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2021 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

U.S. and Canada



**2021 RN Practice Analysis:
Linking the NCLEX-RN®
Examination to Practice
U.S. and Canada**

National Council of State Boards of Nursing, Inc. (NCSBN®)

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Part 1

2021 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

U.S. Responders

National Council of State Boards of Nursing, Inc. (NCSBN®)

EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle.

The 2013-2014 NCSBN Strategic Practice Analysis highlighted the increasingly complex decisions newly licensed nurses make during the course of patient care. These increasingly complex decisions often require the use of clinical judgment to support patient safety. NCSBN has conducted several years of research and study to understand and isolate the individual factors that contribute to the process of nursing clinical judgment. When the concept of clinical judgment is explored relative to nursing, it is expected the individual contributing factors to clinical judgment will closely align with the performance of activities involved in the delivery of nursing care. In other words, those contributing factors align with nursing behavior and therefore remain an important underpinning in the nursing decision making process. As a result, NCSBN wanted to understand the relevance of clinical judgment in the performance of entry-level activities. The 2021 RN Practice Analysis includes survey questions to gather data to explore this subject. The following clinical judgment definition was provided to survey responders:

- Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

A number of steps are necessary to perform an analysis of newly licensed registered nurse (RN) practice. A panel of subject matter experts was assembled, a list of RN activities was created and incorporated into a survey that was sent to a randomly drawn sample of newly licensed registered nurses, and data was collected and analyzed.

Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of subject matter experts (SMEs) in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future practice analyses, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

Panel of Subject Matter Experts (SMEs)

A panel of 13 RNs was assembled to assist with the practice analysis. Panel members worked with, educated, and/or supervised the practice of RNs within their first twelve months of practice or were themselves newly licensed RNs. Panel members represented geographic NCSBN areas of the U.S. territories/jurisdictions using the NCLEX for licensure decisions, all major nursing specialties, and varied practice settings.

The panel used the current test plan category structure describing the types of activities performed by newly licensed RNs and developed a list of activities performed within each category of the structure.

Survey Development

A total of 146 nursing activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via Web to a sample of newly licensed RNs. Four of the survey forms contained 24 activity statements each and two survey forms contained 25 activity statements. Except for the activity statements unique to each survey form, the surveys were identical.

Survey Process

Sample Selection

A sample of 24,000 were randomly selected from the candidates who successfully passed the NCLEX-RN® examination from April 15, 2020 through Feb. 15, 2021.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn with respect to each NCSBN jurisdiction.

Emailing Procedure

Six forms of the Web survey were distributed evenly among 24,000 newly licensed RNs. A five-stage emailing process was used to engage participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted from April through June 2021.

Return Rates

Out of the 24,000 surveys sent, a total of 4,758 surveys were returned (801 were returned for Form 1; 859 from Form 2; 769 from Form 3; 748 from Form 4; 778 from Form 5; and 803 from Form 6). A total of 310 Web surveys were identified as undeliverable. Therefore, the adjusted return rate was 20.1%. Of the 23,690 surveys sent, 4,758 responders completed the survey. A total

of 544 individuals did not qualify for survey ratings based on one of the following reasons. Either: (a) they did not indicate having an RN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 17.8%.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of nonresponders to determine if those RNs not responding would have rated the survey activity statements differently. The nonresponders rated the activity statements similar to the responders, which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority of survey responders (87.5%) indicated their gender as female. The age of responder nurses averaged 31.2 years (SD 8.9 years). Responders indicated their racial/ethnic background as follows: 65.6% White-not of Hispanic Origin, 14.1% Black or African American, 9.1% Hispanic or Latino, 7.7% Asian, 0.4% Native Hawaiian or Pacific Islander, and 3.1% other.

Newly licensed RNs listed obtaining an associate degree most frequently (51.4%) as the educational preparation for initial RN licensure. The second most frequent response listed was the baccalaureate degree (41.6%).

Responders indicated working an average of 6.2 months as RNs in the U.S. and its territories. On average, RNs reported earning a nursing degree 12.3 months prior to taking the survey. Approximately 17.9% of newly licensed RNs reported previous experience as a licensed practical/vocational nurse (LPN/VN) and 45.2% reported previous experience as unlicensed assistive personnel (UAP). The average experience in those positions was 6.3 years as an LPN/VN and 3.5 years as a UAP.

Orientation

The majority of newly licensed RNs (96.0%) received some form of formal orientation. No formal orientation was reported by 4.0% and 1.2% reported having only classroom instruction or skills lab work for their orientation. The majority of newly licensed RNs reported working with an assigned preceptor (59.9%) for an average of 9.5 weeks. In the next largest group, 25.7% reported having a formal internship, which lasted an average of 12.4 weeks, while just 6.8% of responders indicated performing supervised work with clients for an average of 7.7 weeks.

Certifications Earned

In the current study, Basic Life Support (53.4%), Advanced Cardiac Life Support (29%), and Intravenous

Therapy (12.2%) were the most frequently reported certifications.

Facilities

The majority of newly licensed RNs (77.3%) in this study reported working in hospitals. Only 8.8% indicated working in long-term care facilities and 9.8% indicated working in community-based or ambulatory care facilities/organizations.

Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (23.5%), 500 or more beds (20.2%), fewer than 100 beds (19.2%). Only 16.9% reported working in facilities with 300-499 beds.

The majority of newly licensed RNs (52.5%) reported working in urban or metropolitan areas, 30.4% work in suburban areas, and 17.2% work in rural areas.

Practice Settings

Most frequently, newly licensed RNs reported working in the medical/surgical (23.3%) and critical care (17.3%) settings. Some other commonly reported settings include long-term care (6.0%), rehabilitation (5.0%) and pediatrics (3.6%).

Client Health Conditions and Ages

A majority of the newly licensed RNs reported that they cared for clients with acute conditions (44.8%). The next highest percentage of responders reported caring for clients with stabilized chronic conditions (37.8%), clients with unstabilized chronic conditions (35.5%) and clients with behavioral/emotional conditions (31.2%).

In terms of age, the majority of newly licensed RNs reported caring for older adult clients aged 65 to 85 (49.1%) and/or caring for adult clients aged 18 to 64 (48.3%) on their last day of work prior to completing the survey. Newly licensed RNs also indicated caring for older adults over the age of 85 (34.4%) and pediatric clients aged 0 to 17 (11.5%). Survey responders could

select more than one client age category, resulting in a sum greater than 100%.

