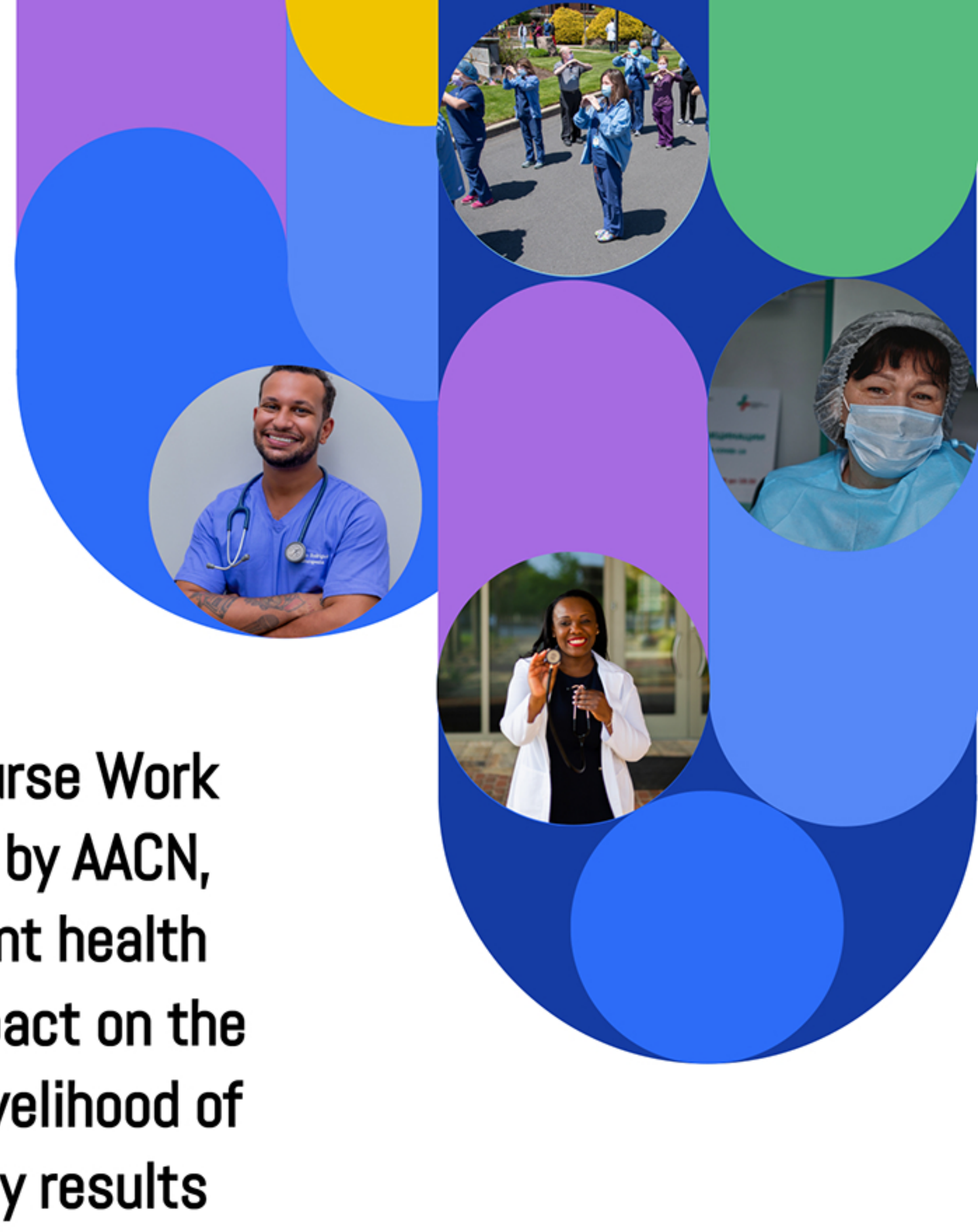


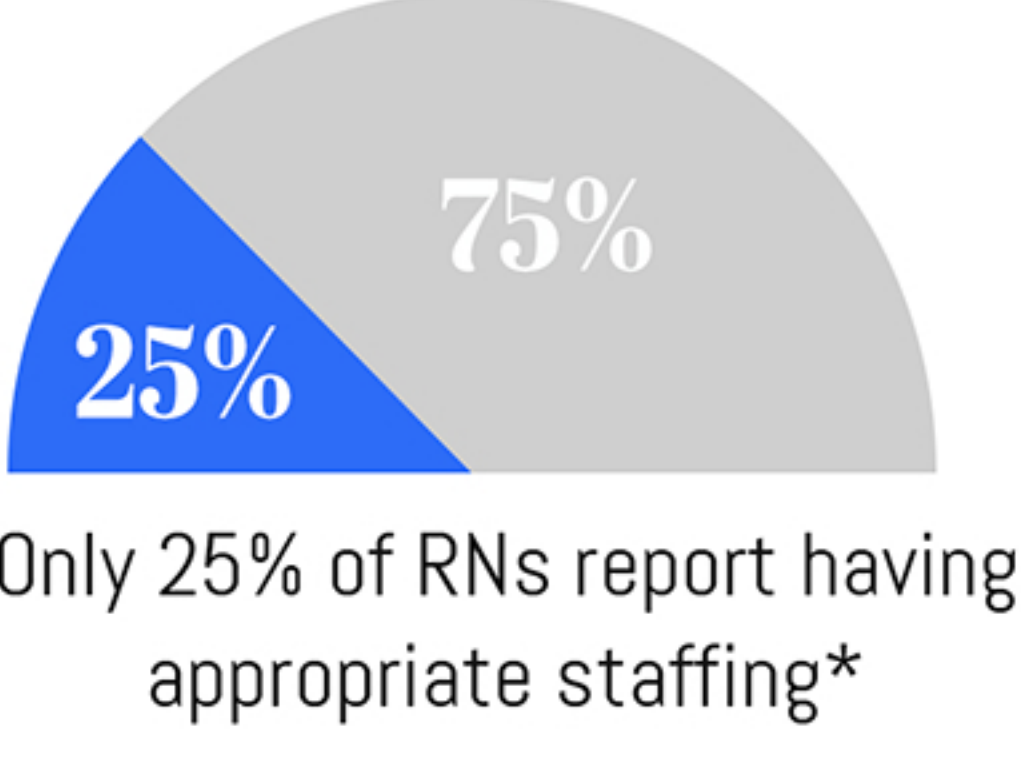
Healthy Work Environment Survey Results 2021-2022

The results from the 2021 Critical Care Nurse Work Environment Study, which was conducted by AACN, raise significant concerns about the current health of the nurse work environment and its impact on the future of our healthcare system and the livelihood of the nursing profession. Read the full survey results at www.aacn.org/hweresults

