

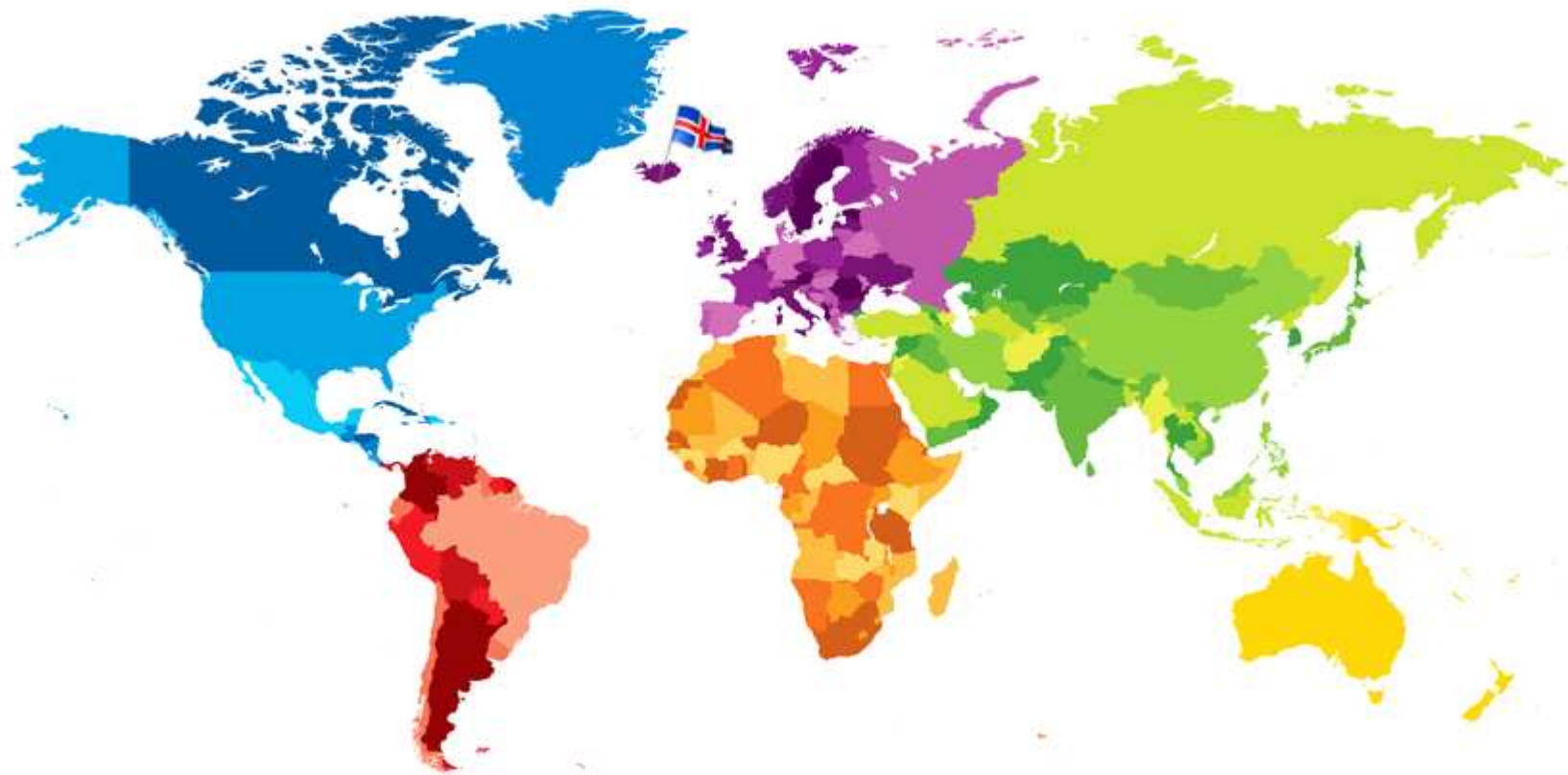


The Impact of the Economic Crisis on Nurses and the Nursing Profession in Iceland

ICN

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Elsa B. Friðfinnsdóttir





The Icelandic Nurses' Association

- 3.586 members
- 2.628 receive salaries on the basis of the Association's collective pay agreement
- over 90% of all nurses are members
- the mean age of INA members is 47 years





Changes of pay and conditions

- 2008 – 20 % shortage of nurses
- 2011 - around 1 % unemployment
- 2008 the average daytime work ratio was 70%
- average overtime work for nurses was 32% of their total hours



The collective pay agreement in 2008

- increase in the weight of basic salaries
- decrease in the weight of overtime payments
- average work ratios now 84%



Changes in occupational settings and working hours

- merger of smaller facilities in rural areas
- task shifting
- reductions in the number of nurses
- merger of wards at Landspítali
- half of all Icelandic nurses now work during the daytime only



Survey on job satisfaction

Landspítali november 2010

- Over 70% felt that their unit/ward created conditions that are supportive of providing excellent services.
- Around 50% felt they had good opportunities for lifelong learning or further education in their current positions.
- Over 70% had attended some kind of lifelong learning or retraining courses during the previous 12 months



Survey on job satisfaction

Landspítali november 2010

- Over 95% felt that their education and training was useful to them in their current positions.
- 85% are generally happy at work.
- 55% were content with their working conditions



Survey on job satisfaction

Landspítali november 2010

- Around 25% felt they did not have sufficient time to complete their duties to their personal satisfaction.
- Over 75% said that their workload was heavy or very heavy.
- 55% said their work was stressful or very stressful



Survey on job satisfaction

Landspítali november 2010

- 50% said that various factors relating to their work or working conditions over the previous year had led to increased fatigue
- 35% said they had led to physical stress symptoms



Results of 2009 survey compared with the results of 2006 survey

- job satisfaction has increased
- opportunities for lifelong learning and retraining have decreased
- workload is comparable
- stress has increased



Changes in occupational settings and working hours in rural areas

- every effort is made to economise
- vacant positions are not filled
- filling in for sick colleagues is kept at a minimum
- stress has increased



The INA's actions to ensure good working conditions

- professional chapters
- local branches
- increased counselling to individual members
- the network of union representatives has been strengthened
- articles concerning pay and conditions have been published in *The Icelandic Journal of Nursing*



The INA's actions to ensure good working conditions

- a wider range of courses offered
- eleven courses organized last winter
- 206 nurses attended or 8% of all active INA members
- *Eight Weeks to Wellness*



The INA's actions to ensure good working conditions

- increased availability of grants
- increased collaboration with the administrative staff of health care institutions
- a special emphasis placed on exerting its influence on public authorities and regulatory measures



Career planning at Landspítali

- aims to improve quality of nursing and the security of patients
- is a process designed to enhance the abilities and knowledge of nurses
- increases nurses success and job satisfaction
- is seen as a part of every nurses job

