2012 NDNQI RN Survey

Practice Environment Scale
For each item, please indicate the extent to which you agree that the item is PRESENT IN YOUR CURRENT JOB.
Response options: strongly agree, agree, disagree, strongly disagree.
Nurse Participation in Hospital Affairs
1. Career development/clinical ladder opportunity.
2. Opportunity for staff nurses to participate in policy decisions.
3. A chief nursing officer which is highly visible and accessible to staff.
4. A chief nursing officer equal in power and authority to other top-level hospital executives.
5. Opportunities for advancement.
6. Administration that listens and responds to employee concerns.
7. Staff nurses are involved in the internal governance of the hospital (e.g., practice and policy committees).
8. Staff nurses have the opportunity to serve on hospital and nursing committees.
9. Nursing administrators consult with staff on daily problems and procedures.

Nursing Foundations for Quality of Care
1. Active staff development or continuing education programs for nurses.
2. High standards of nursing care are expected by the administration.
3. A clear philosophy of nursing that pervades the patient care environment.
4. Working with nurses who are clinically competent.
5. An active quality assurance program.
6. A preceptor program for newly hired RNs.
7. Nursing care is based on a nursing, rather than a medical, model.
8. Written, up-to-date nursing care plans for all patients.
9. Patient care assignments that foster continuity of care, i.e., the same nurse cares for the patient from one day to the next.
10. Use of nursing diagnoses.

Nurse Manager Ability, Leadership, and Support of Nurses
1. A supervisory staff that is supportive of the nurses.
2. Supervisors use mistakes as learning opportunities, not criticism.
3. A nurse manager who is a good manager and leader.
4. Praise and recognition for a job well done.
5. A nurse manager who backs up the nursing staff in decision-making, even if the conflict is with a physician.

Staffing and Resource Adequacy
1. Adequate support services allow me to spend time with my patients.
2. Enough time and opportunity to discuss patient care problems with other nurses.
3. Enough registered nurses to provide quality patient care.
4. Enough staff to get the work done.
**Collegial Nurse-Physician Relations**
1. Physicians and nurses have good working relationships.
2. A lot of team work between nurses and physicians.
3. Collaboration (joint practice) between nurses and physicians.

**Job Enjoyment Scale**
Nurses with whom I work would say that they:
Response options: strongly agree, agree, tend to agree, tend to disagree, disagree, strongly disagree.
1. Are fairly well satisfied with their jobs.
2. Would not consider taking another job.
3. Have to force themselves to come to work much of the time.
4. Are enthusiastic about their work almost every day.
5. Like their jobs better than the average worker does.
6. Feel that each day on their job will never end.
7. Find real enjoyment in their work.

**RN Work Context**

**Unit RN Job Plans for Next Year**
1. What are your job plans for the next year?
Response options: Stay in my current position, stay in direct patient care but in another unit in this hospital, stay in direct patient care but outside this hospital, leave direct patient care but stay in the nursing profession, leave the nursing profession for another career, retire.

**Unit Perceived Quality of Care**
1. On the last shift you worked, how would you describe the quality of nursing care for your unit?
Response options: excellent, good, fair, poor
2. In general, how would you describe the quality of nursing care delivered to patients on your unit?
Response options: excellent, good, fair, poor
3. Overall, over the past year what has happened with the quality of patient care on your unit?
Response options: improved, remained the same, deteriorated

**Unit Orientation, Inservices and Hospital Recommendation**
Stem: Please indicate the degree to which you agree or disagree with the following statements:
1. I received an orientation that adequately prepared me for my current position.
2. I would recommend this hospital to a friend as a place of employment.
3. I am kept adequately informed of new or revised policies and procedures, or new equipment on my unit with inservices and/or other means of communication.
Response options: strongly agree, agree, tend to agree, tend to disagree, disagree, strongly disagree.
**Description of Unit Last Shift**
Stem: Think about the last shift that you worked. For the next three items, please indicate the degree to which you agree or disagree that the following situations occurred.
1. Some important things just didn’t get done for patients.
2. Overall, I had a good shift.
3. My patient care assignment was appropriate, considering both the number of patients and the care they required.
Response options: strongly agree, agree, tend to agree, tend to disagree, disagree, strongly disagree

Stem: Think about the last shift you worked:
4. At any one time what was the maximum number of patients assigned to you?
5. Over your entire shift what was the total number of patients assigned to you?
Response options: shared one patient with another nurse, 1 patient…..24 patients, > 24 patients

**Situations on Unit Last Shift**
Stem: Think about the last shift that you worked. Did any of the following situations occur?
1. I had enough help to lift or move patients.
2. I didn’t have enough time to document care.
3. I had enough time to spend with each patient.
4. Inadequate staffing either prevented or resulted in patient admissions, transfers, or discharges.
5. Discharged patients (or their caregivers) were prepared adequately for home care.
Response options: yes, no, not applicable.

