those who work at more than one site appear to be slightly more satisfied with their current job.

Finances

The majority of respondents (83.5%) are satisfied or very satisfied with their current gross annual salary for their primary job. 15.4% are dissatisfied and one respondent is very dissatisfied. There are no significant differences from 2005. 35% of respondents earn \$50,000 to \$59,999 annually. Another 32% earn \$60,000 to \$69,999, while 12% earn \$70,000 or more. 19% earn less than \$50,000.

A total of 61.7% of respondents are still paying back student loans. This is an increase from 37.8% in 2005. 21.3% have never had a loan, while 17% have paid it back in full. In the 2005 study, 47.6% of 2001 grads had paid back their loans in full.

Work Missed Due to Health Problems

Half of all respondents (50.5%) have not missed work in the past year due to health problems. 23.1% have missed one week of work and 14.3% (13 respondents) have missed 2-3 weeks. 11% have missed 4-14 weeks and one respondent has been absent from work for an entire year due to health problems. Of those who have been absent from work due to health problems, 43.8% (14 respondents) said their work or work environment was one of several factors to trigger or exacerbate their health problems. This is an increase from 5 respondents in 2005. 34.4% said it was a significant factor and 2 respondents said it was the primary factor. 5 respondents said it had minimal impact on their health problems.

Career Goals

A total of 63% of respondents would include teaching students in their career goals. 59% said direct care/staff nurse, 54% said teaching clients, and 44% said teaching clinical. It appears that 2001 grads are less likely than 2000 grads to cite most career goals, including direct care, teaching, and advanced practice.

Further Education

Overall, 29.8% of respondents have completed professional certifications, while 70.2% have not.

The majority of respondents (90.4%) have not completed or are not currently enrolled in a program leading to a higher degree. 9 respondents (9.6%) are currently enrolled in a program. Of the 10 respondents who are currently enrolled or have completed a program, 7 are currently completing their **Master of Nursing**. One respondent is currently completing his or her **Doctoral in Nursing** and one respondent is currently finishing another undergraduate degree. Of those who are currently enrolled in a program, 75% are part-time students and 25% (2 respondents) are full-time.

Satisfaction with Nursing

Overall, 93.4% of respondents are satisfied or very satisfied with nursing as a career. Only 6.6% (6 respondents) are dissatisfied. Those who are satisfied with their current job tend to be satisfied with nursing as a career. 7 of 9 respondents who are dissatisfied with their current job are still satisfied or very satisfied with nursing as a career.

A total of 71.3% of respondents said their nursing education program prepared them well or very well for nursing practice. 23.4% said the program did not prepare them well and 2 respondents said the program poorly prepared them. There are no significant differences from the previous year. The more prepared respondents feel, the more satisfied they are with nursing as a career.

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 2000-2001 academic year, with comparisons to the 2005 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, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIAST), and the Department of Health Sciences of the First Nations University of Canada 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 by phone (48%), as well as online (52%).

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 147 total graduates who completed the NEPS program in 2001, 129 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 94 completed the entire survey (49 online and 45 by phone), representing a 72.9% completion rate and a 63.9% response rate overall. Given this overall response rate, we can be 95% sure that the results reported are within $\pm 6.1\%$ of the actual population figures.

Analysis Note

Each question on the survey was analyzed by appropriate demographic variables including gender, geographic location, and number of dependents. Interestingly, most results were consistent across all demographics and there were not many statistically significant differences. Any significant differences are reported. Also, instances where there is a significant difference between the different studies (2005 and 2006) are reported. For this report, chi-square tests (for cross-tabulations) and t-tests (for comparing means) were used; an alpha value of less than 0.05 is considered statistically significant. This means that there is less than a 5% chance that the results would have occurred by chance.

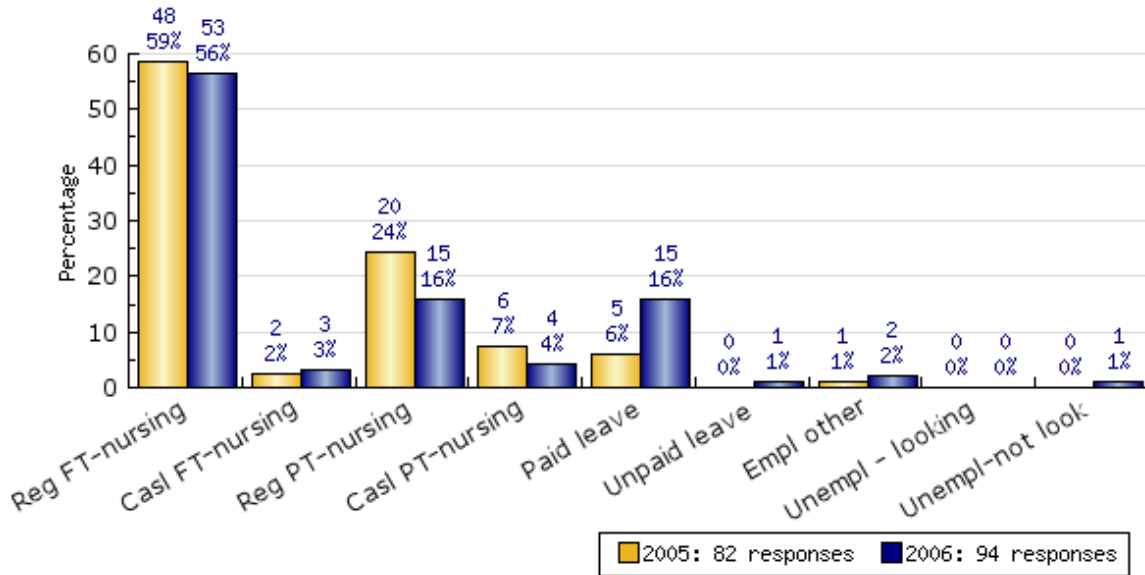
Survey Results

Current Employment

What is your current employment status?

- 56% of respondents are currently working regular full-time as a nurse. Another 16% are working regular part-time and 16% are on paid leave, while 4 respondents (4%) are working casual part-time.

Figure 1 - Current employment status



Entries under "Other":

- (1) Lawyer
- (1) Royal Mounted Canadian Police

- The following table shows the breakdown of current employment status by location (Saskatchewan/Other). It appears that those working in Saskatchewan are more likely to be regular full-time.

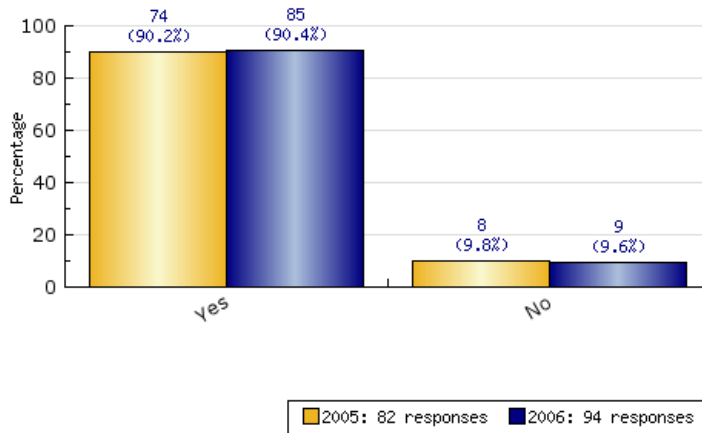
Table 1 – Current employment status by Location

Location		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)	Unpaid leave (nursing)	
Saskatchewan	Count	40	2	8	1	12	0	63
	%	63.5%	3.2%	12.7%	1.6%	19.0%	.0%	100.0%
Other	Count	13	1	7	3	3	1	28
	%	46.4%	3.6%	25.0%	10.7%	10.7%	3.6%	100.0%
Total	Count	53	3	15	4	15	1	91
	%	58.2%	3.3%	16.5%	4.4%	16.5%	1.1%	100.0%

Is this employment status your preference?

- The majority of respondents (90.4%) are working their preferred employment status. 9 respondents are not. There are no significant changes from the previous year.

Figure 2 - Is employment status preference



- The following table shows a breakdown of whether or not respondents preferred their current hours by the type of hours they are currently working.

Table 2 - Employment status is preference by Employment status

What is your current employment status?		Is this employment status your preference?		Total
		Yes	No	
Regular full time (nursing)	Count	53	0	53
	%	100.0%	.0%	100.0%
Casual full time (nursing)	Count	1	2	3
	%	33.3%	66.7%	100.0%
Regular part time (nursing)	Count	13	2	15
	%	86.7%	13.3%	100.0%
Casual part time (nursing)	Count	3	1	4
	%	75.0%	25.0%	100.0%
Paid leave (e.g. Maternity, disability, education) (nursing)	Count	12	3	15
	%	80.0%	20.0%	100.0%
Unpaid leave (nursing)	Count	1	0	1
	%	100.0%	.0%	100.0%
Employed in other than nursing	Count	2	0	2
	%	100.0%	.0%	100.0%
Unemployed (not looking for work)	Count	0	1	1
	%	.0%	100.0%	100.0%
Total	Count	85	9	94
	%	90.4%	9.6%	100.0%

What is the main reason that you are not currently employed in nursing?

- The three respondents who are not currently employed in nursing gave the following reasons:
 - Better pay, better hours
 - Current ill health makes it impossible for me to work at this time.
 - I chose a different job because I wanted more job satisfaction and a better pension plan and benefits.

In the past 5 years, have you been employed in the nursing profession?

- Of those who are not currently working in the nursing profession, all 3 have been employed in the profession in the past 5 years and intend to seek employment in nursing in the future.

What is the geographical location of your current job?

- 69% of respondents are currently working in Saskatchewan. Another 18% are in Alberta, while 4 respondents (4%) are in British Columbia. There are no significant changes from the previous year.

Figure 3 - Geographic location of current job

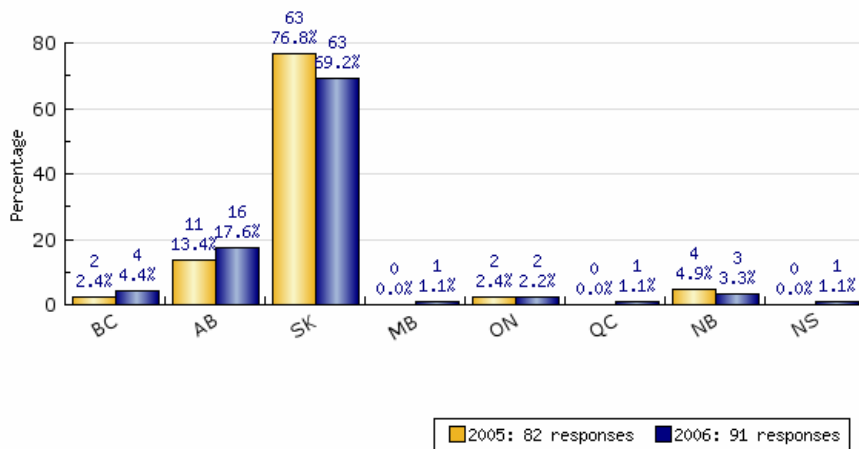


Table 3 - Geographic location of current job

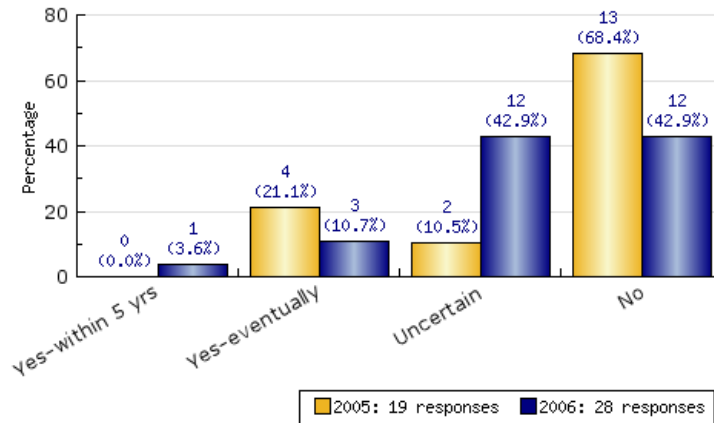
Geographic location	2005		2006	
	Total #	% of Responses	Total #	% of Responses
British Columbia	2	2.4	4	4.4
Alberta	11	13.4	16	17.6
Saskatchewan	63	76.8	63	69.2
Manitoba	0	0.0	1	1.1
Ontario	2	2.4	2	2.2
Quebec	0	0.0	1	1.1
New Brunswick	4	4.9	3	3.3
Nova Scotia	0	0.0	1	1.1
Total	82	100	91	100

Entries under 'other':
 (1) Alberta and Saskatchewan

Do you plan to return to Saskatchewan to work?

