

The Nursing Personnel Study on Health & Jobs
SAFE at WORK
www.JHMISafeWork.org

Thank you to all of those participants who completed the Safe at Work third round survey! The team wants to share some of the information that we have learned from your responses so far. Please remember that all information reported here is aggregate - it is taken from all participants, across all data collection sites. (No one will ever know what your individual response was on any question).

Data from the third round survey

1269 participants completed the third round, for a response rate of 75%. This equaled our ambitious retention goal, but we need everyone's participation in Round 4 in order to continue to achieve the highest quality of data for analysis and the ability to make recommendations at study completion. Your active participation in this prospective study will strengthen our findings and influence improvements in the safety of your work environments.

Data from the third round is still undergoing analysis, but here are a few new findings from the dataset:

Baseline findings regarding absenteeism, job satisfaction, and intent to leave the job.

Absenteeism:

- Experiencing workplace violence within the past 12 months significantly increased the odds for being absent from work.
 - (Adjusted odds ratio = 1.34; Confidence interval = 1.06-1.60; p-value <.02)
 - Adjusted for age, coworker social support and supervisor social support
- Participants who reported their health was "excellent" or "good" had significantly decreased odds of being absent from work (whether or not they experienced workplace violence).
 - (Adjusted odds ratio = .37; Confidence interval = .30-.46; p-value <.001)
 - Adjusted for age, coworker social support and supervisor social support

Job satisfaction:

- Participants who experienced violence within the past 12 months expressed less job satisfaction.
 - (Adjusted odds ratio = .47; Confidence interval = .33-.68; p-value <.0001)
 - Adjusted for age, RN/non-RN, and supervisor social support
- Participants who reported excellent or good health were 1.6 times more likely to express job satisfaction than participants who reported poor health (whether or not they experienced workplace violence).
 - (Adjusted odds ratio = 1.57; Confidence interval = 1.10-2.23; p-value <.05)
 - Adjusted for age, RN/non-RN, and supervisor social support
- Participants who reported high co-worker support were more than 2.5 times more likely to express job satisfaction than those who reported low co-worker support.

- (Adjusted odds ratio =2.64; Confidence interval = 1.73-4.02; p-value <.0001)
- Adjusted for age, RN/non-RN, and supervisor social support
Intent to leave employment at Hopkins
- The participants who expressed an intent to leave their jobs included:
 - Younger staff
 - (Adjusted odds ratio =.94; Confidence interval = .96-.98; p-value <.0001)
 - Adjusted for RN/non-RN and supervisor social support
 - Participants who experienced workplace violence within the past year
 - (Adjusted odds ratio =1.24; Confidence interval = 1.00-1.519; p-value <.05)
 - Adjusted for RN/non-RN and supervisor social support
 - Nurses who report poor health
 - (Adjusted odds ratio for participants reporting good health =.79; Confidence interval = .66-.96; p-value <.05)
 - Adjusted for RN/non-RN and supervisor social support
 - Participants who report low levels of co-worker support.
 - (Adjusted odds ratio =.60; Confidence interval = .49-.74; p-value <.0001)
 - Adjusted for RN/non-RN and supervisor social support

In summary

- Registered nurses were more likely than other nursing personnel to experience workplace violence, and these participants reported increased absenteeism, had greater job dissatisfaction, and were more likely to report an intent to change jobs.
- Co-worker support is associated with greater job satisfaction and fewer reports of intent to leave.
- Co-worker support, possibly related to workplace climate, is potentially an important factor in retention of nurses within their jobs.

Data from the second round survey

1695 participants were selected for follow-up, and the response rate was 81.3%. This is a terrific response rate and we thank you again for continuing to participate!!

- 37% of all follow-up participants (across all three hospitals) reported a new incident of workplace violence since the last survey, approximately 6 months prior.
 - 23.9% of respondents (across all 3 hospitals) reported experiencing physical workplace violence since Round 1.
 - 24.5% of respondents (across all 3 hospitals) reported experiencing psychological workplace violence since Round 1.
 - 21.8% of participants who reported workplace violence at Round 2 had not reported any workplace violence during Round 1.
- Participants who work in the Emergency Department or Psychiatric Unit (across all three hospitals) are the most likely to experience workplace violence.
- If a respondent experienced psychological workplace violence during the past year, she or he was more likely to intend to leave their job if they had low supervisor support.

We wanted to share some information about the relationship of the workplace environment to depressive symptoms among respondents.

- About 20% of participants have symptoms that indicate they may meet the clinical criteria for depression.
 - (If you are feeling sad or depressed, you may want to visit the resources link on this website for information and resources.)
- Both supervisor support and co-worker support help protect against depression.

Respondents who experienced both physical and psychological workplace violence in the past year were more than one and a half times more likely than those who did not experience WPV to indicate that they may meet the criteria for depression than respondents who did not experience both types of workplace violence.

Data from the first round survey

2168 participants responded to the first round survey, which was a 49% response rate.

- Most employees are informed about workplace violence policies.
 - 61.8% know their employer's policies and procedures regarding violence in the workplace
 - 35% know that these policies exist, but are unclear what these policies state.

Over three-quarters of respondents are aware that free counseling services for work place violence are available. Very few respondents (less than 1%) considered leaving their job due to workplace violence, and the overall atmosphere of work is reported as positive.

- Patterns of workplace violence at the 3 hospitals in our study are similar to data for workplace violence at other healthcare settings. The sources of workplace violence were patients, co-workers, visitors, and others:
 - The total percentage of respondents (across all 3 hospitals) who reported any incident of physical and/or psychological workplace violence within the prior year was 30.3%.
 - 19.8% of respondents (across all 3 hospitals) reported experiencing physical workplace violence within the prior year.
 - 20% of respondents (across all 3 hospitals) reported experiencing psychological workplace violence within the prior year.
 - Based on survey responses, approximately 10% of all workplace violence incidents result in injury.
 - One-quarter of those who are injured seek formal treatment for their injury.
- Over 90% of employees are somewhat or very satisfied with their job, and over 80% of employees who responded to the survey believe both that the health and safety conditions at work are good and that safety is a high priority.

We are continuing to analyze the results of the surveys. Further information will be posted to this website as it becomes available.