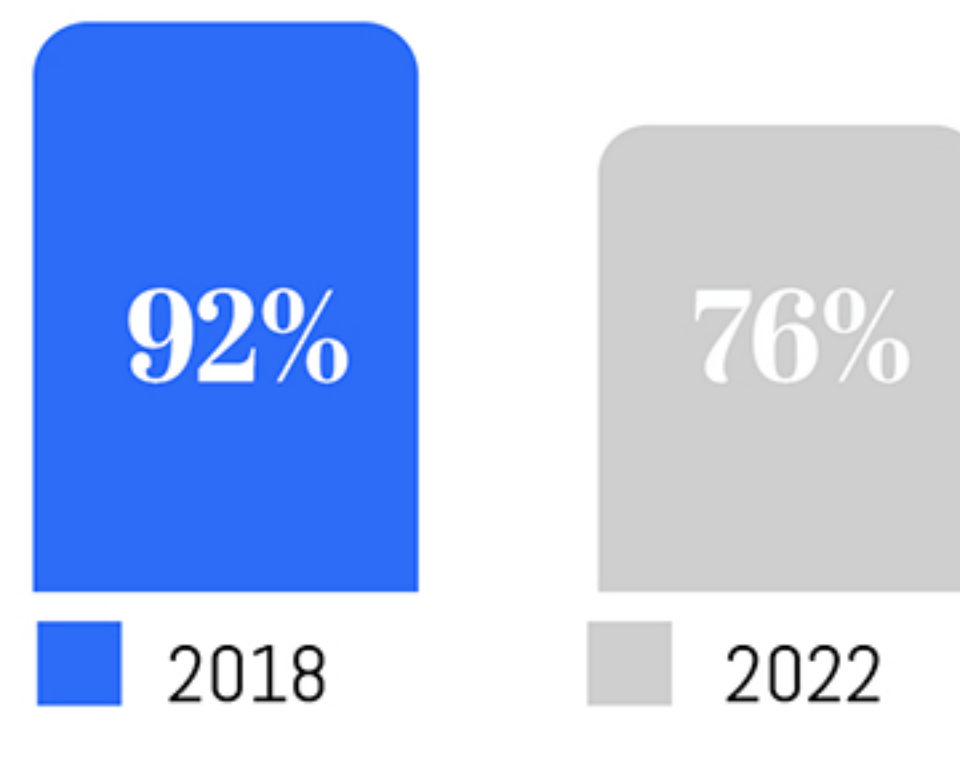


Notable Insights

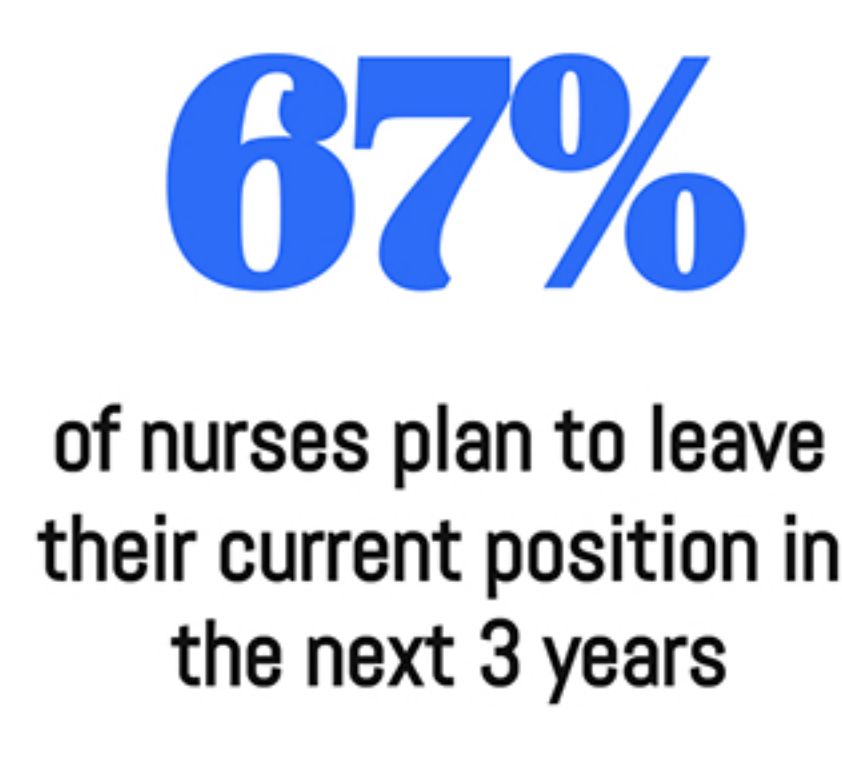
Staffing levels remain critical



Satisfaction with the profession declined



Nurses plan to leave



*Appropriate staffing: having the right number of RN staff with the right knowledge and skills more than 75% of the time

Results Overview

Survey results show that implementing Healthy Work Environment (HWE) standards in work units makes a difference. Overall, nurses working in units where HWE standards are implemented perceive or experience their work environments more positively than those who don't have HWE standards implemented.