- Of those who are not currently working in Saskatchewan, 42.9% do not plan to return to the province to work and 42.9% are uncertain. 10.7% (3 respondents) plan to return eventually and one respondent plans to return within 5 years.

Figure 4 - Plan to return to Saskatchewan to work



- The following table shows the breakdown of whether respondents plan to return to Saskatchewan to work by current job location. Both respondents who are working in Ontario plan to return to Saskatchewan.

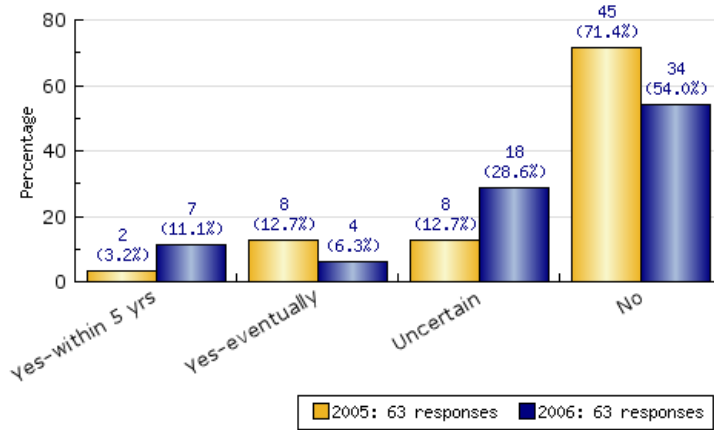
Table 4 - Plan to return to Saskatchewan to work by Geographic location of current job

What is the geographical location of your current job?		Do you plan to return to Saskatchewan to work?				Total
		Yes, within 5 years	Yes, eventually	Uncertain	No	
British Columbia	Count	0	0	2	2	4
	%	.0%	.0%	50.0%	50.0%	100.0%
Alberta	Count	0	1	7	8	16
	%	.0%	6.3%	43.8%	50.0%	100.0%
Manitoba	Count	0	0	0	1	1
	%	.0%	.0%	.0%	100.0%	100.0%
Ontario	Count	1	1	0	0	2
	%	50.0%	50.0%	.0%	.0%	100.0%
North West Territories	Count	0	1	0	0	1
	%	.0%	100.0%	.0%	.0%	100.0%
USA	Count	0	0	2	1	3
	%	.0%	.0%	66.7%	33.3%	100.0%
Other	Count	0	0	1	0	1
	%	.0%	.0%	100.0%	.0%	100.0%
Total	Count	1	3	12	12	28
	%	3.6%	10.7%	42.9%	42.9%	100.0%

Do you plan to leave Saskatchewan to work elsewhere?

- Of those who are currently working in Saskatchewan, 54% do not plan to leave the province to work elsewhere. This has decreased slightly from 71.4% in 2005. 28.6% of respondents are uncertain, 11.1% said yes-within 5 years, and 4 respondents said yes-eventually.

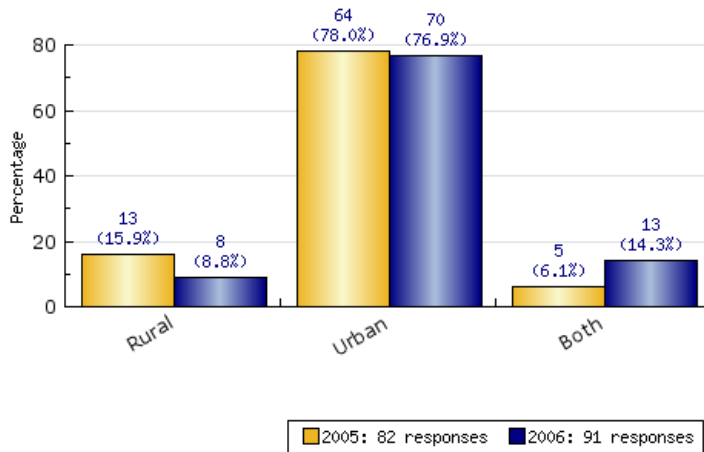
Figure 5 - Plan to leave Saskatchewan to work elsewhere



Please specify whether the location of your current job is:

- Currently, 76.9% of respondents are working in an urban location. 8.8% are working in a rural location and 14.3% (13 respondents) are working in both locations.

Figure 6 - Setting of current job



- 14.3% of respondents who work outside of Saskatchewan work in a rural location, compared to 6.3% of those working in Saskatchewan.

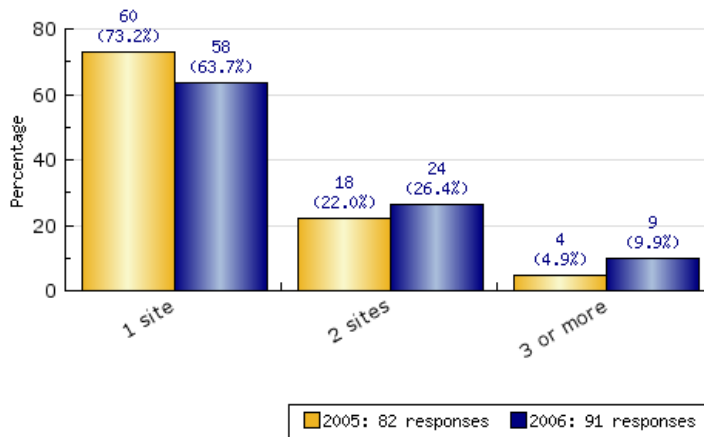
Table 5 - Setting of current job by Location

Location		Setting of current job			Total
		Rural	Urban	Both, rural and urban	
Saskatchewan	Count	4	50	9	63
	%	6.3%	79.4%	14.3%	100.0%
Other	Count	4	20	4	28
	%	14.3%	71.4%	14.3%	100.0%
Total	Count	8	70	13	91
	%	8.8%	76.9%	14.3%	100.0%

At how many sites do you currently work at?

- 63.7% of respondents currently work at 1 site. This has slightly decreased from 73.2% in 2005. 26.4% work at 2 sites and 9 respondents (9.9%) work at 3 or more sites.

Figure 7 - Number of sites currently working at



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

- The following table shows the breakdown of number of sites by location (Saskatchewan/Other). We cannot conclude that the differences are significant.

Table 6 - Number of sites currently working at by Location

Location		Number of sites currently working at			Total
		1 site	2 sites	3 or more	
Saskatchewan	Count	40	16	7	63
	%	63.5%	25.4%	11.1%	100.0%
Other	Count	18	8	2	28
	%	64.3%	28.6%	7.1%	100.0%
Total	Count	58	24	9	91
	%	63.7%	26.4%	9.9%	100.0%

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

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

Primary Site:

- 68.1% of respondents work in a general hospital with more than 100 beds. Another 11% work in a community health centre, while 9.9% work in a general hospital with less than 100 beds.

Table 7 - Type of facility at primary site

Type of Facility	Total #	% of Responses
General Hospital, 100 beds and over	62	68.1
Community health/Health Centre	10	11.0
General Hospital , less than 100 beds	9	9.9
Association/Government	3	3.3
Long Term Care	2	2.2
Educational Institution	2	2.2
Other	2	2.2
Rehabilitation/Convalescent Centre	1	1.1
Total	91	100

Other:

- (1) Cancer Clinic
- (1) Children's hospital

- The following table shows a breakdown of the type of facility that respondents work at, at their primary site, by location (Saskatchewan/Other).

Table 8 - Type of facility at primary site by Location

What type of facility is primary site?		Location		Total
		Saskatchewan	Other	
General hospital, less than 100 beds	Count	5	4	9
	%	7.8%	14.3%	9.8%
General hospital, 100 beds and over	Count	43	19	62
	%	67.2%	67.9%	67.4%
Community Health/Health Centre	Count	7	3	10
	%	10.9%	10.7%	10.9%
Nursing Home/Long Term Care Facility	Count	2	0	2
	%	3.1%	.0%	2.2%
Rehabilitation/Convalescent Centre	Count	1	0	1
	%	1.6%	.0%	1.1%
Educational Institution	Count	2	0	2
	%	3.1%	.0%	2.2%
Association/Government	Count	2	1	3
	%	3.1%	3.6%	3.3%
Other	Count	2	1	3
	%	3.1%	3.6%	3.3%
Total	Count	64	28	92
	%	100.0%	100.0%	100.0%

Secondary Site:

- Of those who work in more than one site, 28.1% (9 respondents) work in a general hospital with more than 100 beds in their second site. 21.9% work in a general hospital with less than 100 beds and 21.9% work in a community health centre. 3 respondents work in an educational institution and 2 respondents work at a nursing station.

Table 9 - Type of facility at secondary site

Type of Facility	Total #	% of Responses
General Hospital, 100 beds and over	9	28.1
General Hospital, less than 100 beds	7	21.9
Community Health/Health Centre	7	21.9
Educational Institution	3	9.4
Nursing Stations (outpost or clinics)	2	6.3
Private Nursing	1	3.1
Home Care	1	3.1
Family Practice	1	3.1
Long Term Care	1	3.1
Total	32	100

Third Site:

- Of the nine respondents who work at a third site, two work in community health, two work for an association or government, and two work at a general hospital with less than 100 beds.

Table 10 - Type of facility at third site

Type of Facility	Total #	% of Responses
Community Health/Health Centre	2	22.2
Association/Government	2	22.2
General Hospital, less than 100 beds	2	22.2
Educational Institution	1	11.1
Primary Health Care Centre	1	11.1
Nursing Stations (outpost or clinics)	1	11.1
Total	9	100

Is your employer a First Nation organization?

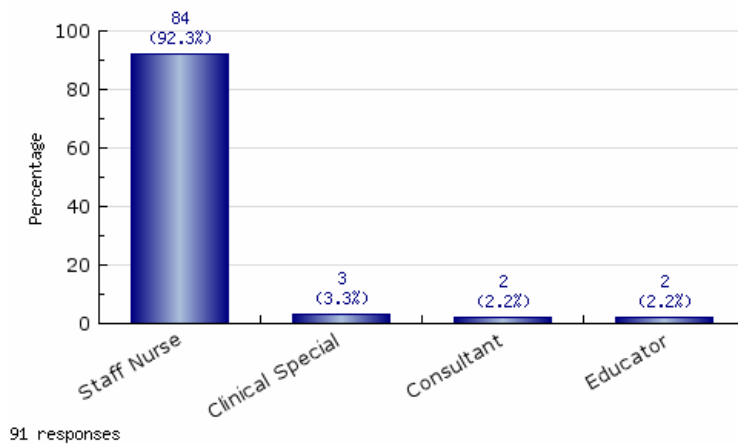
- 3 respondents (3.3%) work for a First Nation organization in their primary site. Of those who work in more than one site, 3 work for a First Nation organization in their second site and two work for a First Nation Organization in their third site.

What is your position?

Primary Site:

- 92.3% of respondents work as a staff nurse at their primary location.

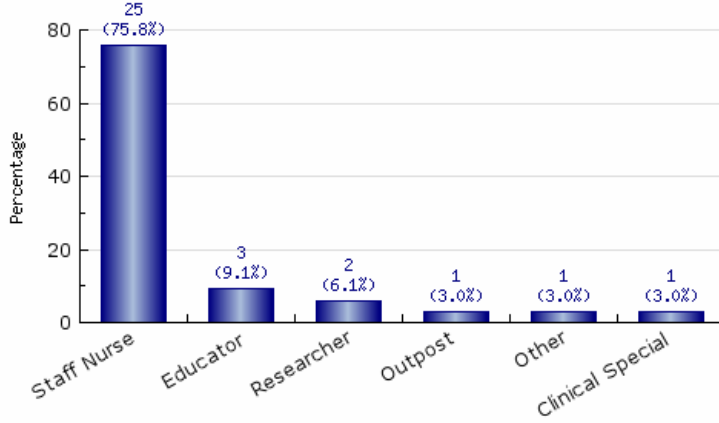
Figure 8 - Position at primary site



Secondary Site:

- Of those who work at more than one site, 75.8% work as a staff nurse. 3 respondents work as an educator and 2 respondents work as a researcher.