Shifts Worked

The shifts most commonly worked by newly licensed RNs were days (45.1%) and nights (37.9%). Only 10.9% reported working rotating shifts.

Time Spent in Different Categories of Nursing Activities

Newly licensed RNs reported spending the greatest amount of time in management of care (15%), safety and infection control (13%), and physiological adaptation (13%).

Administrative Responsibilities/Primary Administrative Position

Of the responders, 22.3% reported having administrative responsibilities and of those responders, 82.4% (a 49.5% increase since 2017) reported having a primary administrative position. RNs working in long-term care facilities were far more likely to report having administrative responsibilities than RNs working in hospitals (62.0% in long-term care compared to 14.1% in hospitals). In addition, of the RNs working in long-term care with administrative responsibilities, 85.9% (a 29.2% increase since 2017) reported having a primary administrative position. Of the RNs working in community-based settings, 37.3% reported having administrative responsibilities. Of those responders, 91.6% (a 56.9% increase since 2017) reported holding a primary administrative position.

Activity Performance Findings

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed RNs. Cronbach's alpha coefficients were calculated for frequency, importance and clinical judgment ratings for the survey forms. The surveys had a reliability index of

0.91 for frequency, 0.91 for importance, and 0.90 for clinical judgment ratings. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent RN practice.

SME Panel Validation of Survey Findings

The subject matter expert (SME) panel for the 2021 RN Practice Analysis was asked to provide independent ratings of the 146 activity statements. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, responders regarded most of the activity statements as more important than the SMEs.

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to their work setting. The activities ranged from 27.3% applicability (27.3% of RNs reported that the activity was performed within their work setting) to 100% (100% of the RNs reported the activity was performed within their work setting).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work setting on a six-point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways: setting-specific and total group. Average setting-specific frequencies ranged from 1.23 to 4.92. Average total group frequencies ranged from 0.36 to 4.92.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress using a five-point scale: "1" (not important) to "5" (critically important). Average setting-specific importance ratings ranged from 3.33 to 4.88. Average total group importance ratings ranged from 2.94 to 4.88.

Clinical Judgment Relevancy of Activity Performance

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment using a four-point scale: “1” (not relevant) to “4” (essential) and the option “DK” (do not know). Average setting-specific clinical judgment ratings ranged from 2.75 to 3.93. Average total group clinical judgment ratings ranged from 2.52 to 3.93.

Summary

Responders to the 2021 RN Practice Analysis found the activities listed in the survey to be highly applicable in their practice settings. In general, the importance ratings of SMEs and newly licensed RNs were somewhat similar (correlation = 0.74), supporting the validity of the results. The reliability of the survey instrument was quite good. Activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice. In addition, the correlation between total group importance and total group clinical judgment ratings is 0.92 indicating a strong relationship between the two ratings.

Conclusion

The 2021 RN Practice Analysis used several methods to describe the practice of newly licensed RNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed RNs; (3) subject matter experts’ knowledge; and (4) a large-scale survey. In addition, there was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an RN test plan.

BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA, and NCME, 2014; Raymond, 2001). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. As nursing practice evolves, NCSBN continues to explore opportunities to keep the terminology in the practice analysis current. For this reason, a few data points that have been added or deleted since the 2017 NCLEX-RN Practice Analysis resulting in a lack of 1:1 comparison between the two reports. Due to COVID-19, the RN practice analysis was delayed from 2020 to 2021.

Methodology

A number of steps are necessary to perform an analysis of newly licensed RN practice. This section provides a description of the methodology used to conduct the 2021 RN Practice Analysis study. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about assurance of confidentiality, response rate and the degree to which participants were representative of the population of newly licensed RNs.

Preliminary Interviews with Nurse Leaders

In order to collect information about trends in nursing and health care and to anticipate possible changes in the future of nursing practice, a variety of leaders in the nursing profession were contacted regarding

their opinions. The information provided by nursing leaders was documented, and after leaders' identifying information was removed to provide anonymity, a summary of the interviews was made available as a source document for the SME panel to consider when developing the activity statements. In addition, two NCSBN staff reviewed the results of the interviews, noting any themes or trends. This information was then provided to the SME panel for consideration when developing activity statements.

Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of SMEs in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future practice analyses, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

Panel of SMEs

A panel of 13 registered nurses was assembled to assist with the practice analysis. Panel members worked with and/or supervised the practice of RNs within their first twelve months of practice or were themselves newly licensed RNs and represented all geographic areas of the U.S., varied major nursing specialties and practice settings. See [Appendix A](#) for a listing of panel members.

The panel of experts performed several tasks crucial to the success of the practice analysis study. The SMEs were requested to ask at least four newly licensed

RNs whom they worked with or supervised to submit activity logs describing the activities they performed on the job. Additionally, SMEs were asked to submit job descriptions, orientation, and professional evaluations from their work setting. Using activity logs, past activity statements, job descriptions, performance evaluation documents, as well as their own knowledge of newly licensed RN practices, the panel members worked to create a list of activities performed within each category of the current test plan category structure. Each activity was reviewed for applicability to newly licensed practice and the relationship to the delivery of safe nursing care to the public. Care was taken to create the activity statements at approximately the same level of specificity and to avoid redundancy.

Survey Development

Several processes were used to create, evaluate, and refine the survey instrument used for the 2021 RN Practice Analysis study. The activity statements created by the panel of experts were reviewed, edited, and approved by the NCLEX Examination Committee. The committee also approved the survey form. For this survey, only Web-based (Web) versions of the survey were utilized.

There were 146 nursing activity statements that were incorporated into a practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Six forms of the survey were created to decrease the number of activity statements contained on each survey. Four survey forms contained 24 activity statements and two forms contained 25 activity statements. There were no shared activity statements between the survey forms. Except for the activity statements, these surveys were identical.