**Meal Breaks on Unit Last Shift**
Stem: Think about the last shift that you worked.
1. What was the total duration of your meal break(s)?
Response options: Did not have a break, <=5 minutes, 6 minutes, …..75 minutes, >75 minutes.
2. Select the most appropriate description of your meal break(s).
Response options: I was not able to sit down for a break during my shift, I was able to sit down for a break during the shift but was not free of patient responsibilities, I was able to sit down for a break and was completely free of patient responsibilities.

**Non-Meal Breaks on Unit Last Shift**
Stem: Think about the last shift that you worked.
1. What was the total duration of your non-meal breaks?
Response options: Did not have a break, <=5 minutes, 6 minutes, …..75 minutes, >75 minutes.
2. Select the most appropriate description of your non-meal breaks.
Response options: I was not able to sit down for a break during my shift, I was able to sit down for a break during the shift but was not free of patient responsibilities, I was able to sit down for a break and was completely free of patient responsibilities.
Hours Worked by Unit RNs Last Shift
Stem: Think about the last shift you worked.
1. How many hours did you work?
Response options: 1 hour………24 hours

Hours Scheduled for Unit RNs Last Shift
Stem: Think about the last shift you worked.
1. How many hours were you scheduled to work?
Response option: Drop down box with options for each hour from 1 to 24.

Usual Shift and Shift Rotation of Unit RNs
1. Which of the following best describes the shift you USUALLY work?
Response options: day shift, evening shift, night shift, no USUAL shift.
2. Which of the following best describes your USUAL shift rotation?
Response options: I do not usually rotate; I rotate between day and evening shifts; I rotate between day and night shifts; I rotate between evening and night shifts; I rotate between day, evening, and night shifts.
3. How much influence do you have over the hours or schedule that you work?
Response options: Very little, little, moderate, much, very much

Floating of Unit RNs in Last Two Weeks and Floating of Unit RNs Outside Clinical Competency in Last Two Weeks
Stem: Think about the last two weeks that you worked.
1. You identified (unit name) as your unit or work team. Did you float or work on a different unit or work team?
Response options: Yes, No--I only worked on my regular unit
If the response to the preceding item is Yes, the following two items become available.
2. How many hours did you float or work on a different unit or work team?
Response options: less than 8 hours, 8-16 hours, more than 16 hours.
3. How many hours did you work on a unit outside your area of clinical competency or skills?
Response options: none, less than 8 hours, 8-16 hours, more than 16 hours.

Unit RNs Working Extra Hours
1. Think about the last time you worked extra hours or overtime. Why did you work the extra time? Choose one response.
Response options: I have not worked extra recently, I wanted the extra money, the unit was busy and I wanted to help, the unit was short-staffed and I wanted to help, I felt pressured by other staff, I was required to work by my manager or a supervisor, other.
2. Over the past year, what has happened about the amount of overtime needed from RNs on your unit?
Response options: increased, remained the same, decreased, don’t know.
Staffing Levels Adjusted Shift to Shift
1. You identified [unit name] as your unit or work team. Are the nursing care needs of patients on [unit name] tracked with a patient classification or acuity system?
Response options: Yes, No, Do not know
Stem: Please indicate the degree to which you agree or disagree with the following statement:
2. Nurse staffing levels on [unit name] are adjusted from shift to shift when the nursing care needs of patients change.
Response options: strongly agree, agree, tend to agree, tend to disagree, disagree, strongly disagree, do not know

