

Study on Movement and Settlement of Nursing Personnel

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I Status of Movement and Settlement of Nursing Personnel in Their Twenties

The findings from the Survey of Actual Status of Nursing Personnel, conducted in 1989, were further analyzed with regard to the inter-institutional movement, and the reasons given for choosing or leaving the place of work by nursing personnel in their twenties.

There were those who, after graduating from school, left their first employment within a few years. The study revealed that nursing personnel had been forced to change place of work or to leave employment temporarily, mainly because of childbearing and child rearing. Marriage per se was not found to be a primary reason that prevented them to continue working in the same place.

With unmarried nursing personnel, job dissatisfaction was on the top of the reasons given for leaving the previous employment. Easy access to workplace was the most important reason given by both married and unmarried nursing personnel when choosing the place of work. They wanted to work close to where they lived. The majority of the married nursing personnel expressed their desire to continue working and to do so in the same institution where they worked at the time of the survey. It can be safely assumed that once they are employed under

satisfactory conditions that would enable them to continue working, they would continue to stay in the profession.

Most of the respondents felt that increase of the staffing level in every care setting was essential to enable them to continue working. Obviously they were not satisfied with the present situation where little improvement had been made with their working conditions especially in terms of the frequency of night shifts, working hours, etc. The second major factor of their dissatisfaction was low wage.

The survey revealed that nursing personnel in their twenties had much higher motivation to continue working as compared to those of the same generation in other occupations. It can be assumed that most of them would manage to stay in the profession, although they might be obliged to change place of work or leave employment temporarily if necessitated by marriage, childbearing, child rearing or other responsibilities in their family life. p13

II Facts About Changing Place of Work by Nursing Personnel

The findings from the Survey on Actual Status of Nursing Personnel, conducted in 1989, was further analyzed with regard to movement of nursing personnel, in terms of length of service, geographical movement and inter-institutional movement.

History of employment of nursing personnel from age 17 was analyzed in terms of age group and of educational background (by type of licensure).

The trend observed with younger generations was the increase of the average age starting working in nursing, and accordingly the increase of the average age starting changing place of work. Most of those who have ever changed place of work left their first place of employment after two or three years' service, irrespective of their educational background. The study indicated, however, that the graduates of three-year nursing programs tended to stay longer with the first place of employment after graduating from school as compared to those graduated from shorter programs at any given age.

Analysis of the geographical movement of nursing personnel showed that on the average 70%

of the nursing personnel were practicing in their home prefectures. The least movement was observed with those grown up and qualified in Hokkaido, the northern island of Japan. On the other hand, many of those grown up and qualified in Kyushu, the southern island, were practicing nursing in other parts of the country, particularly in Osaka and Tokyo areas. People from the northern mainland tended to find jobs in Tokyo area, and those from the western mainland tended to find jobs in Osaka area.

III Trends in Nursing Manpower Change

A cohort analysis was made with the number of practicing nursing personnel based on the data in the Report of Public Health Administration published by the Ministry of Health and Welfare.

The analysis revealed that the age group presently in their forties had shown a decrease during the period of their mid-twenties to mid-thirties, and had since been on the constant increase to recover, at their early forties, to exceed the number of practicing personnel at their early twenties. The finding challenges the wide-spread view that the nursing personnel stay in the labor market only for limited period of time. The younger generations were observed to start decreasing its number of practicing personnel at a more later stage at a more lower ratio.

IV “Nurse Bank” and Reemployment of Inactive Nursing Personnel

The “Nurse Bank” has been established in every prefecture to promote employment of inactive nursing personnel who wish to work. Job seekers register with the “Nurse Bank” and employers offer jobs with the “Bank”. In 1989 a study was made on the working conditions presented by job seekers and by job offerers with the Nurse Banks of Tokyo Metropolitan, Aichi Prefecture, Osaka Prefecture and Fukuoka Prefecture. The working conditions of those who were able to find suitable positions through the Bank were also surveyed.

The study revealed there was a major disagreement on the working conditions presented by both sides. Job seekers were looking for positions with no night duty and no on-call duty. Job offerers were looking for persons who would work on shift. Those who found jobs through the Bank were those who were offered positions with no night duty in hospitals with which they had

easy access, but at the expense of wage commensurate with their experience and of hope for five-day work week.

More than 70% of those who wanted to work part-time replied that they wanted to work four days or less a week. Job offerers wanted people to work five or six days a week. The study showed that more than half of those who were successfully employed were working on full-time basis, which means five or six days a week and seven hours a day. The fact indicated that those who wanted to work less days/week and less hours/day than this would find it difficult to get suitable jobs.

More than half of those who registered with the Bank did so within 12 months after they left their previous employment. 40% of them wanted jobs “right now”, and 90% of them “at least within 12 months”. The study suggested that in order to promote reemployment of inactive nursing personnel, it was essential for the employers to make efforts to provide job opportunities with varied and flexible working conditions that would be acceptable to workers.