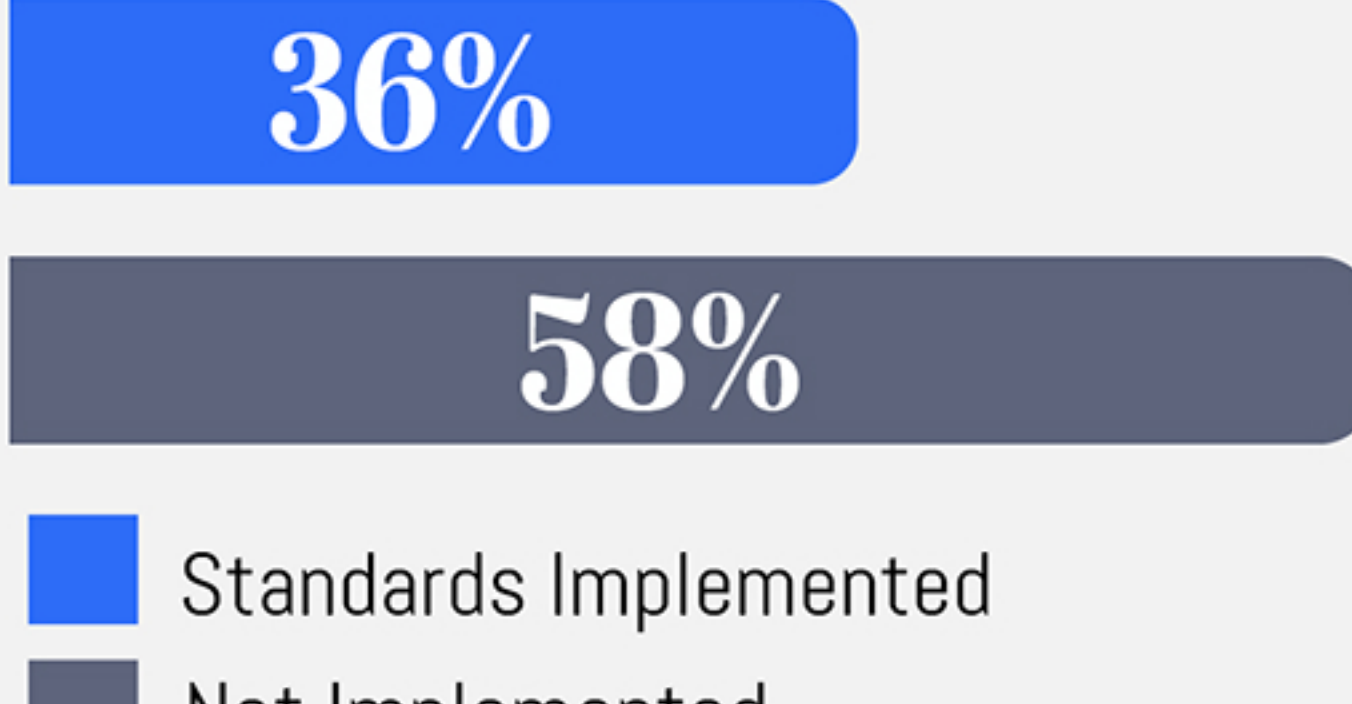
»»»» NURSE WELL-BEING

Benefit:

Nurses who work in a HWE report less moral distress and greater physical and psychological safety, which are all tied to nurse satisfaction.

Moral Distress:

Nurses in units with HWE standards say they experienced moral distress less often.