The survey contained six sections. In the first section, there were questions related to type of RN license, working in the U.S., and direct care of clients. Activity statements were also included in this section. The second section contained questions about months

of work experience as an RN, type and length of work orientation, and certifications earned. The third section focused on work environment including type and age of clients, employment setting, and type and size of facility. The fourth section requested information on the responders' last day of work including number of hours worked, number of clients for whom care was provided and the amount of time spent in various types of nursing activities. The fifth section pertained to basic demographic information. The sixth section provided space for responders to write comments or suggestions about the study. All forms of the Web versions of the survey used in the 2021 RN Practice Analysis may be found in [Appendix B](#).

Survey Process

Sample Selection

A sample of 24,000 were randomly selected from the candidates who successfully passed the NCLEX-RN® from April 15, 2020 through Feb. 15, 2021, and were not previously included in the 2021 RN Nursing Knowledge Survey. A total of 310 surveys were removed from the initial sample because they were undeliverable.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn with respect to each NCSBN jurisdiction. [Table 1](#) presents the correspondence between the population, the sample size and the responders by NCSBN jurisdiction.

Emailing Procedure

Six forms of the Web survey were distributed evenly among 24,000 newly licensed RNs.

A five-stage emailing process was used to engage the participants in the study. A presurvey email was sent to each individual selected for the sample in April 2021. One week later, recipients were sent an email invitation with a login address and a unique access code. Two weeks later, a reminder email was sent to all participants

Table 1. Correspondence of Population, Sample and Responders for the 2021 RN Practice Analysis

Jurisdiction	Population	2021 Sample		2021 Responders		Response Rate
	%	N	%	N	%	%
ALABAMA	2.0	485	2.0	85	1.8	17.5
ALASKA	0.2	44	0.2	11	0.2	25.0
AMERICAN SAMOA	0.0	1	0.0	0	0.0	0.0
ARIZONA	2.0	478	2.0	95	2.0	19.9
ARKANSAS	1.2	282	1.2	68	1.4	24.1
CALIFORNIA	3.7	880	3.7	177	3.7	20.1
COLORADO	1.4	341	1.4	57	1.2	16.7
CONNECTICUT	1.3	307	1.3	48	1.0	15.6
DELAWARE	0.3	77	0.3	13	0.3	16.9
DISTRICT OF COLUMBIA	0.3	73	0.3	19	0.4	26.0
FLORIDA	8.4	2016	8.4	333	7.0	16.5
GEORGIA	3.0	722	3.0	158	3.3	21.9
GUAM	0.0	5	0.0	1	0.0	20.0
HAWAII	0.5	118	0.5	28	0.6	23.7
IDAHO	0.5	130	0.5	29	0.6	22.3
ILLINOIS	4.4	1054	4.4	231	4.9	21.9
INDIANA	2.3	539	2.3	118	2.5	21.9
IOWA	1.1	271	1.1	56	1.2	20.7
KANSAS	1.1	273	1.1	54	1.1	19.8
KENTUCKY	1.8	439	1.8	77	1.6	17.5
LOUISIANA	1.4	326	1.4	53	1.1	16.3
MAINE	0.6	143	0.6	29	0.6	20.3
MARYLAND	1.7	415	1.7	90	1.9	21.7
MASSACHUSETTS	2.5	588	2.5	138	2.9	23.5
MICHIGAN	2.8	674	2.8	125	2.6	18.5
MINNESOTA	2.3	551	2.3	135	2.8	24.5
MISSISSIPPI	1.1	269	1.1	44	0.9	16.4
MISSOURI	2.4	567	2.4	116	2.4	20.5
MONTANA	0.4	86	0.4	17	0.4	19.8
NEBRASKA	0.8	181	0.8	15	0.3	8.3
NEVADA	0.9	206	0.9	46	1.0	22.3
NEW HAMPSHIRE	0.4	102	0.4	25	0.5	24.5
NEW JERSEY	2.4	582	2.4	137	2.9	23.5
NEW MEXICO	0.6	145	0.6	34	0.7	23.4
NEW YORK	7.8	1866	7.8	395	8.3	21.2
NORTH CAROLINA	3.1	751	3.1	121	2.5	16.1
NORTH DAKOTA	0.4	97	0.4	17	0.4	17.5

Table 1. Correspondence of Population, Sample and Responders for the 2021 RN Practice Analysis

Jurisdiction	Population	2021 Sample		2021 Responders		Response Rate
	%	N	%	N	%	%
NORTHERN MARIANA ISLANDS	0.1	16	0.1	7	0.2	43.8
OHIO	4.2	1016	4.2	185	3.9	18.2
OKLAHOMA	1.3	306	1.3	60	1.3	19.6
OREGON	1.1	269	1.1	60	1.3	22.3
PENNSYLVANIA	4.1	980	4.1	200	4.2	20.4
RHODE ISLAND	0.3	74	0.3	14	0.3	18.9
SOUTH CAROLINA	1.5	356	1.5	68	1.4	19.1
SOUTH DAKOTA	0.4	97	0.4	17	0.4	17.5
TENNESSEE	2.2	532	2.2	97	2.0	18.2
TEXAS	8.8	2100	8.8	370	7.8	17.6
UTAH	1.2	293	1.2	74	1.6	25.3
VERMONT	0.2	50	0.2	8	0.2	16.0
VIRGIN ISLANDS	0.0	6	0.0	2	0.0	33.3
VIRGINIA	2.5	606	2.5	136	2.9	22.4
WASHINGTON	1.8	441	1.8	101	2.1	22.9
WEST VIRGINIA	0.7	174	0.7	33	0.7	19.0
WISCONSIN	2.3	552	2.3	117	2.5	21.2
WYOMING	0.2	48	0.2	14	0.3	29.2
TOTAL	100%	24,000	100%	4,758	100%	19.8%

reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent to nonresponders and two weeks later, a third email was sent to remaining nonresponders. The survey was conducted from April through June 2021.

Confidentiality

All potential participants were promised confidentiality regarding their participation and their responses. Files containing Personally Identifiable Information (PII) were kept separate from the data files. The study protocol was reviewed and approved by NCSBN's Chief Executive Officer for compliance with organizational guidelines for research studies involving human subjects.

