

JNA News Release

Japanese Nursing Association

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Message from JNA President: The Year to attain Substantial Achievements toward Policy Realization



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I would like to sincerely extend a message at the beginning of 2019. Last year, the "Act on the Arrangement of Related Acts to Promote Work Style Reform" was enacted as a major system reform. Broad changes and influence are expected not only on the work style of nurses and other healthcare professionals, but also on their division of roles and how to achieve efficient work. It is expected that the securement and retention of nurses will proceed through these changes. In FY2019, The Japanese

Nursing Association (JNA) will continue to uphold the four key policies as in the last fiscal year; (i) the promotion of reform of the basic nursing education system, (ii) the establishment of a system for nursing service provision in the community based integrated care, (iii) the promotion of work style reform for nurses, and (iv) promotion of the role expansion of nurses and development of human resources for nursing.

Taking into account trends in national policies, we will lead balanced activities, in an unwavering stance on a long-term basis, but with flexible and timely decision-making on a medium- to long-term basis so that nurses can cater to people's needs.

Policy realization can be attained by linking and building on everyday activities. Many of the issues that we tackle have in common with global nursing issues. Through information exchange with National Nurses Associations (NNAs), the International Council of Nurses (ICN), and the International Confederation of Midwives (ICM), we will promote our work toward the policy realization of JNA.

Analysis Results concerning Job seeking and Recruitment of Nurses based on Data Registered with Nurse Centers* FY2017 (published on January 9, 2019)

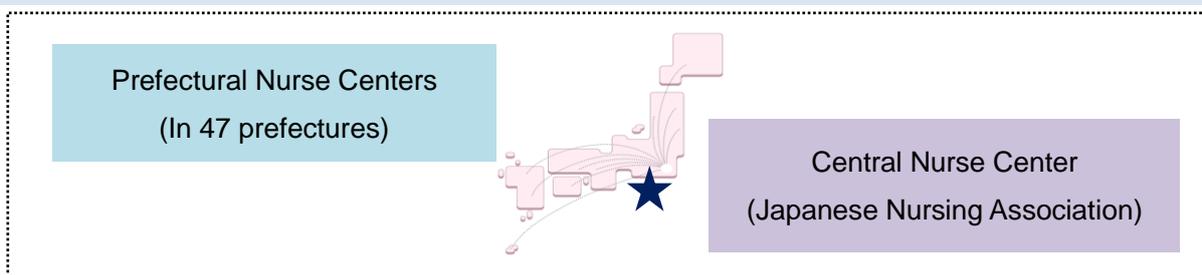
As of 2016, the number of employed nurses in Japan is approx. 1.66 million. Further increase in this number is required as the aging society proceeds. In particular, demand is growing for home-visit nurses as the community based integrated care system is being promoted.

The Japanese Nursing Association (JNA) has summarized the results of aggregation and analysis of data registered with "Prefectural Nurse Centers," as a report concerning job seeking and recruitment of nurses. The four key points in the analysis results are shared below. The full report is published on the official website of JNA https://www.nurse-center.net/nccs/scontents/sm01/SM010801_229.html?20181203090000 (In Japanese)

*** Nurse Centers**

Nurse Centers were established based on the "Act on Assurance of Work Forces of Nurses and Other Medical Experts (the Act)," which was enacted in 1992. Nurse Centers consist of the "Central Nurse Center" and the "Prefectural Nurse Centers." The "Central Nurse Center" is operated by the JNA, under designation by the Ministry of Health, Labour and Welfare. The "Prefectural Nurse Centers" are operated by Prefectural Nursing Associations, under designation by the Governors of the Prefectures.

The "Central Nurse Center" manages and operates the free-of-charge job placement website (called e-Nurse Center), and undertakes service focused on providing support for the Prefectural Nurse Centers. In the meantime, the "Prefectural Nurse Centers" utilize information from the Central Nurse Center, and operate free-of-charge job placement service for nurses (called nurse bank service) as measures for recruiting nursing professionals, leveraging their strength to be located in each of the 47 prefectures. The two types of Nurse Centers operate their service through detailed two-way cooperation. The respective operations of the "Central Nurse Center" and the "Prefectural Nurse Centers," as specified in the Act, are shared below.