Figure 9 - Position at secondary site



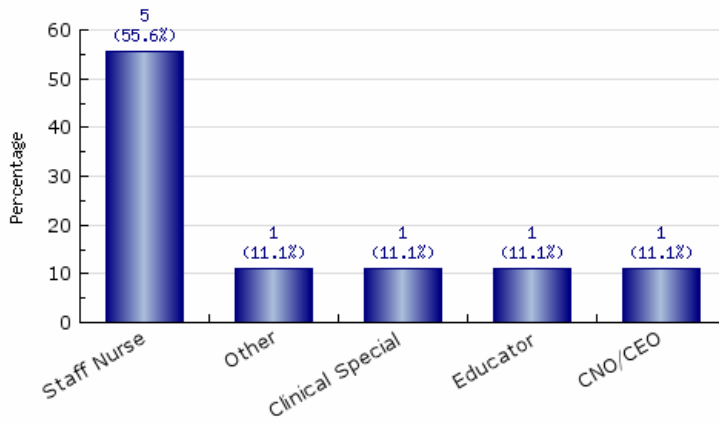
33 responses

Other:
(1) Sales clinician

Third Site:

- 5 respondents (55.6%) work as a staff nurse at their third site.

Figure 10 - Position at third site



9 responses

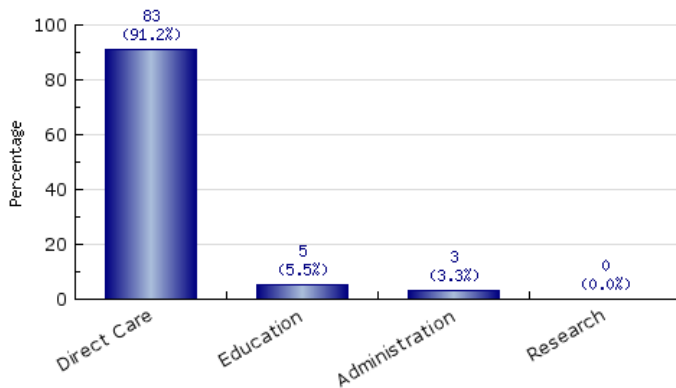
Other:
(1) Contract work

What is your main area of responsibility?

Primary Site:

- The majority of respondents (91.2%) said that their main area of responsibility at their primary site is direct care. 5 respondents (5.5%) said education and 3 respondents said administration.

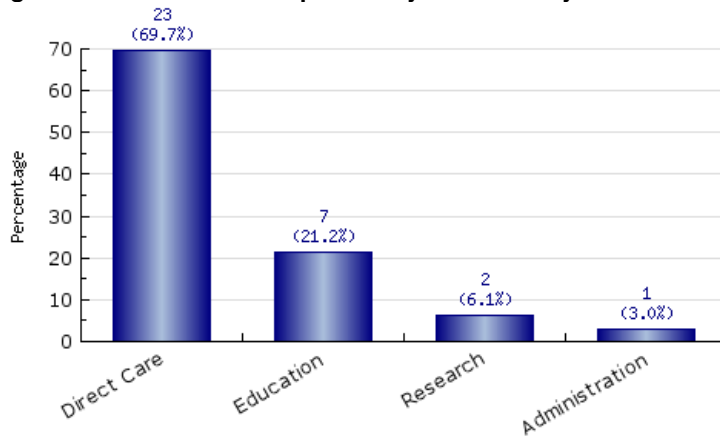
Figure 11 - Main area of responsibility at primary site



Secondary Site:

- Of those who work at more than one site, 69.7% said their main area of responsibility is direct care at their secondary site. 21.2% said education, 2 respondents said research, and one respondent said administration.

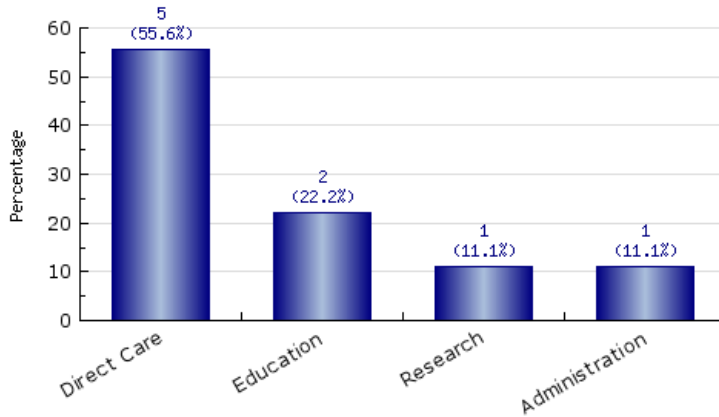
Figure 12 - Main area of responsibility at secondary site



Third Site:

- 5 respondents (5.5%) said their main area of responsibility at their third site is direct care. 2 respondents said education, one respondent said research, and one respondent said administration.

Figure 13 - Main area of responsibility at third site

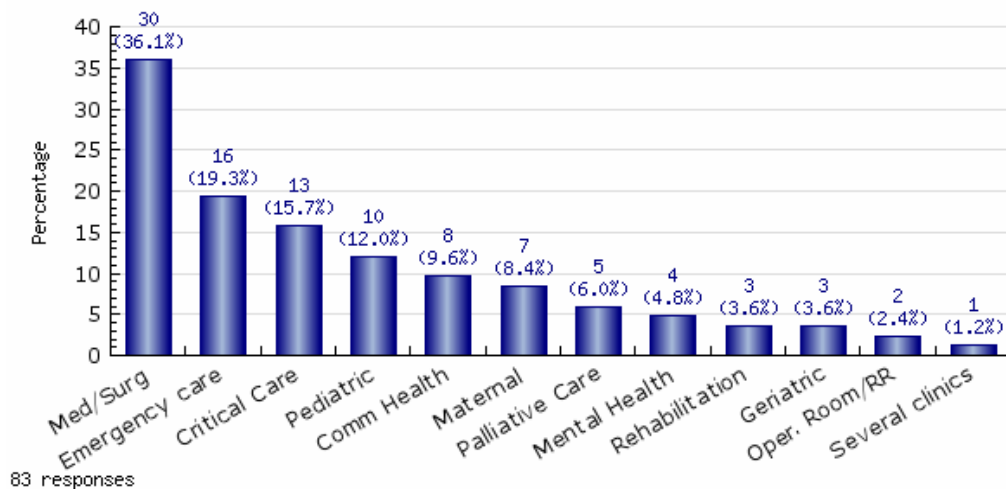


In what area do you provide:

Direct Care Primary Site:

- Of those who provide direct care in their primary site, 36.1% are in the medical/surgical area. 19.3% are in emergency care, 15.7% are in critical care, and 12% (10 respondents) are in pediatric care.

Figure 14 - Direct care primary site

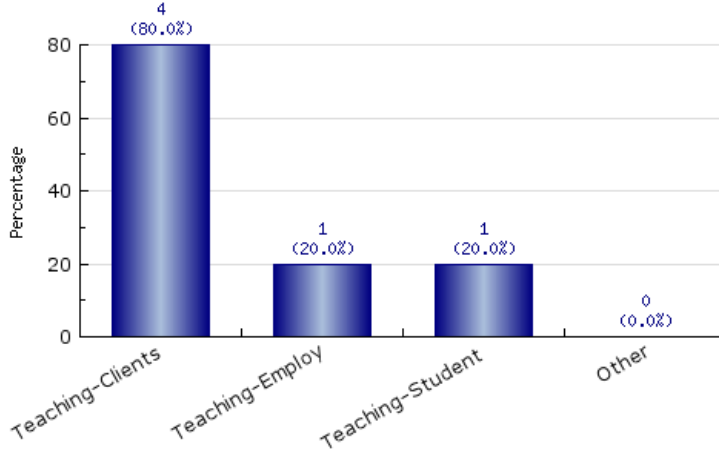


83 responses

Education Primary Site:

- Of those who are in education in their primary site, 4 respondents (80%) are teaching clients. One respondent is teaching employees and one respondent is teaching students.

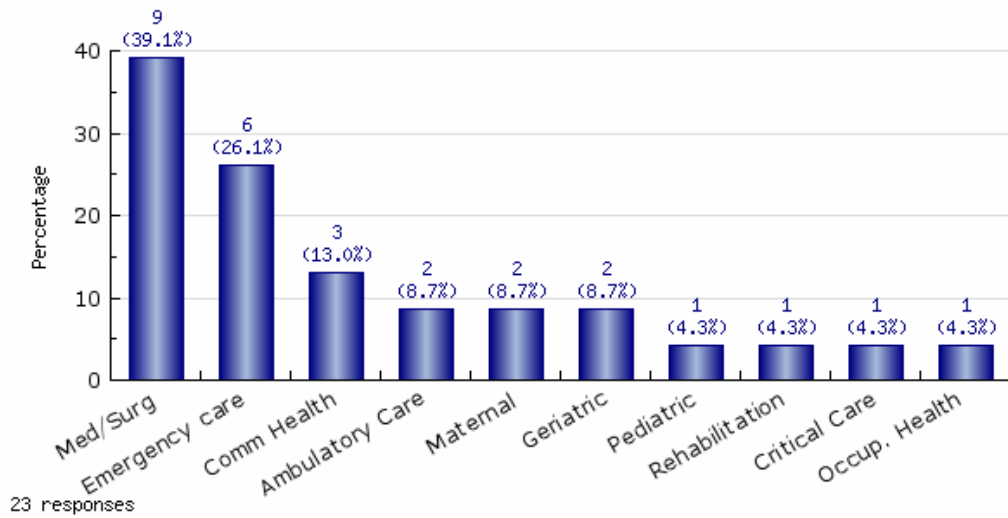
Figure 15 - Education primary site



Direct Care Secondary Site:

- Of those who are in direct care at their secondary site, 39.1% (9 respondents) are in the medical/surgical area. Another 6 respondents are in emergency care, while 3 respondents are in community health.

Figure 16 - Direct care secondary site



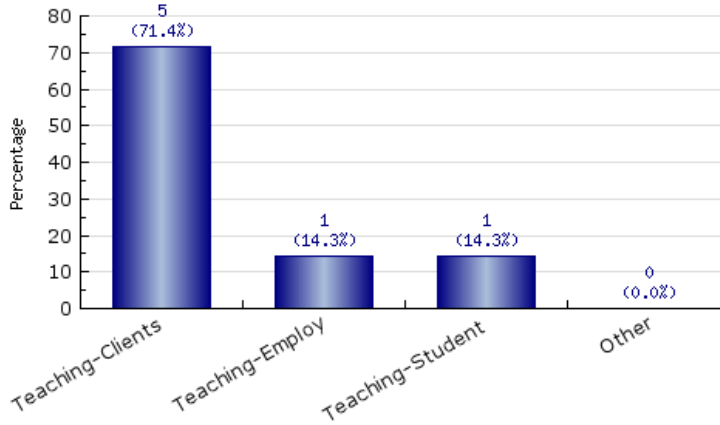
Administration Secondary Site:

- One respondent provides administration in the area of education at their secondary site.

Education Secondary Site:

- Of the 7 respondents working in education at their secondary site, 5 (71.4%) are teaching clients. One respondent is teaching employees and one respondent is teaching students.