Return Rates

Out of the 24,000 Web surveys sent, a total of 4,758 surveys were returned (801 for Form 1, 859 from Form 2, 769 from Form 3, 748 from Form 4, 778 from Form 5, and 803 from Form 6). A total of 310 Web surveys were identified as undeliverable due to incorrect email addresses. Therefore, the adjusted return rate was 20.1%. Of the 23,690 surveys sent, 4,758 responders completed the survey. A total of 544 individuals did not qualify for survey ratings based on one of the following reasons. Either: (a) they did not indicate having an RN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rate was 17.8%.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of nonresponders to determine if those RNs not responding would have rated the survey activity statements differently than the responders. If there were no systematic differences in responders versus nonresponders, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the 2021 RN Practice Analysis results. The nonresponders rated the activity statements similar to the responders, lending support for the validity of the results. See [Appendix I](#) for a full report of the nonresponder study.

Summary

A panel of 13 RNs, SMEs in the practice of newly licensed RNs, met and created a comprehensive list of RN activity statements. A survey was developed and revised before being sent to 24,000 newly licensed RNs selected from lists of candidates who passed the NCLEX-RN between April 15, 2020 through Feb. 15, 2021. The survey response rate was 17.8%. This practice analysis contains the responses of 4,214 newly licensed RNs.

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation, and gender, are presented below, followed by descriptions of responders’ work environments, including settings, shifts worked and client characteristics.

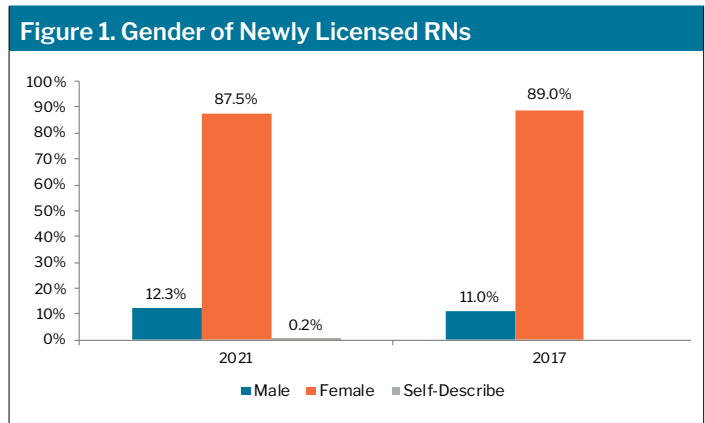
Age and Gender

The majority of newly licensed RNs (87.5%) indicated their gender as female, a slight decrease from the percentage found in the 2017 survey. See [Figure 1](#) for gender. The age of responder nurses averaged 31.2 years (SD 8.9 years), similar to the average of 31.0 years from the 2017 survey.

Race/Ethnicity of Newly Licensed RNs

65.6% of participants in the current study reported their race/ethnicity as White-not of Hispanic origin. Participants also reported their race/ethnicity as follows: 14.1% Black or African American, 9.1% Hispanic or Latino, 7.7% Asian, and 0.4% Native Hawaiian or Pacific Islander. See [Figure 2](#) for race/ethnicity reported by newly licensed RNs.

Of the responders, 86.2% reported English as their primary language and 9.1% reported both English and another language as their primary languages.



Educational Background

Newly licensed RNs indicated obtaining an associate degree most frequently (51.4%). The second most frequently chosen response was baccalaureate degree (41.6%). These percentages were similar to the educational diversity reported in 2017. See [Figure 3](#) for the educational background of the responders.

Previous Licensed Practical/Vocational Nurse (LPN/VN) or Unlicensed Assistive Personnel (UAP) Experience

Responders reported working an average of 6.2 months as an RN in the U.S. and reported being an average of 12.3 months post-graduation. On average, the data reflects newly licensed nurses were employed approximately 6 months after graduation during both

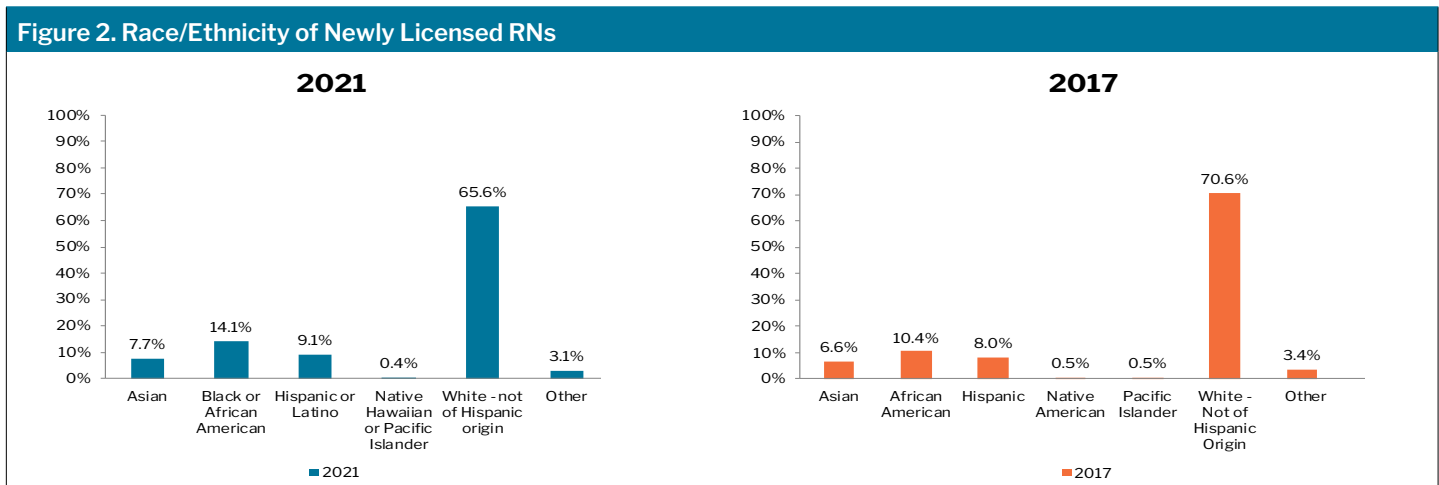
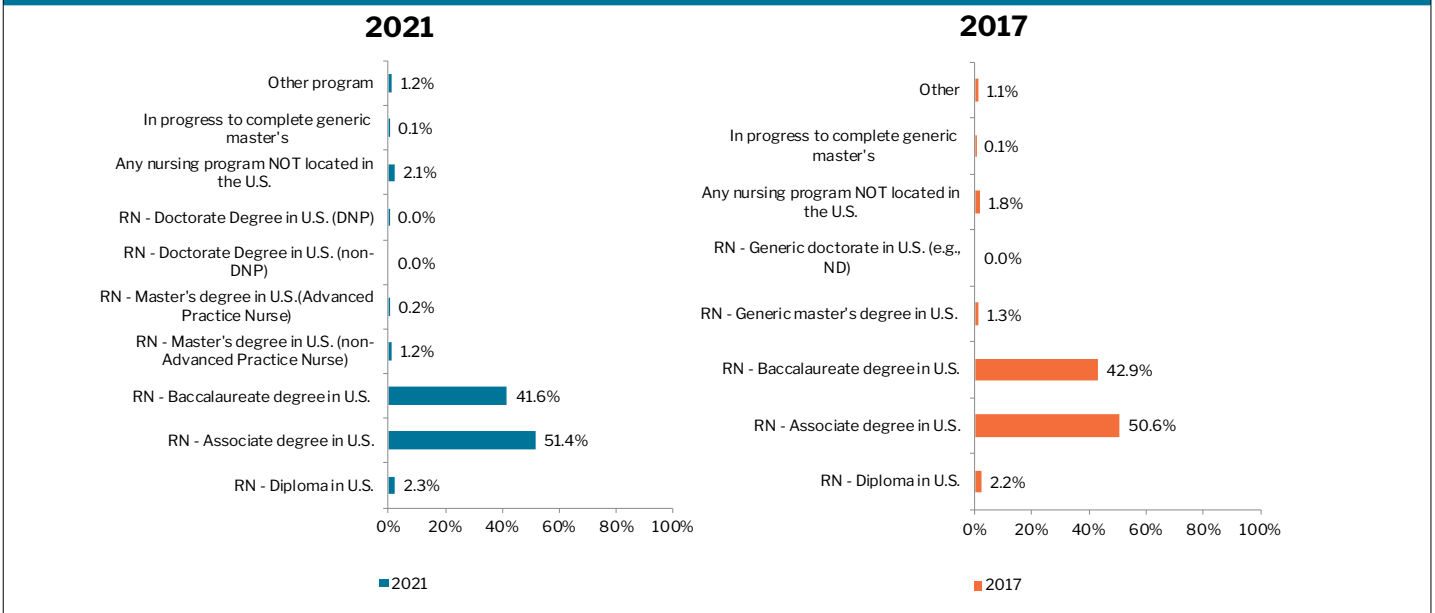