- Central Nurse Center (Operations)**
1. Managing and operating a free-of-charge job placement website "e-Nurse Center"
 - Enhancing and adding functions of e-Nurse Center
 - Updating published information on seminars, nursing schools, etc.
 - Responding to inquiries and consultation requests concerning the use of e-Nurse Center
 2. Strengthening collaboration among, and consultation service for Prefectural Nurse Centers
 3. Analyzing data registered with e-Nurse Center and preparing reports

- Prefectural Nurse Centers (Operations)**
1. Free-of-charge job placement service for nurses (nurse bank service)
 - Registration of job openings and seekers and job placement service on e-Nurse Center
 - Recruitment consultation service by nurse recruitment consultants
 - Other consultation services (e.g. on career paths, mental health)
 2. Holding seminars for support to return to jobs
 - Helping nurses who look for employment acquire the latest nursing knowledge and skills, through seminars to support their return to jobs

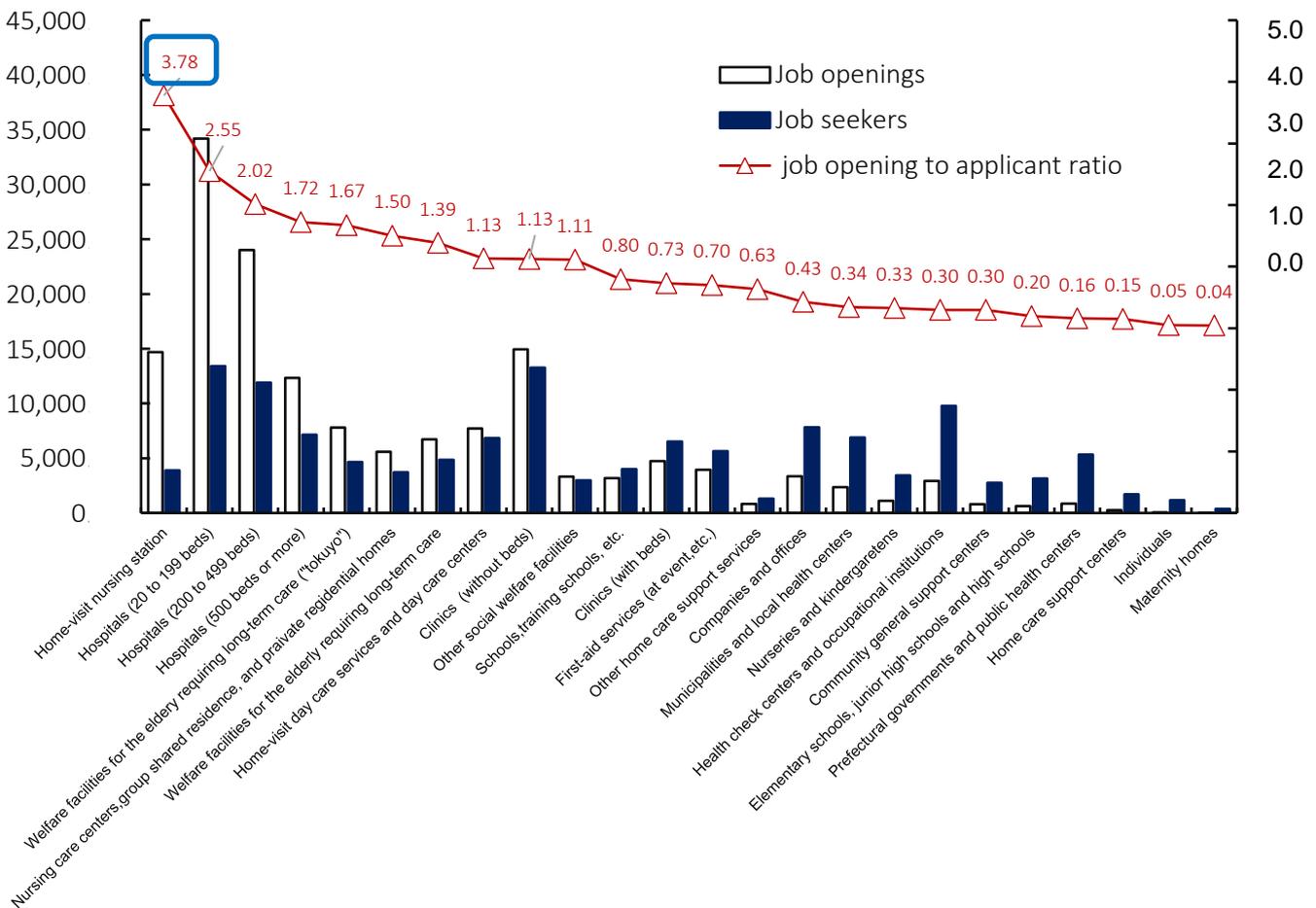
1. Job opening-to-application ratio by type of facility