Figure 17 - Education secondary site



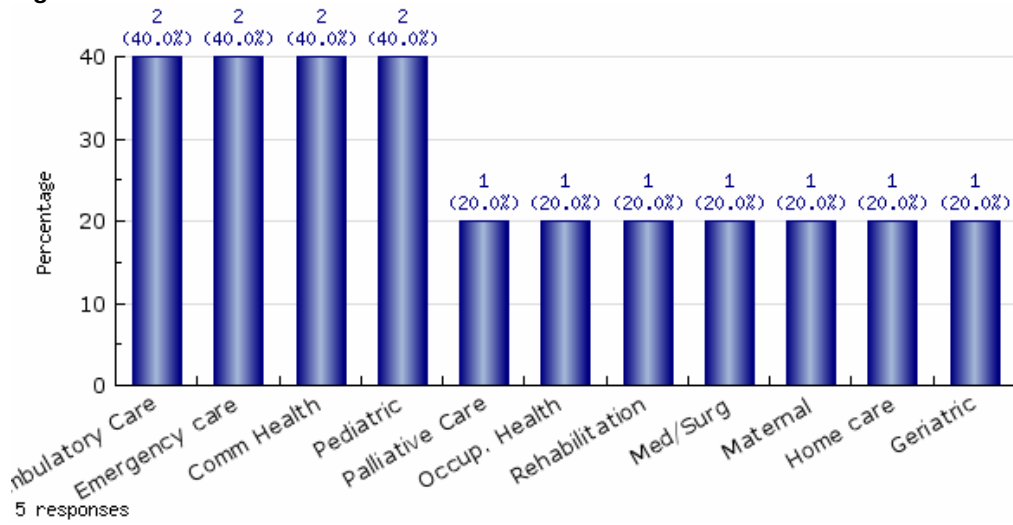
Research Secondary Site:

- Of the 2 respondents who are in research at their secondary site, both are in clinical drug trials.

Direct Care Third Site:

- The five respondents who provide direct care at a third site do so in multiple areas, including ambulatory care, emergency care, community health, and pediatric care (2 respondents each).

Figure 18 - Direct care third site



Administration Third Site:

- The respondent who provides administration at a third site does so in the area of education.

Education Third Site:

- Of the two respondents who provide education at a third site, one teaches clients and one teaches students.

Research Third Site:

- One respondent who is working in research at their third site is updating position statements and other contract work.

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

- 38.5% of respondents work 40 hours a week. 33% work between 30 to 39 hours and 9.9% work less than 30 hours. 18.7% work more than 40 hours a week. The average total hours worked per week is 38.4. The average hours worked per week was 36.9 in 2005.

Table 11 - Hours worked per week

Hours worked per week	2005		2006	
	Frequency	Percent	Frequency	Percent
Less than 30	11	13.6	9	9.9
30-39	36	44.4	30	33.0
40	17	21.0	35	38.5
More than 40	17	21.0	17	18.7
Total	81	100.0	91	100.0

- 17.9% of respondents who work as a staff nurse in their primary site work more than 40 hours a week. Due to the small number of respondents who work in other positions, we cannot conclude that the differences are significant.

Table 12 - Hours worked per week by Position at primary site

What is your position at your primary site?		Hours worked per week				Total
		Less than 30	30-39	40	More than 40	
Staff Nurse/Community Health Nurse	Count	9	29	31	15	84
	%	10.7%	34.5%	36.9%	17.9%	100.0%
Clinical Nurse Specialist	Count	0	1	2	0	3
	%	.0%	33.3%	66.7%	.0%	100.0%
Instructor/Professor/Educator	Count	0	0	1	1	2
	%	.0%	.0%	50.0%	50.0%	100.0%
Consultant	Count	0	0	1	1	2
	%	.0%	.0%	50.0%	50.0%	100.0%
Total	Count	9	30	35	17	91
	%	9.9%	33.0%	38.5%	18.7%	100.0%

- Respondents who have no dependents are more likely to work more than 40 hours a week.

Table 13 - Hours worked per week by Number of dependents

Number of dependents		Hours worked per week				Total
		Less than 30	30-39	40	More than 40	
No dependents	Count	4	11	19	13	47
	%	8.5%	23.4%	40.4%	27.7%	100.0%
1 or more	Count	5	19	16	4	44
	%	11.4%	43.2%	36.4%	9.1%	100.0%
Total	Count	9	30	35	17	91
	%	9.9%	33.0%	38.5%	18.7%	100.0%

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

- 60.4% of respondents do not work any paid overtime per week. 23.1% work 1 to 5 hours and 16.5% (15 respondents) work more than 5 hours per week. The average hours of overtime work per week is 2.5. The average hours of overtime work per week was 2.7 in 2005.

Table 14 - Total hours of paid overtime per week

Overtime hours per week	Frequency	Percent	Cumulative Percent
0	55	60.4	60.4
1 to 5	21	23.1	83.5
More than 5	15	16.5	100.0
Total	91	100.0	

- The following table shows the breakdown of overtime hours by total hours per week. As total hours per week increase, overtime hours increase.

Table 15 - Overtime hours worked per week by Hours worked per week

Hours worked per week		Overtime hours worked per week			Total
		0	1 to 5	More than 5	
Less than 30	Count	9	0	0	9
	%	100.0%	.0%	.0%	100.0%
30-39	Count	22	5	3	30
	%	73.3%	16.7%	10.0%	100.0%
40	Count	19	11	5	35
	%	54.3%	31.4%	14.3%	100.0%
More than 40	Count	5	5	7	17
	%	29.4%	29.4%	41.2%	100.0%
Total	Count	55	21	15	91
	%	60.4%	23.1%	16.5%	100.0%

- Those working as a staff nurse work more overtime hours than those in other positions.

Table 16 - Overtime hours worked per week by Position at primary site

What is your position at your primary site?		Overtime hours worked per week			Total
		0	1 to 5	More than 5	
Staff Nurse/Community Health Nurse	Count	48	21	15	84
	%	57.1%	25.0%	17.9%	100.0%
Clinical Nurse Specialist	Count	3	0	0	3
	%	100.0%	.0%	.0%	100.0%
Instructor/Professor/Educator	Count	2	0	0	2
	%	100.0%	.0%	.0%	100.0%
Consultant	Count	2	0	0	2
	%	100.0%	.0%	.0%	100.0%
Total	Count	55	21	15	91
	%	60.4%	23.1%	16.5%	100.0%

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:

- 38.5% of respondents indicated that their family or community commitments were their first influential factor in their choice of work location. The next most common response was that it was the position they wanted (16.5%), followed by the clinical/client group (15.4%).

Table 17 - First influential factor for choosing work location

First Influential Factor	Total #	% of Responses
Family or community commitments	35	38.5
Position I wanted	15	16.5
Clinical/client group I wanted	14	15.4
Geographic location	9	9.9
Other	3	3.3
Total hours I wanted	3	3.3
Shift I wanted	2	2.2
Reputation of the institution as a quality workplace	2	2.2
Salary	2	2.2
Familiarity with facility where completed practicum	2	2.2
Mentorship opportunities	2	2.2
Graduate school assistance	1	1.1
Career planning	1	1.1
Total	91	100

Entries under 'other':

(1) Challenge.

(1) Many senior staff.

(1) Family, friends, familiarity with city.

Ranked as second influential factor:

- 23.1% of respondents indicated that their second influential factor was that the position was one that that they wanted. Another 13.2% said it was the total hours, and 12.1% said family or community commitments.

Table 18 - Second influential factor for choosing work location

Second Influential Factor	Total #	% of Responses
Position I wanted	21	23.1
Total hours I wanted	12	13.2
Family or community commitments	11	12.1
Clinical/client group I wanted	10	11.0
Shift I wanted	8	8.8
Geographic location	7	7.7
Reputation of the institution as a quality workplace	5	5.5
Salary	4	4.4
Orientation program	3	3.3
Career planning	3	3.3
Signing bonus	2	2.2
Other	2	2.2
Familiarity with facility where completed practicum	1	1.1
Desire to travel	1	1.1
Mentorship opportunities	1	1.1
Total	91	100

Entries under 'other':

(1) Familiarity with cardiac ward.

(1) I'm of First Nations and wanted to work within my.

Ranked as third influential factor:

- 11% of respondents said that the total number of hours that they wanted was the third influential factor in choosing their work location. The next most common influential factor was it was the preferred clinical/client group (9.9%).

Table 19 - Third influential factor for choosing work location

Third Influential Factor	Total #	% of Responses
Total hours I wanted	10	11.0
Clinical/client group I wanted	9	9.9
Geographic location	8	8.8
Shift I wanted	8	8.8
Familiarity with facility where completed practicum	8	8.8
Family or community commitments	6	6.6
Signing bonus	6	6.6
Salary	5	5.5
Reputation of the institution as a quality workplace	5	5.5
Position I wanted	5	5.5
College friends	4	4.4
Orientation program	3	3.3
Other	3	3.3
Career planning	3	3.3
Graduate school assistance	2	2.2
Desire to travel	2	2.2
Mentorship opportunities	2	2.2
Return service requirement for bursary	2	2.2
Total	91	100

Entries under 'other':

(2) No other reason.

(1) Relocating back to Canada.

Top 3 factors (combined):

- In total, 57.1% of respondents said family or community commitments was one of the three most influential factors in choosing a work location as a nurse. 45.1% said it was the position they wanted, 36.3% said it was the clinical/client group they wanted, and 27.5% said it was their preferred hours that influenced their work location. Geographic location has decreased from 50.6% in 2005 to 26.4% in 2006. Clinic/client group has increased from 29.6% in the previous year to 36.3% this year and hours has seen a significant increase from 18.5% in 2005 to 27.5% in 2006.

Figure 19 - Top 3 factors influencing choice of location (combined)

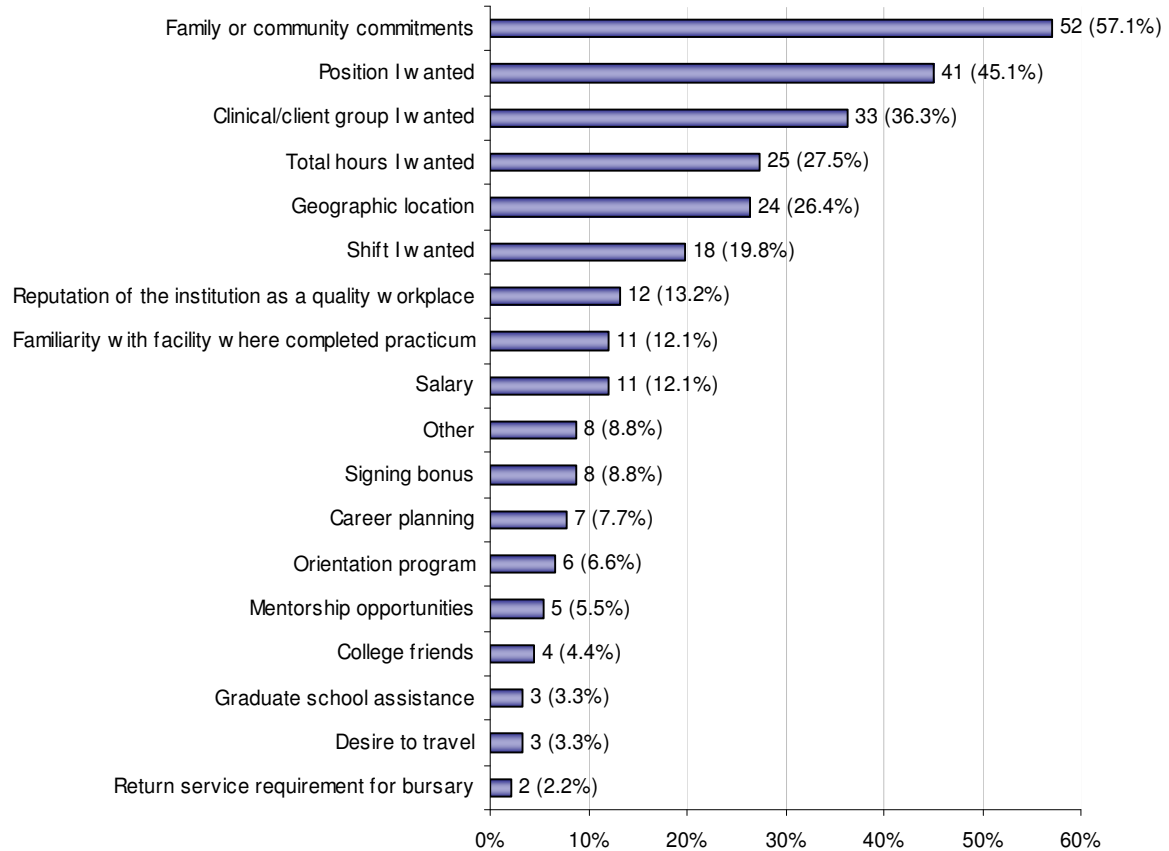


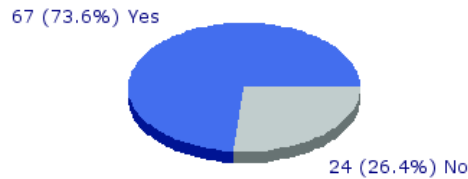
Table 20 - Top 3 factors influencing choice of location (combined)

Factor	2005		2006	
	Total #	% of Respondents	Total #	% of Respondents
Family or community commitments	43	53.1	52	57.1
Position I wanted	36	44.4	41	45.1
Clinic/client group I wanted	24	29.6	33	36.3
Hours	15	18.5	25	27.5
Geographic Location	41	50.6	24	26.4
Shift	14	17.3	18	19.8
Reputation	8	9.9	12	13.2
Salary	13	16.0	11	12.1
Familiarity with hospital where completed practicum	10	12.3	11	12.1
Other	9	11.1	8	8.8
Signing bonus	3	3.7	8	8.8
Career planning	6	7.4	7	7.7
Orientation	1	1.2	6	6.6
Mentorship	2	2.5	5	5.5
College friends	1	1.2	4	4.4
Desire to travel	2	2.5	3	3.3
Grad school	0	0.0	3	3.3
Return service requirement for bursary	2	2.5	2	2.2
Promotion	1	1.2	0	0.0

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

- 73.6% of respondents have changed their work setting or work area since graduation.

