



## The Influence of Healthy Work Environments on the Intent to Stay Among Nurses: Perspectives from Canada and the United Kingdom

### Overview

**Purpose:** Nurse work environments for RNs and LPNs have been rapidly changing in the last 15 years as hospitals make efforts to reduce costs, streamline services, and cope with a nursing shortage. Many of the definitions of a healthy work environment for nurses refer to practice environments that offer opportunities for autonomy, professional development, accountability, and control over the work environment. New statistics and an accurate description of current Canadian nurse work environments are urgently needed in order to develop strategies to retain nurses and optimize nurse work conditions. This research was conducted to establish the relationship between healthy work environments, nurses, and organization and patient outcomes.

**Method:** A cross sectional survey was conducted of acute and critical care nurses in Alberta and a cohort of critical care Registered Nurses from Britain. Overall, N=793 LPNs and N= 479 RNs were surveyed. Factors examined included, work environment, moral distress, and intent to stay.

**Findings and Impact:** Perceptions of work environment, perceived organizational support and intent to stay did not differ significantly between LPNs and RNs. Results show moderate ratings, neither clearly favorable or unfavorable, in any setting, but will provide a baseline for interventions targeting nurse work environments. The results will be further analyzed to show the statistical association between nurse work environment and intent to stay.

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