- ◆ The job opening-to-application ratio was 2.36, at the same level in last year
- ◆ The job opening-to-application ratio at home-visit nursing stations increased to the highest level (3.78) among other types of facilities [Figure 1]

In FY2017, 159,891 jobs were offered through the Nurse Center, while 67,614 nurses sought jobs, resulting in the job opening-to-application ratio of 2.36, with a decline by 0.04 point vs. LY (2016), remaining mostly at the same level. No substantial change was observed in the number of nurses who found jobs at 12,119 in FY2017 and at 12,085 in LY (2016).

By type of facility, the job opening-to-application ratio was the highest for "home-visit nursing stations" at 3.78, followed by 2.55 for "hospitals (20 to 199 beds)," 2.02 for "hospitals (200 to 499 beds)," 1.72 for "hospitals (500 beds or more)," and 1.67 for "welfare facilities for the elderly requiring long-term care (*tokuyo*)."

Figure 1. Job opening-to-application ratio by type of facility



2. Present status of job seeking

◆ Job seekers aged 29 years or younger and those aged 60 years or older increased by more than 10% from LY (2016) [Figures 2 and 3]

Among the 67,614 job seekers, those aged 40 to 44 years took up the largest share at 16.1%, with the age groups immediately preceding and following them (45 to 49 years and 35 to 39 years) also taking up the respectively high percentages at 15.7% and 13.6%. These figures suggest that nurses who left their jobs for the purpose of childbirth and child-rearing, or due to difficulty in work-life balance, registered themselves again as job seekers. Job seekers aged 60 years or older accounted for 9.9% of all job seekers with an increase by 0.9 points from 9.0% in LY (2016). (Figure 2)

As the employment status of job seekers, 24.1% of job seekers were employed, while nearly twice as many (45.3%) job seekers were "not employed, or were working as non-nurses" (note that, however, the employment status was "Unknown" for approx. 30% of job seekers in all age groups). (Figure 3)

Comparing the shares of job seekers who were "not employed, or were working as non-nurses" among different age groups, the share was the highest in "60 years or older" at 55.1%, followed by "30 to 34 years" at 48.4%. This suggests the necessity to establish systems for diverse work styles that promote the employment of the second-career generation, and enable the return of child-rearing generation to jobs (Figure 3).

Figure 2. The number of Job seekers (by age group) (FY2016 and FY2017)