Figure 20 - Changed work setting or work area since graduation



91 responses

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:

- Of those who have changed work settings, 25.4% (17 respondents) cited family commitments as the first influential factor. The next most common factor was they needed a change at 13.4%, while 11.9% said travel was the reason.

Table 21 - First influential factor for leaving previous position

First Influential Factor	Total #	% of Responses
Family commitments	17	25.4
Needed a change	9	13.4
Travel	8	11.9
Shift	7	10.4
Other	6	9.0
Location	4	6.0
Unpleasant work group	4	6.0
Inadequate facilities and resources	4	6.0
Weak leadership	3	4.5
Health reasons	2	3.0
Position ended	1	1.5
Going to school	1	1.5
Salary	1	1.5
Total	67	100

Entries under 'other':

- | | |
|---|---|
| (1) Education. | (1) I wanted to work with people who were sicker. |
| (1) I was unable to get work I wanted until then. | (1) Job cuts/layoffs. |
| (1) Not desired population, as not jobs were available. | (1) Short Staffing. |

Ranked as second influential factor:

- 28.4% of respondents cited they needed a change as the second influential factor in choosing to leave their previous position. The next most common response was salary at 14.9% (10 respondents).

Table 22 - Second influential factor for leaving previous position

Second Influential Factor	Total #	% of Responses	Cumulative %
Needed a change	19	28.4	28.4
Salary	10	14.9	43.3
Location	8	11.9	55.2
Shift	5	7.5	62.7
Family commitments	4	6.0	68.7
Weak leadership	4	6.0	74.6
No other	4	6.0	80.6
Other	3	4.5	85.1
Promotion	2	3.0	88.1
Position ended	2	3.0	91.0
Going to school	2	3.0	94.0
Time off	2	3.0	97.0
Unpleasant work group	1	1.5	98.5
Health reasons	1	1.5	100.0
Total	67	100	

Entries under 'other':

- (1) Better opportunity with the new job.
- (1) Personal reasons.

Ranked as third influential factor:

- Of those who cited a third influential factor in leaving their previous position, 13.4% (9 respondents) said they needed a change. 11.9% said location or cited other factors. 23.9% cited there are no other reasons.

Table 23 - Third influential factor for leaving previous position

Third Influential Factor	Total #	% of Responses	Cumulative %
No other	16	23.9	23.9
Needed change	9	13.4	37.3
Location	8	11.9	49.3
Other	8	11.9	61.2
Shift	6	9.0	70.1
Family commit	4	6.0	76.1
Inadequate facilities and resources	2	3.0	79.1
Going to school	2	3.0	82.1
Unpleasant work group	2	3.0	85.1
Travel	2	3.0	88.1
Weak leadership	2	3.0	91.0
Salary	2	3.0	94.0
Position ended	2	3.0	97.0
Health reasons	2	3.0	100.0
Total	67	100	

Entries under 'other':

- (1) Cut back in hours.
- (1) No further learning.
- (1) No senior staff.
- (1) Too busy, stressful.

Top 3 factors (combined):

- Of those who changed their work setting or area, 55.2% cited they needed a change as one of their three factors. This is an increase from 44.8% in 2005. 37.3% said family commitments and 29.8% said location. 26.9% said shifts and 25.4% listed other reasons for leaving their previous position. Unpleasant workgroup and inadequate facilities and resources have both significantly decreased from 2005.

Figure 21 - Top three factors for leaving previous position (combined)

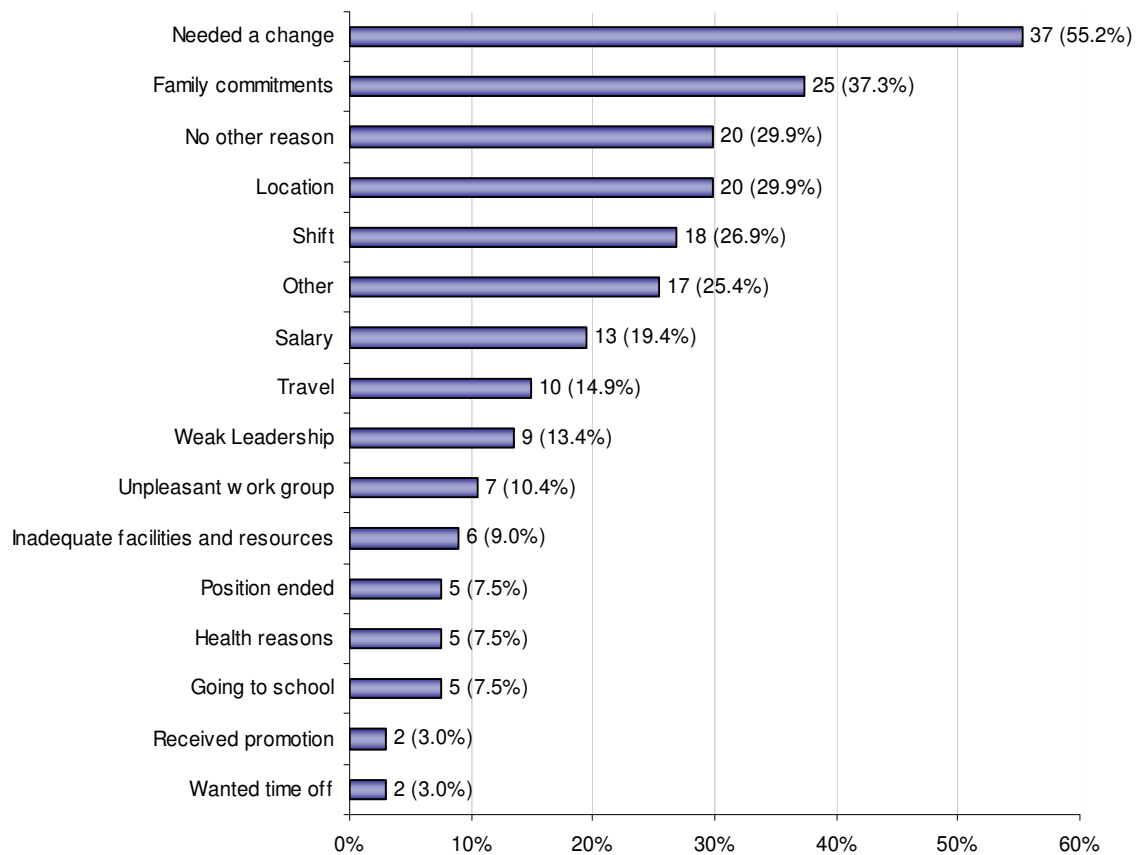


Table 24 - Top three factors for leaving previous position (combined)

Factor	2005		2006	
	Total #	% of Respondents	Total #	% of Respondents
Needed a change	26	44.8	37	55.2
Family commitments	19	32.8	25	37.3
Location	16	27.6	20	29.8
Shift	11	19.0	18	26.9
Other	8	13.8	17	25.4
Salary	10	17.2	13	19.4
Travel	4	6.9	10	14.9
Weak leadership	6	10.3	9	13.4
Unpleasant workgroup	13	22.4	7	10.4
Inadequate facilities and resources	8	13.8	6	8.9
Health reasons	3	5.2	5	7.5
Going to school	2	3.4	5	7.5
Position ended	2	3.4	5	7.5
Time off	3	5.2	2	3.0
Received promotion	0	0.0	2	3.0

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:

- 34.1% of respondents have stayed in their current position because they like the client group. Another 13.2% said they like the work, while 12.1% (11 respondents) like the hours.

Table 25 - First influential factor for staying in current position

First Influential factor	Total #	% of Responses
Like client group	31	34.1
Like the work	12	13.2
Like the hours	11	12.1
Continued challenge	8	8.8
Like the work group	7	7.7
Continuing to learn	5	5.5
Professional team approach to care	4	4.4
Seen as an expert	3	3.3
Feel competent	3	3.3
Other	2	2.2
No choice	1	1.1
Convenience	1	1.1
Opportunity for formal education/support	1	1.1
Clinical leader	1	1.1
Like the manager	1	1.1
Total	91	100

Entries under 'other':

- (1) Family.
- (1) Salary.

Ranked as second influential factor:

- 19.8% of respondents cited that they like work as the second most influential factor. 14.3% said they like the workgroup and 11% said they like the hours.

Table 26 - Second influential factor for staying in current position

Second Influential Factor	Total #	% of Responses	Cumulative %
Like the work	18	19.8	19.8
Like the workgroup	13	14.3	34.1
Like the hours	10	11.0	45.1
Continue challenge	9	9.9	54.9
Like the manager	9	9.9	64.8
Like client group	9	9.9	74.7
Feel competent	7	7.7	82.4
Cont to learn	6	6.6	89.0
Opportunity for formal education/supp	4	4.4	93.4
Convenience	2	2.2	95.6
Professional team approach to care	1	1.1	96.7
Have a mentor in the setting	1	1.1	97.8
Clinical leader	1	1.1	98.9
Seen as an expert	1	1.1	100.0
Total	91	100	

Ranked as third influential factor:

- Of those who cited a third influential factor, 14.3% (13 respondents) said they stayed in their current position for the continued challenge. 13.2% said they like the client group and 9.9% said they like the hours and 9.9% like the continued learning.

Table 27 - Third influential factor for staying in current position

Third Influential Factor	Total #	% of Responses	Cumulative %
Continued challenge	13	14.3	14.3
Like client group	12	13.2	27.5
Like the hours	9	9.9	37.4
Cont to learn	9	9.9	47.3
Convenience	8	8.8	56.0
Like the workgroup	7	7.7	63.7
Like the work	7	7.7	71.4
Like the manager	5	5.5	76.9
No choice	4	4.4	81.3
Professional team approach to care	3	3.3	84.6
Other	3	3.3	87.9
Feel competent	3	3.3	91.2
Clinical leader	3	3.3	94.5
Have mentor	2	2.2	96.7
Opportunity for formal education/supp	2	2.2	98.9
Seen as an expert	1	1.1	100.0
Total	91	100	

Entries under 'other'"
 (1) Better staffing.
 (1) Professionalism.
 (1) Quality workplace.

Top 3 factors (combined):

- In total, 57.1% of respondents said that one of the top three reasons why they have stayed in their current position is because they like the client group. This is a significant increase from 27.2% in 2005. Another 40.7% said they like the work, while 33% said they like the hours or because of the continued challenge. 29.7% said they like the workgroup and 22% said they like continuing to learn.