Figure 3. Educational Programs of Newly Licensed RNs



the 2017 and 2021 practice analysis periods. The data is presented in **Figure 4**.

Approximately 17.9% of RNs reported previous experience as a LPN/VN (a slight increase since 2017) and 45.2% reported previous experience as an unlicensed assistive personnel (UAP) (a slight decrease since 2017). The average experience in those positions was 6.3 years as a LPN/VN and 3.5 years as an UAP. The data is presented in **Table 2**.

Orientation

The majority of newly licensed RNs (96%) responded receiving some form of formal orientation. No formal orientation was reported by 4.0% and 1.2% reported having only classroom instruction or skills lab work for their orientation. Newly licensed RNs reported working with an assigned preceptor (59.9%) for an average of 9.5 weeks, and 6.8% (an approximate 3% decrease since 2017) reported having a classroom and/or skills lab plus supervised work with clients for an average of 7.7 weeks. An increased percentage from 2017, 25.7% of responders reported having a formal internship, which lasted an average of 12.4 weeks. The percentage of newly licensed nurses having formal internships has seen an increase over the last several practice analyses

Figure 4. Average Months Since Graduation and Months Employed

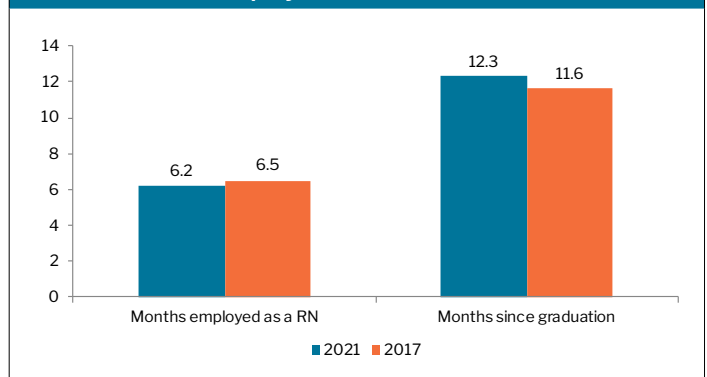


Table 2. Average Years LPN/VN or Unlicensed Assistive Personnel (UAP) Experience

	2021		2017	
	Yrs. Exp	%*	Yrs. Exp	%*
LPN/VN	6.3	17.9	6.1	14.6
UAP	3.5	45.2	3.1	47.1

*Indicates the percentage of newly licensed RNs with previous LPN/VN or UAP experience

studies. See [Table 3](#) for type of orientation with average time spent in each.

Certifications Earned

In the current study, 95.8% of responders reported earning additional certifications or completing coursework compared to 94.2% of responders in 2017. Basic Life Support (53.4%), Advanced Cardiac Life Support (29.0%) and Intravenous Therapy (12.2%) were the most frequently reported certifications. See [Table 4](#) for a complete listing of additional coursework and/or certifications completed. Survey responders could select more than one certification, resulting in a sum greater than 100%.

Work Settings

Facilities

The majority of newly licensed RNs (77.3%) reported working in hospitals. Only 8.8% reported working in long-term care facilities and 9.8% reported working in community-based or ambulatory care facilities/organizations. Compared to 2017, there was a slight decrease in the percentage of newly licensed RNs working in hospitals and a slight increase in the percentage of newly licensed RNs working in long-term care facilities and community-based or ambulatory care facilities/organizations. The data is presented in [Table 5](#).

Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (23.5%), 500 or more beds (20.2%), fewer than 100 beds (19.2%). Only 16.9% reported working in facilities with 300-499 beds. The majority of newly licensed RNs (52.5%) reported working in urban or metropolitan areas, 30.4% work in suburban areas, and 17.2% work in rural areas. Data for the size and location of the facilities where responders reported working is presented in [Table 6](#).