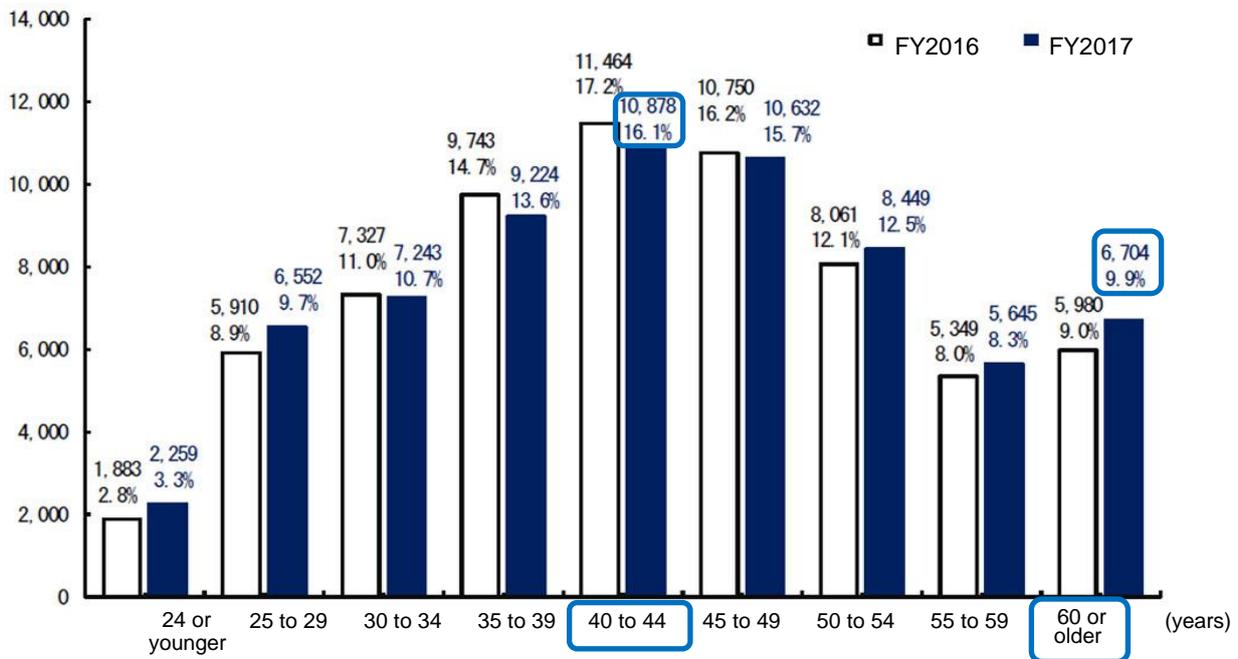
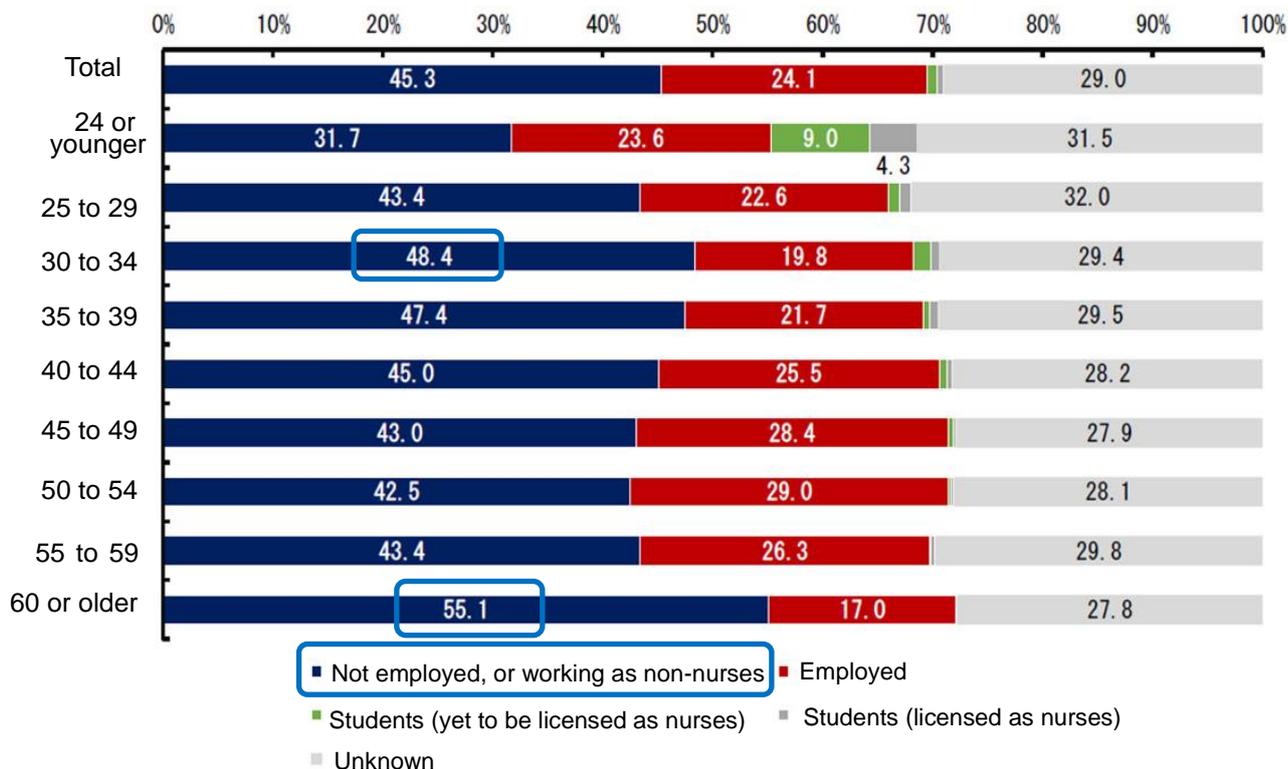