Figure 22 - Top three factors for staying in current position (combined)

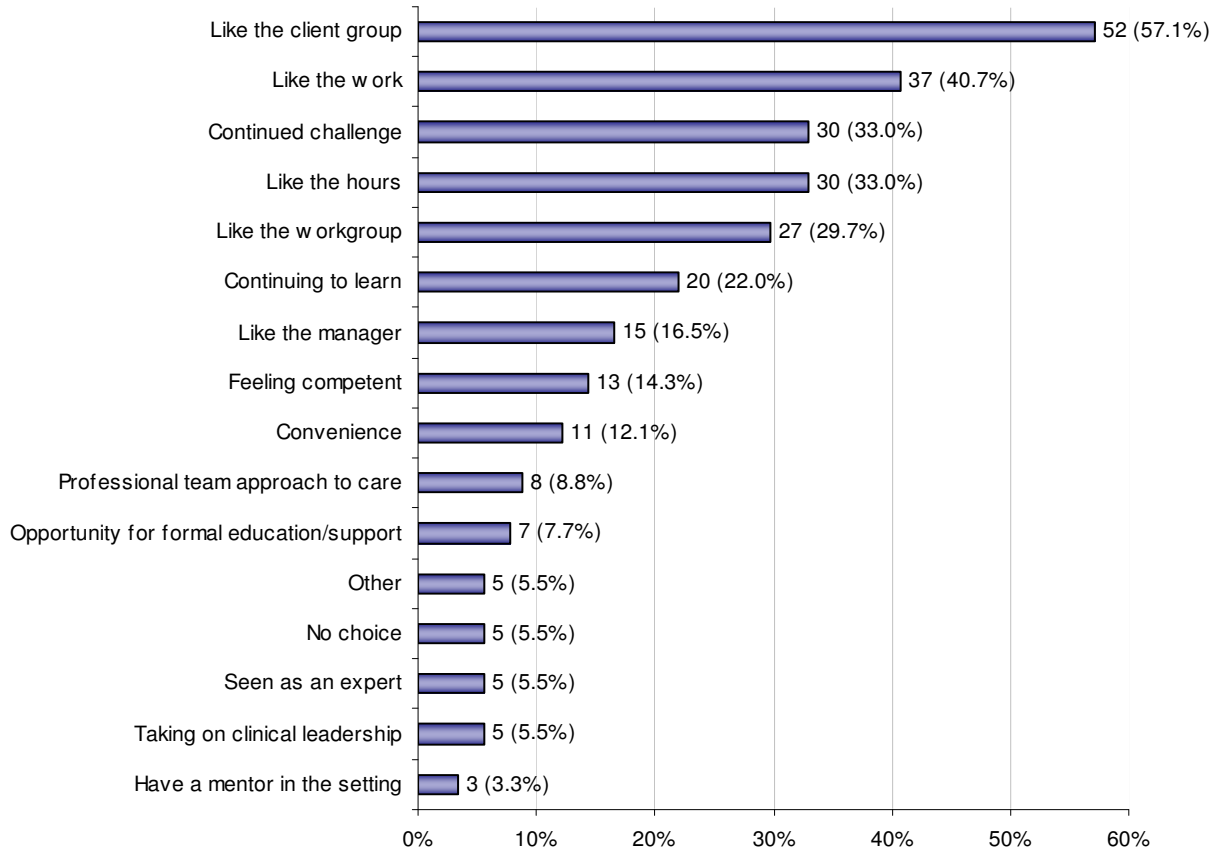


Table 28 - Top three factors for staying in current position (combined)

Factor	2005		2006	
	Total #	% of Respondents	Total #	% of Respondents
Like client group	22	27.2	52	57.1
Like the work	37	45.7	37	40.7
Like the hours	27	33.3	30	33.0
Continued challenge	20	24.7	30	33.0
Like the workgroup	29	35.8	27	29.7
Continuing to learn	11	13.6	20	22.0
Like the manager	13	16.0	15	16.5
Feel competent	8	9.9	13	14.3
Convenience	14	17.3	11	12.1
Professional team approach to care	6	7.4	8	8.8
Opportunity for formal education/support	5	6.2	7	7.7
Other	15	18.5	5	5.5
No choice	7	8.6	5	5.5
Clinical leader	4	4.9	5	5.5
Seen as an expert	3	3.7	5	5.5
Have mentor in the setting	1	1.2	3	3.3

How satisfied are you with your current primary job?

- 90.1% of respondents are satisfied or very satisfied with their current primary job. Eight respondents (8.8%) are dissatisfied and one respondent is very dissatisfied. Job satisfaction is not significantly different between the year 2000 and 2001 graduates.

Figure 23 - Satisfaction with current primary job

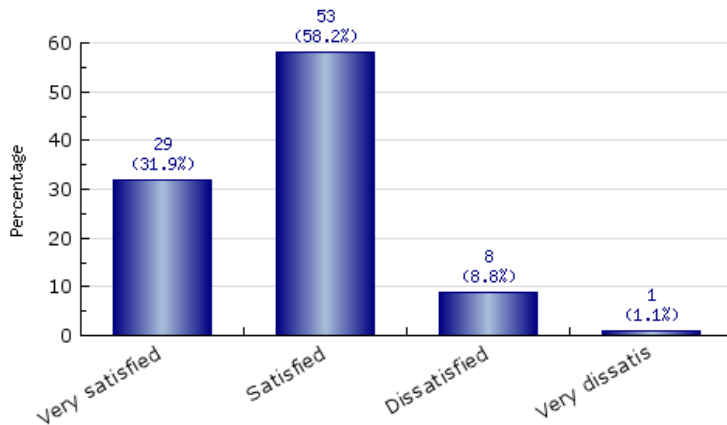


Table 29 - Satisfaction with current primary job

Description	2005		2006	
	Total #	% of Responses	Total #	% of Responses
Very satisfied	30	37.0	29	31.9
Satisfied	42	51.9	53	58.2
Dissatisfied	9	11.1	8	8.8
Very dissatisfied	0	0.0	1	1.1
	81	100	91	100

- The following shows that those who felt they were very well prepared for nursing practice tend to be more satisfied with their current job.

Table 30 - Satisfaction with current primary job by Level of preparedness

How well did your nursing education program prepare you for nursing practice?		How satisfied are you with your current primary job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Poor	Count	0	0	2	0	2
	%	.0%	.0%	100.0%	.0%	100.0%
Not well	Count	0	3	15	3	21
	%	.0%	14.3%	71.4%	14.3%	100.0%
Well	Count	1	4	30	19	54
	%	1.9%	7.4%	55.6%	35.2%	100.0%
Very well	Count	0	1	3	7	11
	%	.0%	9.1%	27.3%	63.6%	100.0%
Unsure	Count	0	0	3	0	3
	%	.0%	.0%	100.0%	.0%	100.0%
Total	Count	1	8	53	29	91
	%	1.1%	8.8%	58.2%	31.9%	100.0%

- Those who work at more than one site appear to be slightly more satisfied with their current primary job.

Table 31 - Satisfaction with current primary jobs by Number of sites currently working at

Number of sites currently working at		How satisfied are you with your current primary job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
1 site	Count	0	6	35	17	58
	%	.0%	10.3%	60.3%	29.3%	100.0%
2 sites	Count	0	0	16	8	24
	%	.0%	.0%	66.7%	33.3%	100.0%
3 or more	Count	1	2	2	4	9
	%	11.1%	22.2%	22.2%	44.4%	100.0%
Total	Count	1	8	53	29	91
	%	1.1%	8.8%	58.2%	31.9%	100.0%

- The following table shows that those working as staff nurses tend to be less satisfied with their current job than those working in other nursing roles. However, because of the small number of respondents who are not working as staff nurses, we cannot conclude that these differences are significant.

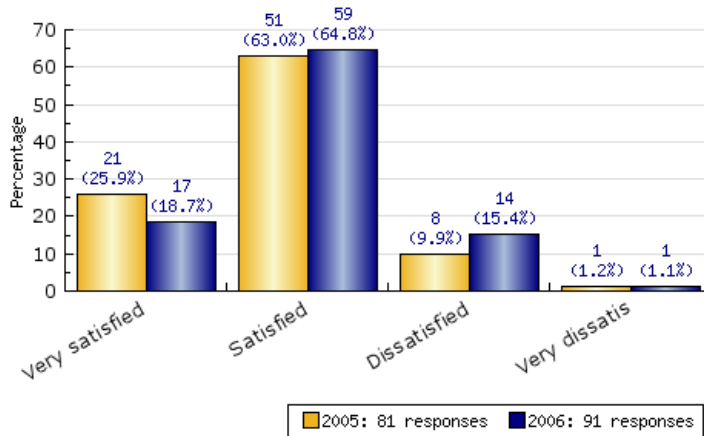
Table 32 - Satisfaction with current primary job by Position at primary job

What is your position at your primary site?		How satisfied are you with your current primary job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Staff Nurse/Community Health Nurse	Count	1	6	51	26	84
	%	1.2%	7.1%	60.7%	31.0%	100.0%
Clinical Nurse Specialist	Count	0	1	0	2	3
	%	.0%	33.3%	.0%	66.7%	100.0%
Instructor/Professor/Educator	Count	0	0	1	1	2
	%	.0%	.0%	50.0%	50.0%	100.0%
Consultant	Count	0	1	1	0	2
	%	.0%	50.0%	50.0%	.0%	100.0%
Total	Count	1	8	53	29	91
	%	1.1%	8.8%	58.2%	31.9%	100.0%

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

- The majority of respondents (83.5%) are satisfied or very satisfied with their current gross annual salary for their primary job. 15.4% are dissatisfied and one respondent is very dissatisfied. There are no significant differences from 2005.

Figure 24 - Satisfaction with gross annual salary for current primary job



- The following table shows the breakdown of satisfaction with salary by annual earnings. It appears that satisfaction increases with salary.

Table 33 - Satisfaction with gross annual earnings by Total annual earnings

Total annual earnings		How satisfied are you with your current gross annual salary for your primary job?				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Less than \$30,000	Count	0	0	1	0	1
	%	.0%	.0%	100.0%	.0%	100.0%
\$30,000 to \$39,999	Count	0	2	5	1	8
	%	.0%	25.0%	62.5%	12.5%	100.0%
\$40,000 to \$49,999	Count	0	1	6	1	8
	%	.0%	12.5%	75.0%	12.5%	100.0%
\$50,000 to \$59,999	Count	0	8	19	5	32
	%	.0%	25.0%	59.4%	15.6%	100.0%
\$60,000 to \$69,999	Count	1	3	20	5	29
	%	3.4%	10.3%	69.0%	17.2%	100.0%
\$70,000 or more	Count	0	0	6	5	11
	%	.0%	.0%	54.5%	45.5%	100.0%
Total	Count	1	14	57	17	89
	%	1.1%	15.7%	64.0%	19.1%	100.0%

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

- 35% of respondents earn \$50,000 to \$59,999 annually. Another 32% earn \$60,000 to \$69,999, while 12% earn \$70,000 or more. 19% earn less than \$50,000.

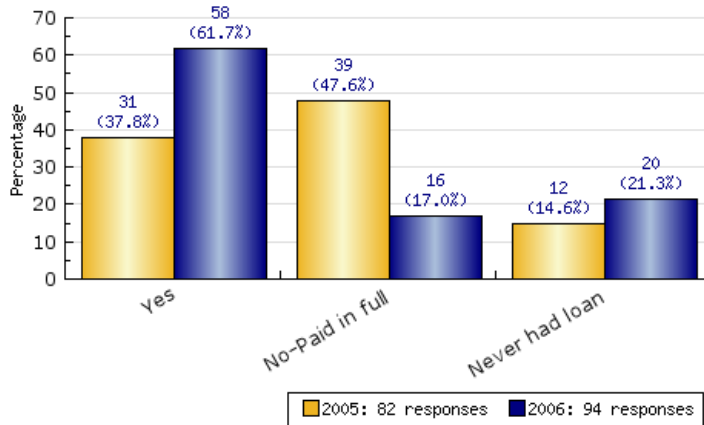
Table 34 - Total annual earnings

Total annual earnings	2005		2006	
	Total #	% of Responses	Total #	% of Responses
Less than \$20,000	1	1.2	0	0.0
\$20,000 to \$24,999	3	3.7	1	1.1
\$25,000 to \$29,999	5	6.2	0	0.0
\$30,000 to \$34,999	1	1.2	5	5.5
\$35,000 to \$39,999	2	2.5	3	3.3
\$40,000 to \$44,999	4	4.9	2	2.2
\$45,000 to \$49,999	6	7.4	6	6.6
\$50,000 to \$54,999	10	12.3	8	8.8
\$55,000 to \$59,999	8	9.9	24	26.4
\$60,000 to \$64,999	17	21.0	18	19.8
\$65,000 to \$69,999	3	3.7	11	12.1
\$70,000 to \$74,999	6	7.4	3	3.3
\$75,000 and above	10	12.3	8	8.8
Don't know	5	6.2	2	2.2
Total	81	100	91	100

Are you still paying back student loans?