Standards Implemented
Not Implemented

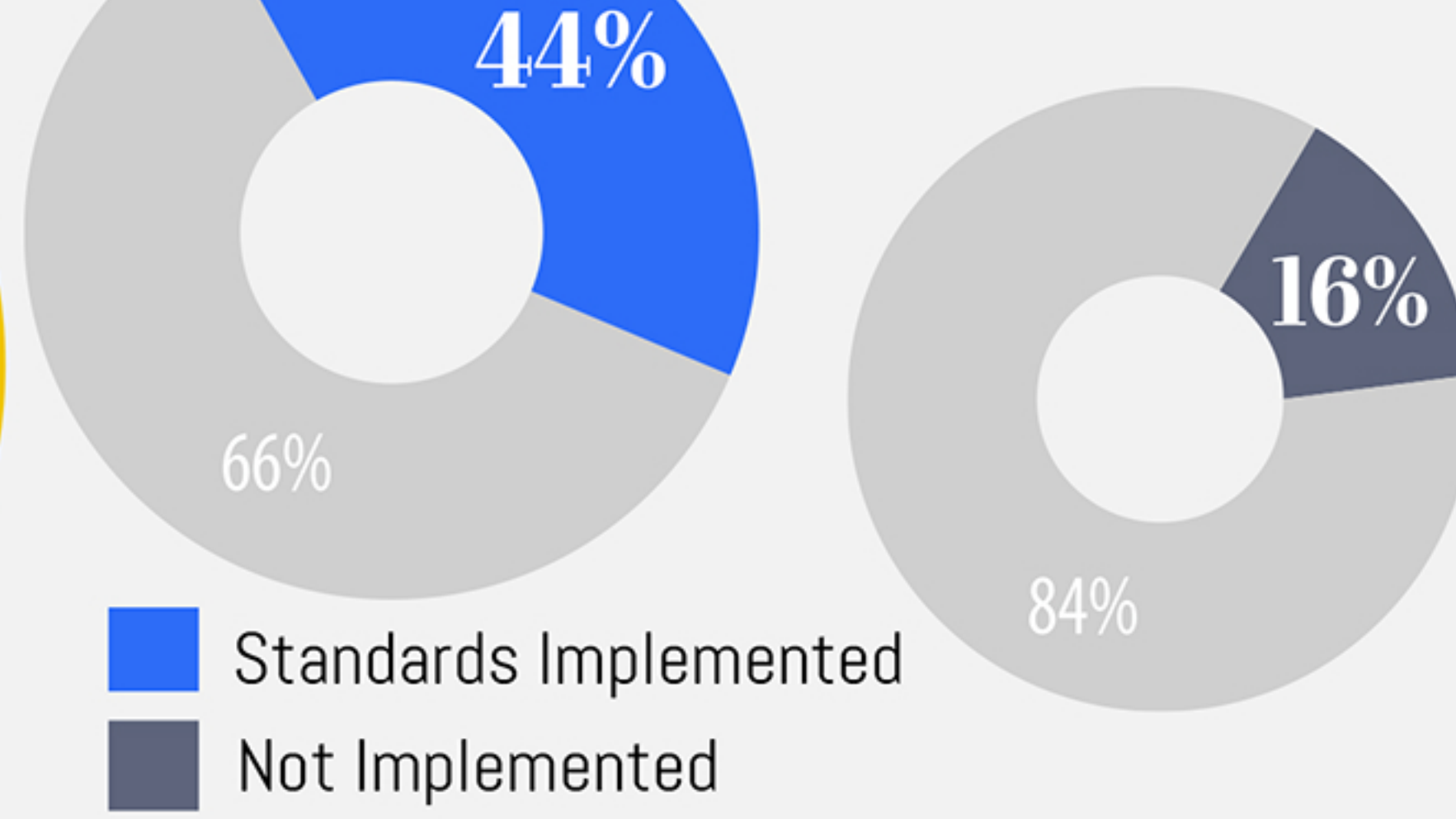
»»»» STAFFING

Benefit:

Nurses working in units with appropriate staffing report less missed care, which has been associated with fewer hospital-acquired conditions, medical errors and adverse events.

Appropriately Staffed:

Nurses in units with HWE standards report better staffing.