Figure 3. Employment statuses of job seekers (by age group)



3. Reasons for job seekers to have left the previous jobs

◆ As the reasons for job seekers aged 29 years or younger to have left the previous jobs, "Own health (mainly psychological)" was high at 8.3%, after "Marriage" and "Moving," with an increase from LY (2016) [Figure 4]

The reasons for leaving the previous jobs were analyzed, limiting the scope to job seekers who were not currently employed as nurses. The most common reasons were "Marriage," "Pregnancy and childbirth," "Moving," "Own health (mainly physical)" and "Child-rearing" (excluding "Other reasons"). (Figure 4)

By age group, the most common reasons were "Own health (mainly psychological)" for job seekers aged 29 years or younger, "Child-rearing" for those aged 30 to 39 years and for 40 to 49 years, and "Health and/or care of parents or relatives" and "Own health (mainly physical)" for those aged 50 to 59 years. This indicates that the required retention support varies by age group.

"Own health (mainly psychological)" took up 8.3% as the reason for leaving previous jobs among job seekers aged 29 years or younger, with an increase by 2.2 points from 6.1% in LY (2016), suggesting the necessity for mental health care to support the continued working of younger-aged nurses.

Figure 4. Reasons for job seekers to have left the previous jobs (by age group)
(Five most common reasons)

Figures in parentheses in the second rows are for FY 2016

| Total (n=30,659) | | Age under 29 (n=3,557) | | Age 30-39 (n=7,881) | | Age 40-49 (n=9,469) | | Age 50-59 (n=6,044) | |
|------------------------------|------------------|--------------------------------------|------------------|--------------------------|------------------|------------------------------|------------------|--|----------------|
| Marriage | 10.4% (10.2%) | Marriage | 13.8% (12.6%) | Marriage | 14.2% (13.4%) | Marriage | 11.1% (11.3%) | Health and/or care of parents or relatives | 9.3% (9.2%) |
| Pregnancy and childbirth | 7.3% (6.1%) | Moving | 10.1% (9.6%) | Pregnancy and childbirth | 13.7% (11.8%) | Child-rearing | 7.9% (6.3%) | Own Health (Mainly Physical) | 9.1% (8.1%) |
| Moving | 7.2% (6.7%) | Own Health (Mainly psychological) | 8.3% (6.1%) | Child-rearing | 9.7% (8.8%) | Pregnancy and childbirth | 7.8% (5.6%) | Marriage | 7.1% (6.8%) |
| Own Health (Mainly Physical) | 6.1% (5.4%) | Interest in other nursing workplaces | 7.2% (5.7%) | Moving | 9.5% (8.5%) | Moving | 7.1% (6.5%) | Moving | 6.2% (5.2%) |
| Child-rearing | 6.0% (5.3%) | Pregnancy and childbirth | 6.9% (6.2%) | Transfer of spouses | 6.4% (6.0%) | Own Health (Mainly Physical) | 5.7% (5.4%) | Long work hours or over time hours | 5.0% (4.8%) |