- 61.7% of respondents are still paying back student loans. This is a significant increase from 37.8% in 2005. Another 21.3% have never had a loan, while 17% have paid it back in full. In 2005, 47.6% of 2000 grads had paid back their loans in full.

Figure 25 - Still paying back student loans



- Those respondents who earn less than \$50,000 in annual salary are most likely to still be paying back their student loans.

Table 35 - Still paying back student loans by Total annual earnings

Total annual earnings		Are you still paying back student loans?			Total
		Yes	No, they have been paid in full	I never had a student loan	
Less than \$30,000	Count	1	0	0	1
	%	100.0%	.0%	.0%	100.0%
\$30,000 to \$39,999	Count	6	1	1	8
	%	75.0%	12.5%	12.5%	100.0%
\$40,000 to \$49,999	Count	7	1	0	8
	%	87.5%	12.5%	.0%	100.0%
\$50,000 to \$59,999	Count	18	7	7	32
	%	56.3%	21.9%	21.9%	100.0%
\$60,000 to \$69,999	Count	15	4	10	29
	%	51.7%	13.8%	34.5%	100.0%
\$70,000 or more	Count	8	3	0	11
	%	72.7%	27.3%	.0%	100.0%
Total	Count	55	16	18	89
	%	61.8%	18.0%	20.2%	100.0%

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?

- Half of all respondents (50.5%) have not missed work in the past year due to health problems; this is a slight decrease from the previous study (60%). Another 23.1% have missed one week of work and 14.3% (13 respondents) have missed 2 to 3 weeks. 11% have missed 4 to 14 weeks and one respondent has been absent from work for an entire year due to health problems. The average amount of work missed due to health problems is approximately 2 weeks, which is slightly less than the average of 2.2 weeks in the 2005 study.

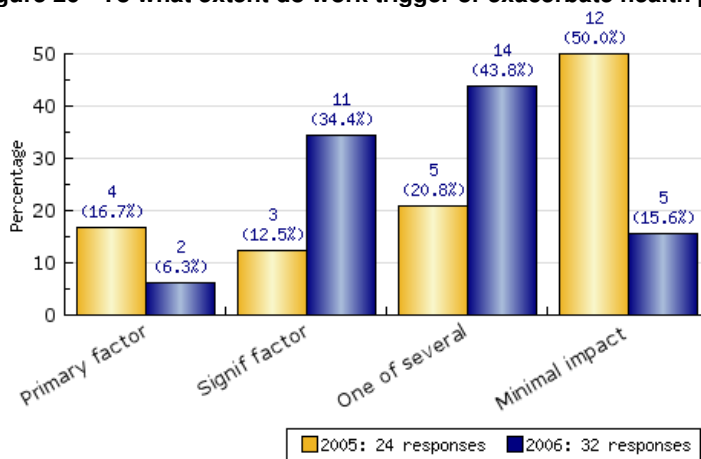
Table 36 - Number of weeks missed due to health problems

Time missed due to health problems	Frequency	% of Respondents	Frequency	% of Respondents
0 weeks	51	63.0	46	50.0
1 week	9	11.1	22	23.9
2 weeks	12	14.8	7	7.6
3 weeks	3	3.7	6	6.5
4 weeks	1	1.2	3	3.3
6 weeks	1	1.2	3	3.3
7 weeks	-	-	1	1.1
8 weeks	1	1.2	-	-
12 weeks	1	1.2	2	2.2
14 weeks	-	-	1	1.1
52 weeks	2	2.5	1	1.1
	81	100.0	92	100

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

- Of those who have been absent from work due to health problems, 43.8% (14 respondents) said their work or work environment was one of several factors to trigger or exacerbate their health problems. This is an increase from 5 respondents in 2005. 34.4% said it was a significant factor and 2 respondents said it was the primary factor. 5 respondents it had minimal impact on their health problems.

Figure 26 - To what extent do work trigger or exacerbate health problems



- The following table shows the breakdown of the effect of work or work environment by the number of weeks absent from work due to health problems. Six of the 13 respondents who believe that their work environment was a primary or significant factor were absent from work for 2 weeks or less, 4 were absent for three weeks, and one respondent was absent for 14 weeks.

Table 37 - Extent to which work triggered health problems by Weeks missed

Number of weeks absent from work due to 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	
1	Count	4	7	5	0	5	21
	%	19.0%	33.3%	23.8%	.0%	23.8%	100.0%
2	Count	0	3	1	0	3	7
	%	.0%	42.9%	14.3%	.0%	42.9%	100.0%
3	Count	0	2	3	1	0	6
	%	.0%	33.3%	50.0%	16.7%	.0%	100.0%
4	Count	1	0	1	0	1	3
	%	33.3%	.0%	33.3%	.0%	33.3%	100.0%
6	Count	0	1	0	1	1	3
	%	.0%	33.3%	.0%	33.3%	33.3%	100.0%
7	Count	0	1	0	0	0	1
	%	.0%	100.0%	.0%	.0%	.0%	100.0%
12	Count	0	0	0	0	2	2
	%	.0%	.0%	.0%	.0%	100.0%	100.0%
14	Count	0	0	1	0	0	1
	%	.0%	.0%	100.0%	.0%	.0%	100.0%
52	Count	0	0	0	0	1	1
	%	.0%	.0%	.0%	.0%	100.0%	100.0%
Total	Count	5	14	11	2	13	45
	%	11.1%	31.1%	24.4%	4.4%	28.9%	100.0%

Which of the following would you include in your career goals? (Check all that apply)

- 63% of respondents would include teaching students in their career goals. 59% said direct care/staff nurse, 54% said teaching clients, and 44% said teaching clinical. It appears that 2001 grads are less likely than 2000 grads to cite most career goals, including direct care, teaching, and advanced practice.

Table 38 - Career goals

Career goals	2005		2006	
	Total #	% of Responses	Total #	% of Responses
Direct care / Staff nurse	61	74.4	55	58.5
Teaching - Students	55	67.1	59	62.8
Teaching - Clinical (other nurses)	47	57.3	41	43.6
Teaching - Clients	56	68.3	51	54.3
Management / Administration	25	30.5	20	21.3
Advanced practice - Nurse practitioner	38	46.3	22	23.4
Advanced practice - Clinical nurse specialist	32	39.0	24	25.5
Advanced practice - Nurse Midwife	6	7.3	12	12.8
Advanced practice - Nurse anaesthetist	12	14.6	8	8.5
Advanced practice - First assist	4	4.9	7	7.4
Advanced practice - Other (please specify)	4	4.9	6	6.4
Research	20	24.4	20	21.3
Other	5	6.1	6	6.4
Not sure	0	0.0	3	3.2
Total	82	100	94	100

Entries under Advanced 'other':

- (1) Community/Public Health.
- (1) Going out into the Community, as in an Outpost.
- (1) International nursing.
- (1) Mental Health.
- (1) OH & S.
- (1) Rehab Nursing.

Entries under 'other':

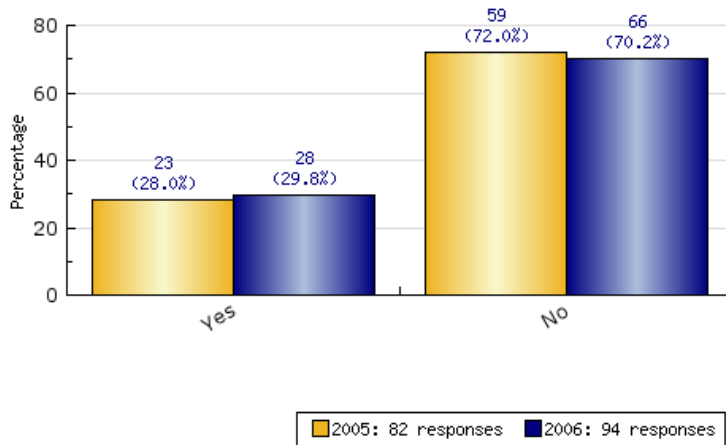
- (1) 8-4 Monday to Friday.
- (1) Continuing moving through the ranks as an RCMP officer.
- (1) International Health Consultant.
- (1) Non-nursing.
- (1) Private business.
- (1) Professional Liability Consultant.

Further Education

Have you completed any professional certifications (e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)?

- 29.8% of respondents have completed professional certifications, while 70.2% have not.

Figure 27 - Completed any professional certifications



Specific Certifications:

- | | |
|---|---|
| (7) Certified Critical Care Nurse | (3) Certified Emergency Nurse |
| (2) Advanced Cardiovascular Life Support and Lactation Consultant | (1) Advanced Critical Life Support |
| (1) Basic Critical Care Nursing | (1) Certified Cardiovascular Nurse |
| (1) Both an Registered Nurse, and Psychiatric Nurse | (1) Certified Cardiovascular Nurse |
| (1) Certified Critical Care Nurse, ACLS | (1) Certified operating room nurse |
| (1) Certified Emergency Nurse, MOREOB certification | (1) Neuroscience |
| (1) Certified Emergency nurse, Rural Outpost Nurse | (1) Oncology |
| (1) PALS, Asthma Trec, EKG Rhythm Analysis, CPR | (1) Palliative Care Certificate |
| (1) Clinical Neurological Nurse (in progress) | (1) PALS, certified pediatric critical care nurse |
| (1) Certified Extended Scope for Northern Nursing, Lactation Consultant | |
| (1) MORE OB, Hemodynamic Monitoring, Neonatal Resuscitation Certified, and more | |

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

- 90.4% of respondents have not completed or are not currently enrolled in a program leading to a higher degree. 9 respondents (9.6%) are currently enrolled in a program.

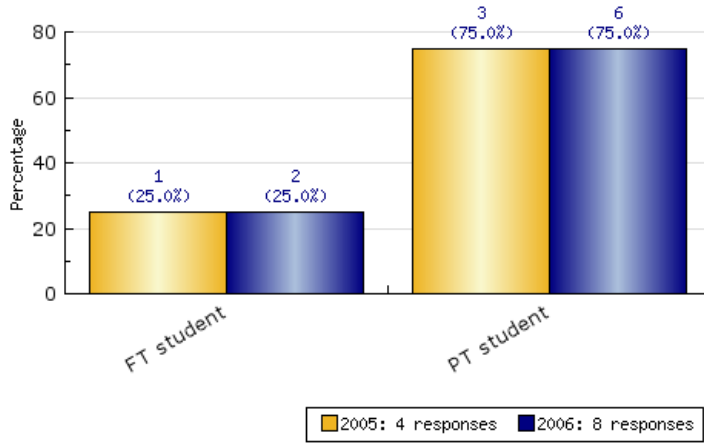
Please indicate which program you are currently enrolled in or have completed:

- Of the 10 respondents who are currently enrolled or have completed a program, 7 are currently completing their **Master of Nursing**. One respondent is currently completing his or her **Doctoral in Nursing** and one respondent is currently finishing another undergraduate degree.

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

- Of those who are currently enrolled in a program, 75% are part-time students and 25% (2 respondents) are full-time.

Figure 28 - Going to school full-time or part-time

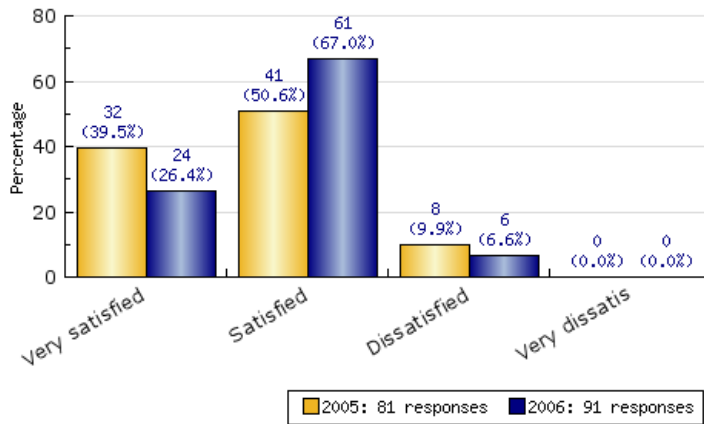


Satisfaction with Nursing

How satisfied are you with nursing as a career?