Table 3. Type and Length of Orientation

	2021		2017	
	%	Avg Weeks	%	Avg Weeks
No formal orientation	4.0	N/A	3.4	N/A
Classroom instruction/ skills lab work only	1.2	2.2	0.9	3.6
Classroom and/or skills lab plus supervised work with clients	6.8	7.7	9.7	8.4
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	59.9	9.5	61.6	9.8
A formal internship with or without additional classroom or skills lab work	25.7	12.4	21.8	13.9
Other	2.4	7.7	2.5	8.6

Table 4. Additional Coursework/Certification

Type of Additional Coursework/Certification	2021	2017
	% (n=4,214)	% (n=2,275)
Advanced Cardiac Life Support	29.0	33.7
Basic Life Support	53.4	63.5
Behavioral Management	5.4	5.2
Chemotherapy	1.3	1.2
Conscious/Moderate Sedation	5.0	4.7
Coronary Care (Cardiac Care)	8.0	2.0
Critical Care	6.5	6.7
Intravenous Therapy	12.2	14.2
Neonatal Advanced Life Support	1.4	1.7
Neonatal Resuscitation	4.4	6.3
Pediatric Advanced Life Support	8.4	10.7
Phlebotomy	N/A	6.5
Peritoneal Dialysis (Dialysis)	1.9	2.3
Rehabilitation	2.0	1.1
None	4.2	5.8
Other	6.5	11.0

*Responders could select all that apply

Table 5. Employment Facilities

Type of Facility/Organization	2021	2017
	% (n=4,214)	% (n=2,275)
Hospital	77.3	82.2
Long-term care facility	8.8	7.2
Community-based or ambulatory care facility/organization	9.8	6.8
Other	4.1	3.9

Table 6. Employment Setting Characteristics

Type of Facility/Organization	2021	2017
	% (n=4,214)	% (n=2,275)
Number of Hospital or Nursing Home Beds		
Less than 50 beds	9.6	6.8
50 - 99 beds	9.6	8.4
100 - 299 beds	23.5	25.9
300 - 499 beds	16.9	18.6
500 or more beds	20.2	24.5
Don't know	9.8	7.3
Other work setting	10.4	8.5
Location of Employment Setting		
Urban/Metropolitan area	52.5	57.1
Suburban	30.4	29.5
Rural	17.2	13.4

Practice Settings

Newly licensed RNs reported most frequently working in the medical/surgical (23.3%) and critical care (17.3%) settings which is a slight decrease from 2017. Long-term care (e.g., nursing home, skilled or intermediate care) (6.0%) showed a slight increase from 2017, whereas rehabilitation (e.g., subacute or transitional care unit) (5.0%) and pediatrics (including nursery) (3.6%) are areas that have seen slight decreases from 2017. See [Table 7](#).

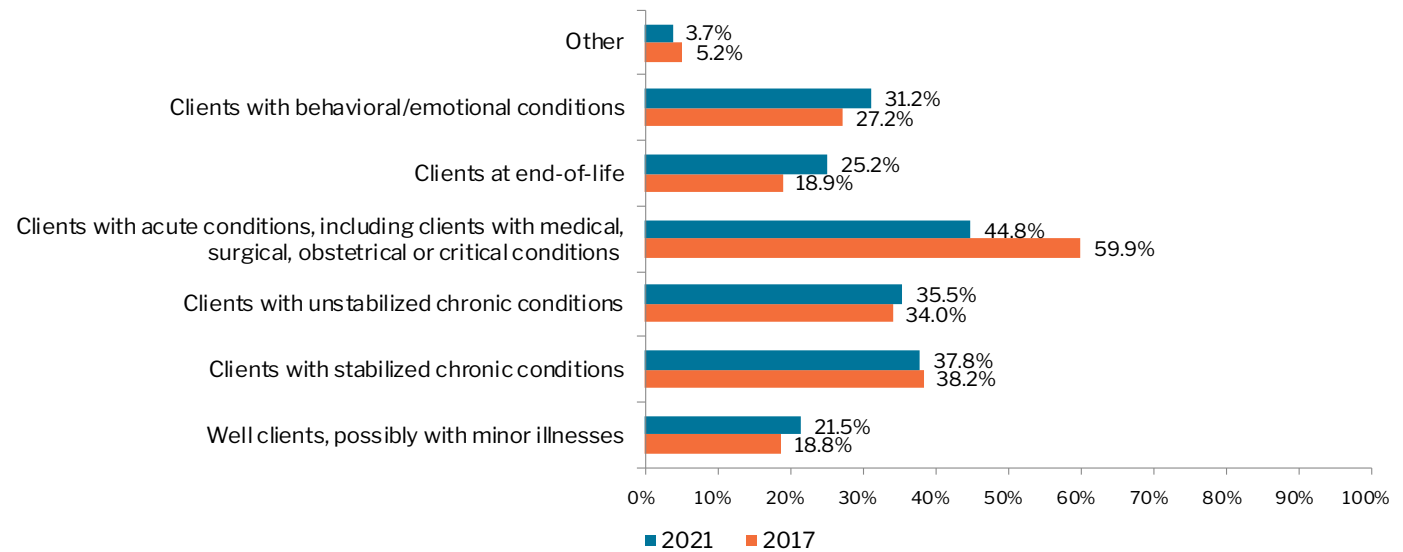
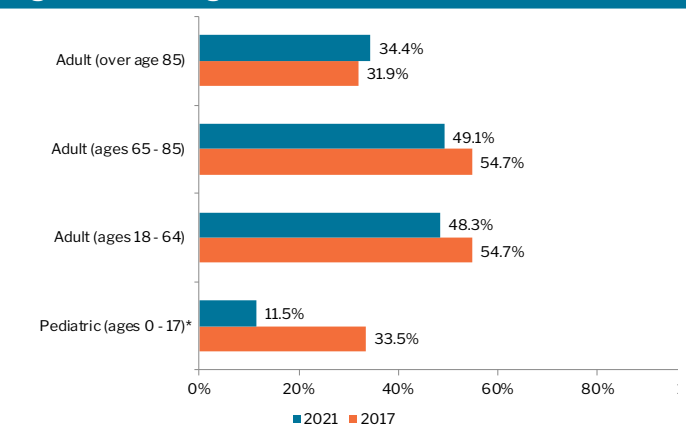
Table 7. Practice Settings