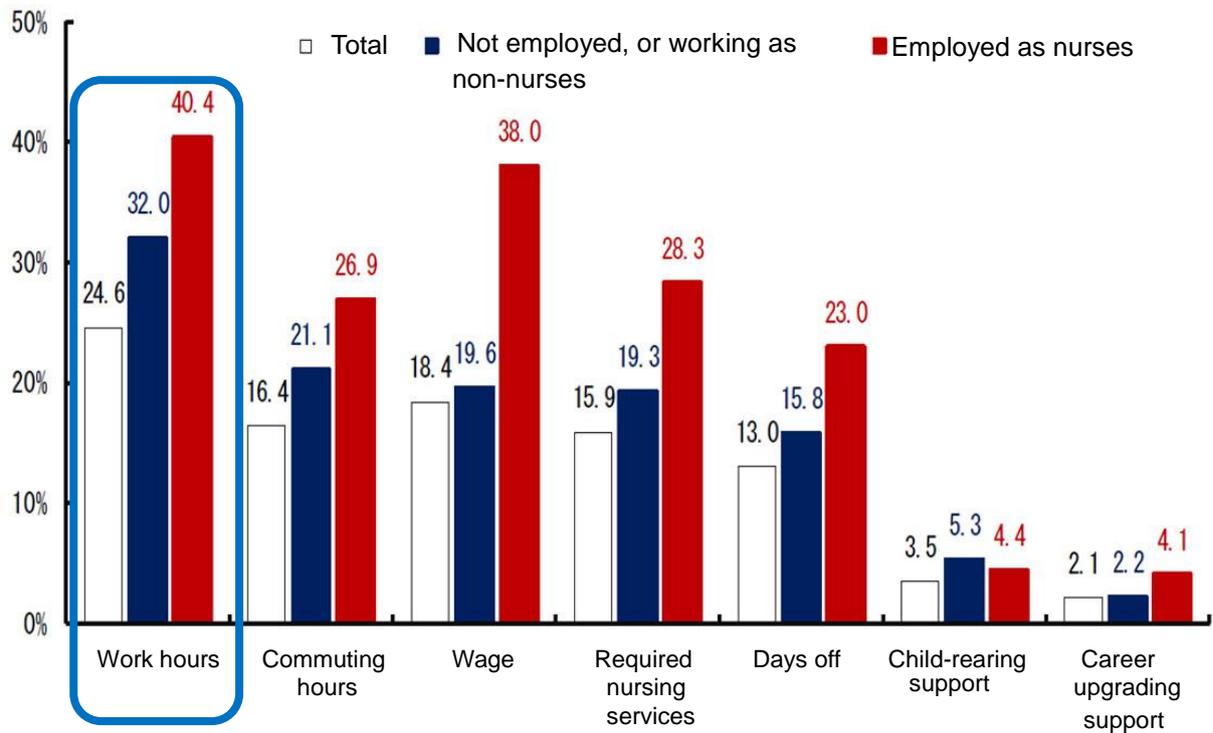
4. Conditions that job seekers prioritize in finding employment

◆ The conditions prioritized in finding employment are "Work hours," "Wage," and "Commuting hours" in this order [Figure 5]

The conditions prioritized by job seekers in finding employment were "Work hours" (24.6%), "Wage" (18.4%), "Commuting hours" (16.4%), "Required nursing service" (15.9%), and "Days off" (13.0%) in this order. (The respondents were asked to choose up to three conditions that they prioritized most.)

By the present status of employment, job seekers who were "not employed, or were working as non-nurses" prioritized "Work hours" most at 32.0%, followed by "Commuting hours," "Wage," and "Required nursing services," respectively standing at approx. 20%. On the other hand, job seekers who were "working as non-nurses" prioritized "Work hours" and "Wage," both standing high at approx. 40%. (Figure 5)

**Figure 5. Conditions that job seekers prioritize in finding employment
(by present status of employment)**



End of analysis results

As supplementary information, paid job placement services are commonly used by nurse and facilities in the Job seeking and Recruitment of nurses, in addition to the Nurse Centers analyzed above.