- Overall, 93.4% of respondents are satisfied or very satisfied with nursing as a career. Only 6.6% (6 respondents) are dissatisfied.

Figure 29 - Satisfaction with nursing as a career



- The following table shows that those who are satisfied with their current job tend to be satisfied with nursing as a career. 7 of 9 respondents who are dissatisfied with their current job are still satisfied or very satisfied with nursing as a career.

Table 39 - Satisfaction with nursing as a career by Satisfaction with current primary job

How satisfied are you with your current primary job?		How satisfied are you with nursing as a career?			Total
		Dissatisfied	Satisfied	Very satisfied	
Very dissatisfied	Count	0	1	0	1
	%	.0%	100.0%	.0%	100.0%
Dissatisfied	Count	2	5	1	8
	%	25.0%	62.5%	12.5%	100.0%
Satisfied	Count	4	43	6	53
	%	7.5%	81.1%	11.3%	100.0%
Very satisfied	Count	0	12	17	29
	%	.0%	41.4%	58.6%	100.0%
Total	Count	6	61	24	91
	%	6.6%	67.0%	26.4%	100.0%

- The more prepared respondents feel the more satisfied they are with nursing as a career.

Table 40 - Satisfaction with nursing as a career by Level of preparedness

How well did the nursing education program prepare you for nursing practice?		How satisfied are you with nursing as a career?			Total
		Dissatisfied	Satisfied	Very satisfied	
Poor	Count	1	1	0	2
	%	50.0%	50.0%	.0%	100.0%
Not well	Count	4	15	2	21
	%	19.0%	71.4%	9.5%	100.0%
Well	Count	1	38	15	54
	%	1.9%	70.4%	27.8%	100.0%
Very well	Count	0	4	7	11
	%	.0%	36.4%	63.6%	100.0%
Unsure	Count	0	3	0	3
	%	.0%	100.0%	.0%	100.0%
Total	Count	6	61	24	91
	%	6.6%	67.0%	26.4%	100.0%

- The following table shows the breakdown of satisfaction with nursing as a career by gender. Because there are only 9 male respondents, we cannot conclude that there are any significant differences.

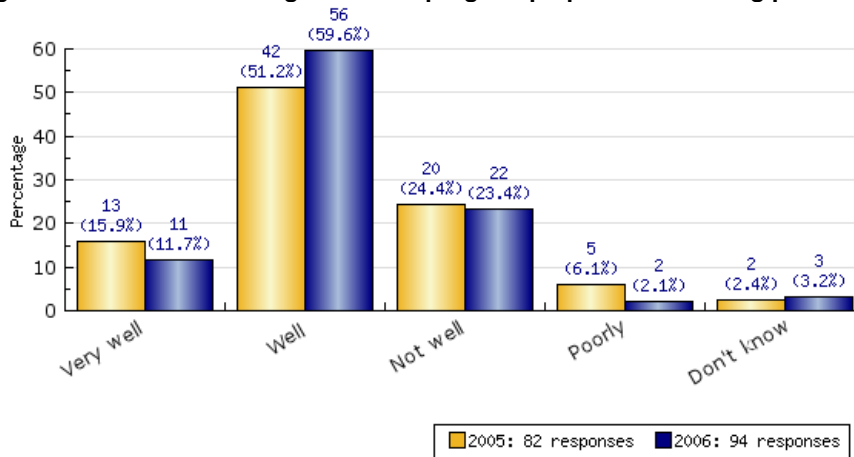
Table 41 - Satisfaction with nursing as a career by Gender

Gender		How satisfied are you with nursing as a career?			Total
		Dissatisfied	Satisfied	Very satisfied	
Male	Count	2	5	2	9
	%	22.2%	55.6%	22.2%	100.0%
Female	Count	4	56	22	82
	%	4.9%	68.3%	26.8%	100.0%
Total	Count	6	61	24	91
	%	6.6%	67.0%	26.4%	100.0%

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

- 71.3% of respondents said their nursing education program prepared them well or very well for nursing practice. 23.4% said the program did not prepare them well and 2 respondents said the program poorly prepared them. There are no significant differences from the previous year.

Figure 30 - How well nursing education program prepared for nursing practice



Demographics

Where did you grow up?

- In total, 25.5% of respondents grew up in Saskatoon and 6.4% grew up in Regina. Another 25.5% grew up in a town in Saskatchewan, while 17% grew up in rural Saskatchewan, and 16% grew up in a small Saskatchewan city. The percentage of respondents who grew up in rural Saskatchewan has decreased from 36.6% in the 2005 study, while the percentage of respondents who grew up in Saskatoon has increased from 9.8% in the 2005 study.

Figure 31 - Where did you grow up

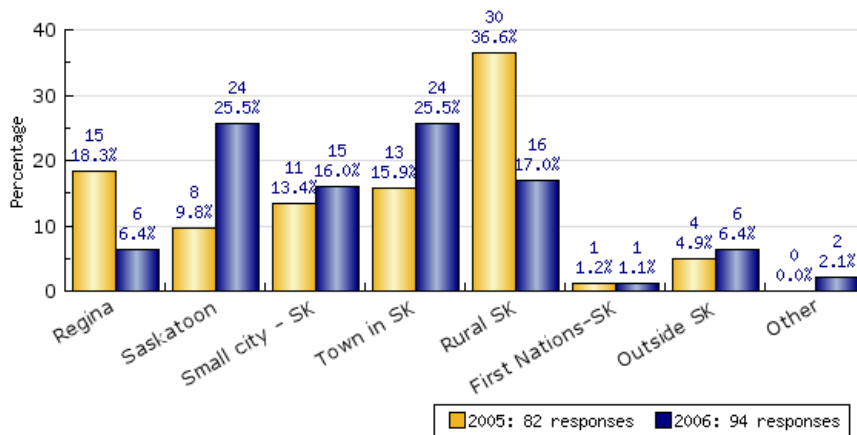


Table 42 - Where did you grow up

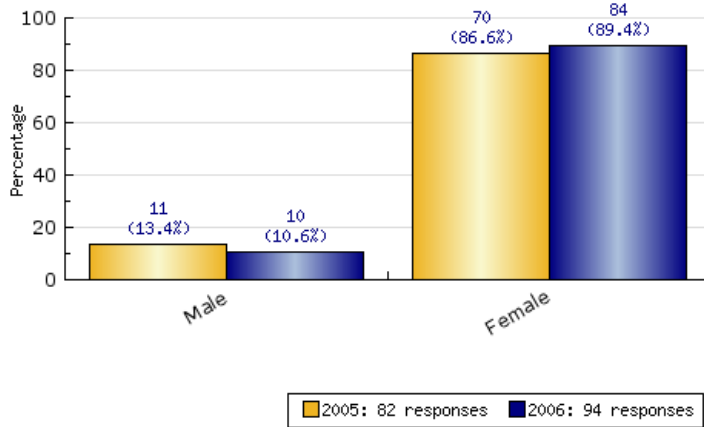
Where did you grow up?	2005		2006	
	Total #	% of Responses	Total #	% of Responses
Regina	15	18.3	6	6.4
Saskatoon	8	9.8	24	25.5
Small city in Saskatchewan (>5,000 and <60,000)	11	13.4	15	16.0
Town in Saskatchewan	13	15.9	24	25.5
Rural Saskatchewan	30	36.6	16	17.0
Saskatchewan First Nations Reserve	1	1.2	1	1.1
Outside Saskatchewan	4	4.9	6	6.4
Other (please specify)	0	0.0	2	2.1
Total	82	100	94	100

Entries under "Other":
(2) Philippines

Gender:

- 89.4% of respondents are female and 10.6% are male.

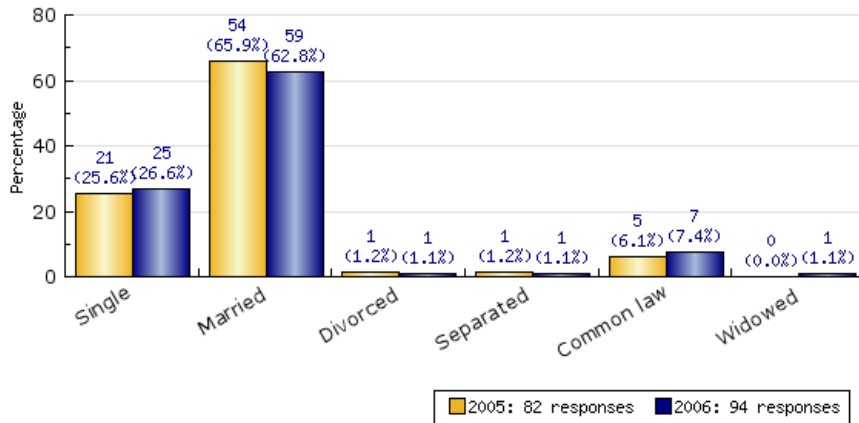
Figure 32 - Gender



Current marital status:

- 62.8% of respondents are currently married. Another 26.6% are single, while 7.7% (7 respondents) are common law. One respondent is divorced, one respondent is separated, and one respondent is widowed.

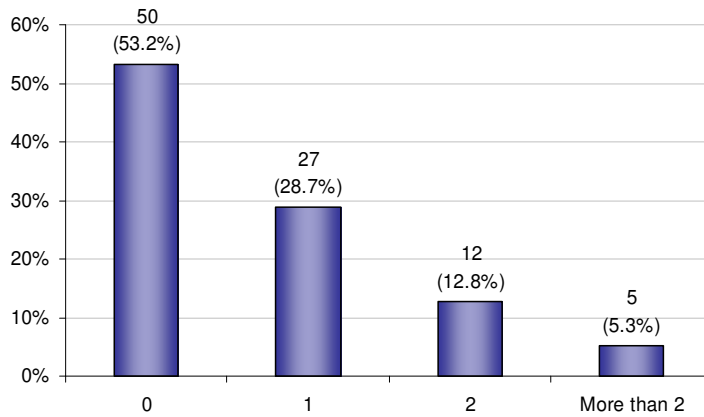
Figure 33 - Current marital status



Number of dependent children and adults:

- 53.2% of respondents do not have any dependents. 28.7% have one dependent and 12.8% (2 respondents) have 2 dependents. 5.3% (5 respondents) have more than 2 dependents.

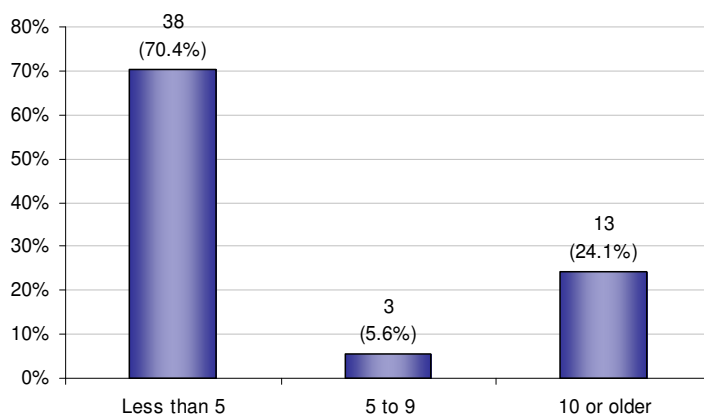
Figure 34 - Number of dependent children and adults



What are the ages of your dependent children?

- In total, there are 54 dependents among all respondents. Of these dependents, 70.4% are under the age of 5, which means they were likely born after the respondent graduated from the NEPS program. 5.6% (3 dependents) are between 5 and 9, which means they were likely born while the respondent was still in the program. 24.1% are 10 years old or older, which means they were likely born before the respondent entered the NEPS program.

Figure 35 - Ages of dependent children



Do you self-identify as:

- Of the six respondents who self-identified as being aboriginal, four indicated that they are Non-status, one identified as Status/Treaty, and one identified as Métis.