Type of Facility/Organization	2021	2017
	% (n=4,214)	% (n=2,275)
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	17.3	23.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	23.3	27.6
Pediatrics (including nursery)	3.6	5.3
Labor and delivery (including postpartum unit)	1.9	4.5
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	3.4	3.6
Assisted Living	N/A	0.5
Operating room, including outpatient surgery and surgicenters	2.2	3.3
Long-term care (e.g., nursing home, skilled or intermediate care)	6.0	5.2
Residential (e.g., developmental disability)	0.4	0.9
Rehabilitation (e.g., subacute or transitional care unit)	5.0	6.0
Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)	2.6	2.7
Home health, including visiting nurses associations	2.4	2.2
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	1.2	1.4
Hospice care	1.7	1.1
Palliative care	1.5	N/A
Short Stay/Observational	N/A	2.0
Step-down/Progressive Care	N/A	6.5
Other	10.7	4.3

Note: Responders could select all that apply

Client Health Conditions

Newly licensed RNs reported caring for acutely ill clients (44.8%), clients with stabilized chronic conditions (37.8%), clients with unstabilized chronic conditions (35.5%), and clients with behavioral/emotional conditions (31.2%). These results are somewhat similar to the 2017 results; however, there was an increase in the percentage of nurses reporting caring for clients with behavioral/emotional conditions and caring for

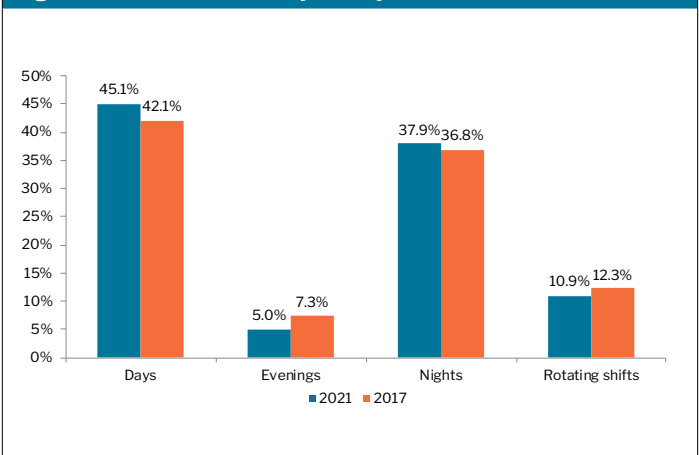
Figure 5. Client Health Conditions**Figure 6. Client Ages**

*In 2017, Pediatric included separate categories: newborns (less than 1 month), infant/toddler (1 month–2 years), preschool (3–5 years), school age (6–12 years) and adolescent (13–17 years). In 2021, Pediatric had one category: ages 0–17. Responders could select all that apply.

clients with unstabilized chronic conditions. Survey responders could select more than one client health condition, resulting in a sum greater than 100%. See [Figure 5](#).

Client Ages

The majority of newly licensed RNs reported that on their last day of work prior to completing the survey they were caring for older adult clients aged 65 to 85 (49.1%), adult clients aged 18 to 64 (48.3%), and older adult clients aged 85 or older (34.4%). Survey responders could select more than one client age range, resulting in

Figure 7. Shifts Worked by Newly Licensed RNs

a sum greater than 100%. In the 2021 survey, the various pediatric age ranges were collapsed into one category (ages 0-17) where responders were only able to make one selection. In the 2017 survey, responders were able to report caring for pediatric patients in several age ranges. See [Figure 6](#) for client ages. Survey responders could select more than one client age, resulting in a sum greater than 100%.

On average, the responders were responsible for 9.4 clients on their last workday with a standard deviation of 17.0.

Shifts Worked

The shifts most commonly worked by newly licensed RNs were days (45.1%) and nights (37.9%). Only 10.9% of responders reported working rotating shifts. See [Figure 7](#) for shifts reported. Note that 1.1% selected “other” for shifts worked and these responders are not reflected in Figure 7.

On a typical workday, the majority of the responders (51.1%) worked a 12-hour shift, 22.0% worked a 13-hour shift, while 12.3% worked an 8-hour shift and 3.6% worked a 10-hour shift.

Time Spent in Different Categories of Nursing Activities

Responders to the current study were asked to record the number of hours spent performing specific categories of activities (see [Table 8](#)). The hours spent were then converted to proportions of time by dividing the hours spent on each activity by the number of hours spent working. Because nurses often perform multiple activities simultaneously, such as teaching while giving medications or providing emotional support while giving

routine care, the sum of proportions was greater than one. To make the proportions of time spent in activities useful to the task of helping to validate the NCLEX-RN® test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours spent in all the activities. These standardized proportions have the advantage of adding up to one. Newly licensed RNs reported spending the greatest amount of time in management of care (15%), safety and infection control (13%), physiological adaptation (13%), pharmacological and parenteral therapies (12%), reduction of risk potential (12%) and basic care and comfort (12%). The least amount of time was reportedly spent on psychosocial integrity (11%) and health promotion and maintenance (11%). Compared to the 2017 study, there were slight variations in time spent for almost all categories of activities.

Administrative Responsibilities/Primary Administrative Position

The newly licensed RNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position such as

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		2021	2021	2021	2017
		Average Hours	Proportion of Work Hours	Standardized Proportion	Standardized Proportion
Management of Care	Perform and direct activities that manage client care within the health care delivery setting (e.g. advance directives, advocacy, case management, client rights, collaboration with interdisciplinary team, concepts of management, confidentiality and information security, consultation, continuity of care, delegation, establishing priorities, ethical practice, informed consent, information technology, legal rights and responsibilities, performance improvement/quality improvement, referrals, resource management, staff education and supervision).	7.05	0.61	0.15	0.18
Safety and Infection Control	Perform and direct activities that protect client and health care personnel from hazards encountered in the health care setting (e.g., accident prevention, disaster planning, emergency response plan, ergonomic principles, error prevention, handling hazardous and infectious materials, home safety, injury prevention, medical/surgical asepsis, report of incident/event/irregular occurrence/variance, safe use of equipment, security plan, standard/transmission based/other precautions and use of restraints/safety devices).	6.23	0.55	0.13	0.12