Standards Implemented
Not Implemented

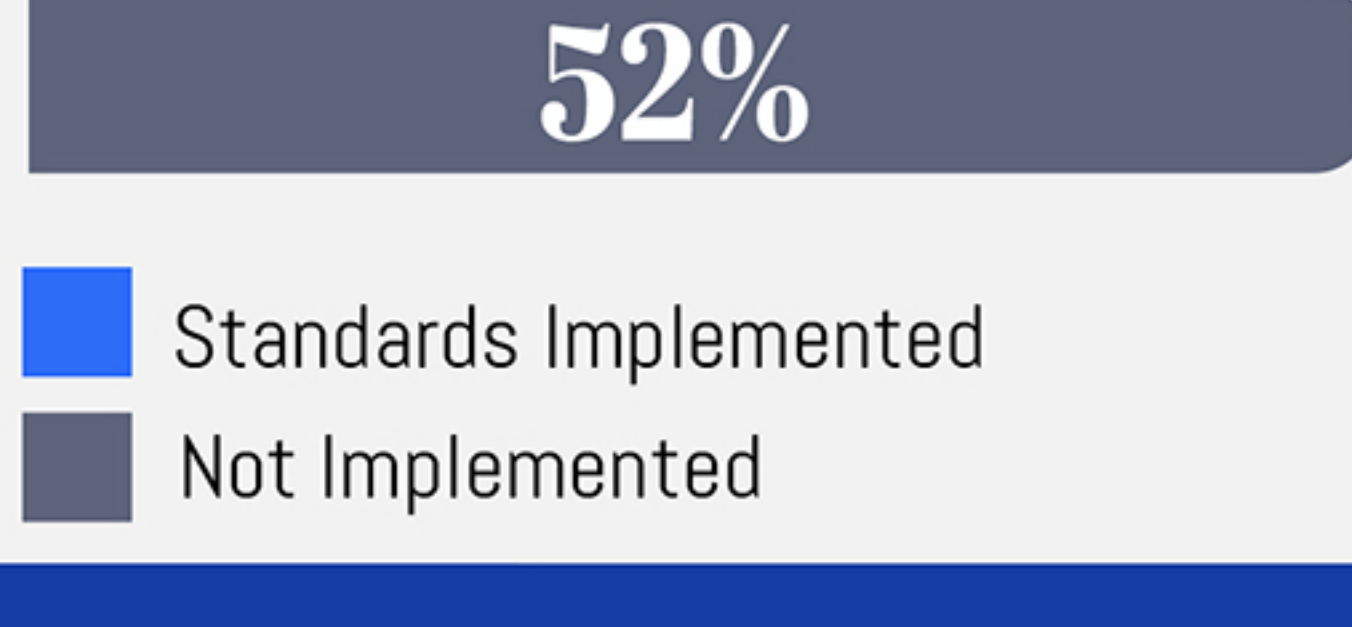
»»»» JOB SATISFACTION

Benefit:

Nurses who work in a HWE report less burnout, less job dissatisfaction and a lower likelihood of leaving their organization.