RN Characteristics
Average Unit RN Gender, Race, Age, Role, and Job Situation
1. What is your gender?
Response options: Male, Female
2. To which racial/ethnic category do you belong (Select the one best answer)?
Response options: Asian/Pacific Island, Black or African American, Hispanic/Latina(o), White/Non-Hispanic, American Indian, Other/Mixed
3. What is your age?
Response options: 20 years, 21 years……74 years, >=75 years
4. What is your primary role, or which option best describes at least 50% of your job?
Response options: STAFF NURSE (including inpatient RNs, clinic/office, procedure/testing, OR, ER, flight nurse, IV nurse, transport, per diem, float); CHARGE NURSE, including combined charge/staff nurse, team leader, care coordinator, clinical coordinator, triage nurse; ADVANCED PRACTICE NURSE (limited to Nurse Practitioner, Clinical Nurse Specialist, Nurse Anesthetist, Nurse Midwife); COORDINATOR OF CLINICAL PROGRAM (such as coordinator for cardiac rehab, diabetic care, OR, ED, oncology services, transplant or trauma program); NURSE MANAGER (including Assistant Nurse Manager, Supervisor, Administrator); CASE MANAGER; NURSING STAFF EDUCATION/DEVELOPMENT; RESEARCH ROLE (such as clinical trial coordinator, data analyst); OTHER CLINICAL ROLE (with at least 50% direct care responsibilities, such as admit/discharge, patient educator, pre-op/post-op teaching, nurse clinician, clinical consultant, lactation consultant); OTHER NON-CLINICAL ROLE (with <50% direct care responsibilities, such as quality/performance improvement, outcomes management Joint Commission Coordinator, utilization review, informatics); OTHER ROLE.
5. Select the most appropriate description of your job situation:
Response options: regular, permanent full-time employee of hospital (>=36 hours per week); regular, permanent part-time employee of hospital (<36 hours per week); PRN or Per-Diem employee of hospital; contract, traveler, or agency employee. (Note: This item includes response options identifying respondents who are not eligible to participate in the NDNQI RN Survey)
6. What is the highest nursing license you currently hold?
Response options: Not licensed (for example Graduate Nurse (GN), nursing assistant, CNA, paramedic, patient care technician); LPN/LVN license; RN license; Advanced
Practice license (Clinical Nurse Specialist, Nurse Anesthetist, Nurse Midwife, or Nurse Practitioner). (Note: This item includes response options identifying respondents who are not eligible to participate in the NDNQI RN Survey)
If the response option Advanced Practice license is checked, the following item become available. 7. Please check the category of advanced practice in which you are currently authorized to practice: Response options: Nurse Practitioner, Clinical Nurse Specialist, Nurse Midwife, Nurse Anesthetist

**Average Unit RN Tenure**
1. How many years have you been employed as an RN on your current unit?
   Response options: <3 months, 3-6 months, 7-11 months, 1 year, 2 years…..54 years, =>55 years. (Note: This item includes response options identifying respondents who are not eligible to participate in the NDNQI RN Survey)
If responding RN works in the United States, the following item becomes available:
2. How many years have you worked as an RN in the United States?
   Response options: <3 months, 3-6 months, 7-11 months, 1 year, 2 years…..54 years, =>55 years.
If responding RN works in the United States and received basic RN education outside the United States, the following item becomes available:
3. For RNs who work in a hospital located in the United States and did not receive their basic RN education in the United States: How many years did you practice in an RN-equivalent position before coming to the United States?
   Response options: <3 months, 3-6 months, 7-11 months, 1 year, 2 years…..54 years, =>55 years.
If responding RN works outside the United States, the following item becomes available:
4. How many years have you worked in an RN-equivalent position?
   Response options: <3 months, 3-6 months, 7-11 months, 1 year, 2 years…..54 years, =>55 years.

**Average Unit RN Education**
1. Where did you receive your basic RN education?
   Response options: In the United States, Outside the United States
If responding RN received basic RN education outside the United States, the following item becomes available:
2. Please select the country in which you received your basic RN education:
   Response options: drop-down list of all countries except the United States.
3. Is English your first language?
   Response options: Yes, No
4. What is your highest level of nursing education?
   Response options: diploma, associate degree, baccalaureate degree, masters degree, doctorate degree.

**Average Unit RN Certification**
Stem: Do you currently hold any of the following active credentials?
1. Competence or certification awarded by your hospital (e.g., IV, chemotherapy, or balloon pump)
2. Basic life support provider (e.g., BLS or CPR)
3. Advanced credential or competency (e.g., ACLS, NRP, PALS, or TNCC)
4. Specialty nursing certification awarded by a national nursing association (e.g., CCRN, CEN, CNOR, CRNA)

Response options: Yes, No

If “yes” is selected for “Specialty nursing certification awarded by a national nursing association,” the following items become available:

1. For each specialty nursing certification you currently hold, check the certifying organization from the list below, and then check your active certification(s) from the list that will appear:

