Research to address nurse shortage

The training and job decisions of nurses

Welcome to the 8th and final newsletter for the project.

The surveys have closed. The 4th and final survey closed at the end of 2014 and some data analysis has continued this year.

Thank you to everyone who participated, your contribution has been invaluable to the research and your participation has resulted in $1,590 in donations to Médecins Sans Frontières. 746 people completed the 1st survey, but the numbers were much lower by the 4th survey. Despite the diminishing numbers, the surveys have provided some important results with still more to come. In this Newsletter we discuss results from three of the papers which have been published in academic journals so far.

Job Satisfaction and intention to leave the first job. Of 204 graduates working as nurses, 63% were satisfied or very satisfied with the job overall. The questions about satisfaction with different aspects of the job grouped into two dimensions: satisfaction with the work environment and satisfaction with work hours and wages. Expecting to leave the job was less likely for nurses who were satisfied with the work environment. Satisfaction with work hours and wages was not associated with job intentions. Expecting to leave the job was less likely for nurses who were employed under a new graduate program.


Job preferences
Students and graduates preferred a job with higher salary, where the workplace culture was supportive and where care was of high quality. Third year students and graduates placed more weight on clinical rotations and less weight on quality of care than first year students. Graduates also gave higher importance to work hours while second and third year students placed more importance on flexible rostering, relative to first year students.


Satisfaction with nursing education
Satisfaction with training was higher among younger students. A higher proportion of students aged less than 25 were satisfied with the preparation for work in nursing provided by the BN program, relative to older students. Many students of different ages commented that they would like more practical experience during the program.


The study investigators thank the participants for sharing your thoughts and experiences, the research would not have been possible without you. We all appreciate your contribution and wish you well in your careers.