Intent to Leave Job:

Fewer nurses in units with HWE standards say they intend to leave.



Standards Implemented
Not Implemented

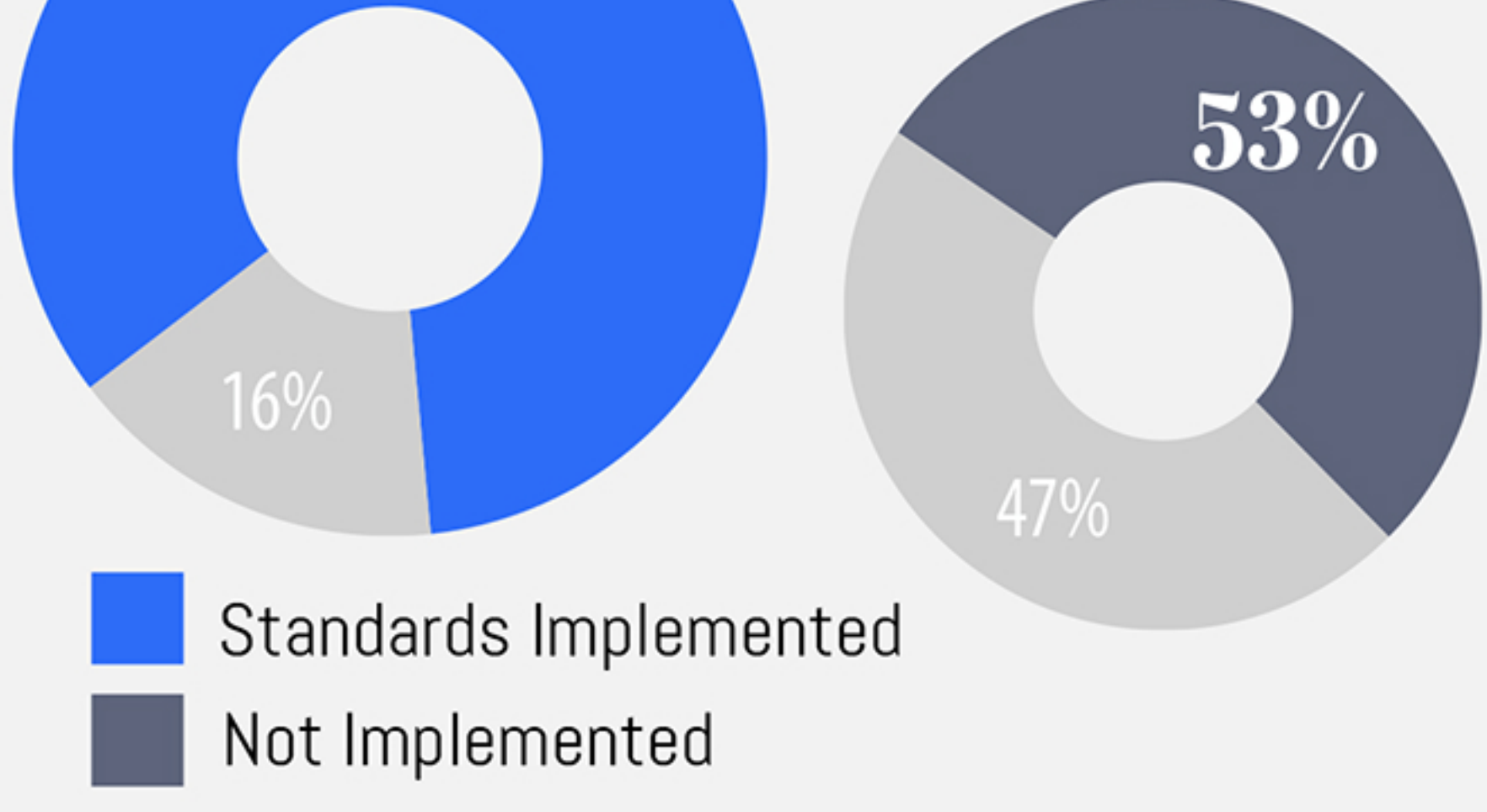
»»»» PATIENT CARE

Benefit:

Patients who are cared for in a HWE with appropriate staffing report greater satisfaction with the care received, are better informed and prepared for discharge, and experience fewer readmissions.

Perceived Patient Care Quality:

Nurses in units with HWE standards report better patient care quality.



Standards Implemented
Not Implemented

Nurses working in units that have implemented HWE standards perceive their units as healthier.

Nurses working in **units that actively implemented any of the six HWE standards report superior results** compared with those working in units where standards have not been implemented.

Skilled Communication

19% HIGHER IN HWE UNIT

True Collaboration

26% HIGHER IN HWE UNIT

Effective Decision-Making

40% HIGHER IN HWE UNIT

Appropriate Staffing

40% HIGHER IN HWE UNIT

Meaningful Recognition

39% HIGHER IN HWE UNIT

Authentic Leadership

48% HIGHER IN HWE UNIT

You can download a free booklet that explains the six HWE standards at www.aacn.org/createhwe

What Makes Nurses Stay?

Based on the results of AACN's Critical Care Nurse Work Environment Study, nurses report higher salary and better staffing as top factors when reconsidering leaving.

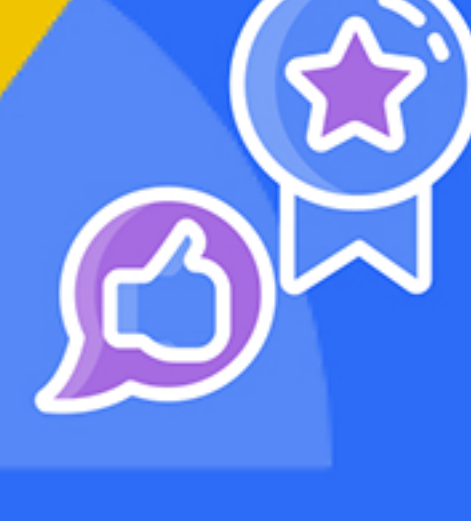
Nurses who intend to leave their current position report that these changes could make them stay:

>80%



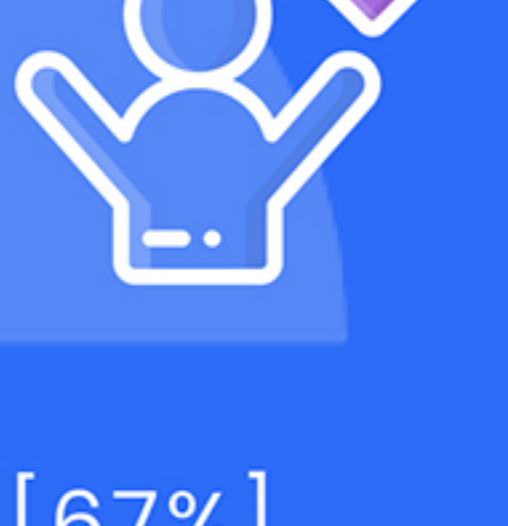
- Higher Salary [85%]
- Better Staffing [82%]

>70%



- Respect From Admin [76%]
- Better Leadership [73%]
- Meaningful Recognition [72%]
- Respect From Management [70%]

>60%



- Flex Scheduling [67%]
- Influence On Patient Care Decisions [67%]
- Better Equipment/Technology Resources [65%]

>50%



- Professional Development [59%]

Implement the HWE Standards

A Call

These results serve as a call to action for all members of the healthcare team, healthcare leaders, government officials, community leaders, and patients as well. Without appropriate staffing, units cannot provide safe high-quality care.

Learn More

AACN offers resources related to healthy work environments, including the AACN Healthy Work Environment Team Assessment. This free online tool can help organizations align quality and safety improvement efforts with the HWE standards.

Visit www.aacn.org/createhwe

Read the full survey results at www.aacn.org/hweresults

AMERICAN ASSOCIATION of CRITICAL-CARE NURSES