Response options:
American Academy of Nurse Practitioners Certification Program
    Adult NP (NP-C)
    Family NP (NP-C)
    Gerontological NP (NP-C)
American Association of Critical Care Nurses Certification Corporation
    Certified Critical Care RN-Adult (CCRN-Adult)
    Certified Critical Care RN-Pediatric (CCRN-Pediatric)
    Certified Critical Care RN-Neonate (CCRN-Neonate)
    Progressive Care Certified Nurse (PCCN)
    Adult Acute Care Nurse Practitioner Certification (ACNPC)
    CNS in Acute or Critical Care (CCNS)
    Cardiac Medicine Subspecialty Certification (CMC)
    Cardiac Surgery Subspecialty Certification (CSC)
American Board of Certification for Gastroenterology Nurses
    Certified Gastroenterology RN (CGRN)
    American Board of Neuroscience Nursing
    Certified Neuroscience RN (CNRN)
American Board of Perianesthesia Nursing Certification
    Certified Ambulatory Perianesthesia Nurse (CAPA)
    Certified Post Anesthesia Nurse (CPAN)
American Midwifery Certification Board
    Certified Nurse Midwife (CNM)
American Nurses Credentialing Center
    RN-BC (and RN-C)
    Ambulatory Care Nursing (RN-BC)
    Cardiac Vascular Nursing (RN-BC)
    Gerontological Nursing (RN-BC)
    Medical-Surgical Nursing (RN-BC)
    Case Management Nursing (RN-BC)
    Pain Management (RN-BC)
    Pediatric Nursing (RN-BC)
    Psychiatric and Mental Health Nursing (RN-BC)
    Nurse Practitioner (formerly APRN-BC)
Acute Care NP (ACNP-BC)
Adult NP (ANP-BC)
Adult Psychiatric & Mental Health NP (PMHNP-BC)
Family NP (FNP-BC)
Family Psychiatric and Mental Health NP (PMHNP-BC)
Gerontological NP (GNP-BC)
Pediatric NP (PNP-BC)
Clinical Nurse Specialist (formerly APRN-BC)
Adult Health CNS (formerly Medical-Surgical) (ACNS-BC)
Adult Psychiatric and Mental Health CNS (PMHCNS-BC)
Child/Adolescent Psychiatric and Mental Health CNS (PMHCNS-BC)
Gerontological CNS (GCNS-BC)
Pediatric CNS (PCNS-BC)
Board of Certification for Emergency Nursing
Certified Emergency Nurse (CEN)
Certified Flight RN (CFRN)
Competency & Credentialing Institute (Certification Board of Perioperative Nursing)
CNOR (CNOR)
Certified RN First Assistant (CRNFA)
National Board of Certification and Recertification of Nurse Anesthetists
Certified Registered Nurse Anesthetist (CRNA)
Infusion Nurses Certification Corporation
Certified RN Infusion (CRNI)
Medical-Surgical Nursing Certification Board
Certified Medical-Surgical RN (CMSRN)
National Board for Certification of Hospice and Palliative Nurses
Certified Hospice & Palliative Nurse (CHPN)
Advanced Certified Hospice & Palliative Nurse (ACHPN)
National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
Inpatient Obstetric Nursing (RNC-OB)
Low Risk Neonatal Nursing (RNC-LRN)
Maternal Newborn Nursing (RNC-MNN)
Neonatal Intensive Care Nursing (RNC-NIC)
Neonatal Nurse Practitioner (NNP-BC)
Women's Health Care Nurse Practitioner (WHNP-BC)
Nephrology Nursing Certification Commission
Certified Dialysis Nurse (CDN)
Certified Nephrology Nurse (CNN)
Oncology Nursing Certification Corporation
Certified Pediatric Oncology Nurse (CPON)
Oncology Certified Nurse (OCN)
Certified Breast Care Nurse (CBCN)
Advanced Oncology Certified Nurse (AOCN)
Advanced Oncology Certified NP (AOCNP)
Advanced Oncology CNS (AOCNS)
Orthopaedic Nurses Certification Board
Orthopaedic Nurse Certification (ONC)
Pediatric Nursing Certification Board, Inc.
Certified Pediatric Nurse (CPN)
Certified Pediatric NP-Primary Care (CPNP-PC)
Certified Pediatric NP-Acute Care (CPNP-AC)
Rehabilitation Nursing Certification Board
Certified Rehabilitation RN (CRRN)
Wound, Ostomy, Continence Nursing Certification Board
Certified Continence Care Nurse (CCCN)
Certified Ostomy Care Nurse (COCN)
Certified Wound Care Nurse (CWCN)
Certified Wound Ostomy Continence Nurse (CWOCN)
Certified Wound Ostomy Nurse (CWON)
Other specialty nursing certification not listed above:
Enter up to three other certifying organizations and certifications below.