

Seeking Status: The Process of Becoming and Remaining as an ED Nurse

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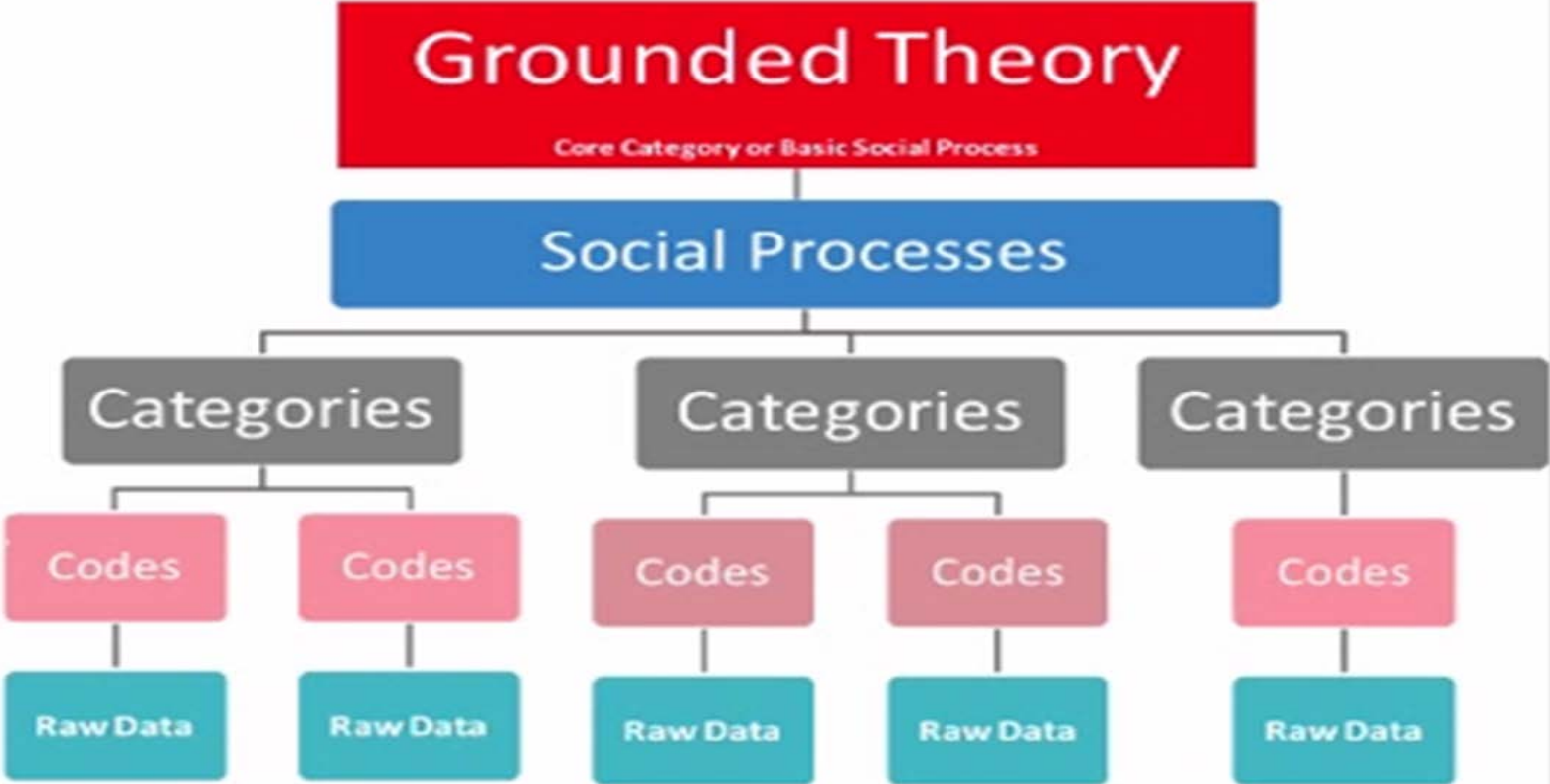
Background

- Nursing turnover rates (NSI, 2015)-
 - 2013: 16.5%
 - 2014: 20.3%
 - 2015: 21.7%
- Literature focuses on:
 - Burnout (Potter, 2006)
 - Stress (Laposa, et al. 2003)
 - Staffing (O'Mahoney, 2011)
- Literature does not provide a solution.

Purpose

- To explore and describe the process that nurses go through to become and remain as an ED nurse.

Methods



Procedures

- Recruitment
- Interviews
- Saturation of data

Results:

Seeking Status



Joining
the
Troops

Working
in the
Trenches

Passing
Muster

Earning
Stripes

Looking
Ahead



JOINING THE TROOPS

Seeking a Difference

- (other units) boring & monotonous
- Desire for “the rush”
- Wanted to be “well-rounded”

Recognizing the Opportunity

- Personal experiences
- Volunteered there
- Floated there
- Worked there
- Family/friends



WORKING IN THE TRENCHES

Being a Recruit

- Given “tough” assignments
- Unsupported
- Unaccepted
- Watched over

Understanding the Hierarchy

- “new recruits” vs “senior nurses”
- Senior nurses do the watching
- “new nurses lack competence”
- “senior nurses nit-pick”



PASSING MUSTER

Recognizing Readiness

- Managing workload
- Communicates findings
- Recognizes who is sick and who is not



EARNING STRIPES

Shifting Responsibilities

- Care for the sickest
- Rotating assignments

Feeling the Identity

- Actualizing the dream
- Developed friendships
- Feel like an asset to the dept



LOOKING AHEAD

Entertain Change

- Stepping stone
- Management
- NP
- Further education

Stay the Course

- Don't want to be new somewhere else
- Auto-pilot
- Feel stuck (need education)
- Comfort zone

CONCLUSIONS

- Two-tiered hierarchy
- Idealistic and realistic views misaligned
- Understanding and accepting hierarchy
- Passing muster is essential

Implications

- Emergency nursing practice
- Senior nurses in the workplace
- Nursing administration

Future Research

- Correlational studies
 - Camaraderie
 - Coping strategies
- Trait differences between senior/new nurses
- Intervention studies:
 - Orientation lengths
 - Management training of senior nurses
- Investigate way of feeling valued
- Investigate why they leave