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		2021	2021	2021	2017
		Average Hours	Proportion of Work Hours	Standardized Proportion	Standardized Proportion
Health Promotion and Maintenance	Perform and direct activities that promote and maintain the health of client (e.g., aging process, ante/intra/post partum/newborn care, developmental stages and transitions, disease prevention, expected body image changes, family planning, family systems, growth and development, health and wellness, health promotion programs, health screening, high risk behaviors, human sexuality, immunizations, lifestyle choices, principles of teaching/learning, self care, and techniques of physical assessment).	5.60	0.49	0.11	0.11
Psychosocial Integrity	Perform and direct activities related to caring for client with emotional, mental and social problems/issues, including providing behavioral interventions (e.g. abuse/neglect, behavioral interventions, chemical and other dependencies, coping mechanisms, crisis intervention, cultural diversity, end of life care, family dynamics, grief and loss, mental health concepts, psychopathology, religious and spiritual influences on health, sensory/perceptual alterations, situational role changes, stress management, support systems, therapeutic communications, therapeutic environment, and unexpected body image changes).	5.45	0.47	0.11	0.10
Basic Care and Comfort	Provide and direct basic care and comfort measures including promoting client ability to perform activities of daily living (e.g. assistive devices, complementary and alternative therapies, elimination, mobility/immobility, nonpharmacological comfort interventions, nutrition and oral hydration, palliative/comfort care, personal hygiene, and rest/sleep).	6.07	0.53	0.12	0.12
Pharmacological and Parenteral Therapies	Perform and direct activities necessary for safe administration of medications and intravenous therapies (e.g., adverse effects/contraindications and side effects, blood and blood products, central venous access devices, dosage calculation, expected effects/outcomes, medication administration, parenteral/intravenous therapy, pharmacological agents/actions, pharmacological interactions, pharmacological pain management, and total parenteral nutrition).	5.93	0.51	0.12	0.12
Reduction of Risk Potential	Perform and direct activities to prepare for and care for client undergoing a treatment/procedure/surgery to reduce the likelihood that client will develop a complication or health problem related to existing condition, (e.g., diagnostic tests, laboratory values, monitoring moderate/conscious sedation, potential for alterations in body systems, potential for complications of diagnostic tests/treatments/procedures, potential for complications from surgical procedures and health alterations, specific system assessment, therapeutic procedures and vital signs).	5.79	0.51	0.12	0.11
Physiological Adaptation	Provide and direct care for client with acute, chronic or life threatening physical health condition (e.g., alterations in body systems, fluid and electrolyte imbalances, hemodynamics, illness management, infectious disease, medical emergencies, pathophysiology, radiation therapy, and unexpected response to therapy).	6.53	0.57	0.13	0.14

Table 9. Administrative Responsibilities				
	2021		2017	
	Administrative Responsibility	Primary Administrative Position*	Administrative Responsibility	Primary Administrative Position*
Facilities	%	%	%	%
All	22.3	82.4	18.1	32.9
Hospital	14.1	78.4	11.4	15.9
Long-term care	62.0	85.9	56.6	56.7
Community-based care	37.3	91.6	42.6	34.7
Other	51.9	80.0	37.9	62.5

*Percent of all relevant responders

being a unit manager, team leader, charge nurse, or coordinator. If RNs reported having such responsibilities, they were asked if they had a primary administrative position. Of all responders, 22.3% reported having such responsibilities and of those, 82.4% reported having a primary administrative position. RNs working in long-term care facilities were more likely to report having administrative responsibilities than RNs working in hospitals (62.0% in long-term care facilities compared to 14.1% in hospitals). In addition, RNs working in long-term care with administrative responsibilities were slightly more likely to report being in a primary administrative position than those working in hospitals (85.9% in long-term care facilities compared to 78.4% in hospitals). Of the RNs working in community-based settings, 37.3% reported having administrative responsibilities. Of those responders, 91.6% reported holding a primary administrative position. Compared to 2017, the results represent a slight percentage increase in administrative responsibilities overall (from 18.1% to 22.3%), a percentage increase in administrative responsibilities in hospitals (from 11.4% to 14.1%) and long-term care facilities (from 56.6% to 62.0%) and a decrease in community-based care facilities (from 42.6% to 37.3%). See [Table 9](#) for detailed results of administrative responsibilities.

Summary

The newly licensed RNs responding to the 2021 RN Practice Analysis survey were primarily female with an average age of 31.2 years. The majority worked day or night shifts in medical/surgical or critical care units of hospitals. The majority of responders were provided an orientation with an assigned preceptor or mentor for an average of 9.5 weeks. The responders cared mostly for clients with acute conditions who were either 18-64 years of age or 65-85 years of age.

ACTIVITY STATEMENT PERFORMANCE FINDINGS

Findings relative to the activities performed by newly licensed RNs are presented in this section of the report. The methods used to collect and analyze activity statement findings, applicability to practice setting, frequency of performance, importance of the activities and relevance to clinical judgment are discussed. A validation of survey findings with estimates provided by the SME panel is also provided.

Overview of Methods

The 2021 RN Practice Analysis survey asked responders to answer three questions about each activity statement. Question A addressed the frequency of activity performance. The scale of frequency ranged from “Never performed in work setting” to “5 or more times.” Responders were instructed to select “Never performed in work setting” if an activity did not apply to their work setting and then to move to the next activity. If the activity did apply to their work setting, they were asked to select, on a six-point scale of “0 times” to “5 times or more,” the frequency with which they had performed the activity on their last day of work. In question B, responders were asked to rate the overall importance of the activity considering client safety and/or threat of complications or distress on a scale of 1 to 5 with one being “Not Important” and five being “Critically Important.” In question C, the relevance to clinical judgment when performing the nursing activity was addressed. The scale for clinical judgment ranged

from “Not Relevant (1),” “Helpful (2),” “Important (3)” to “Essential (4).” If responders did not know if clinical judgment was relevant to performing the nursing activity they could select “DK=Do not know.” Applicability of the activity statement to practice setting was assessed by analyzing the number of responders having performed each activity, excluding those that were marked “never performed.”

Activity Performance Characteristics

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed RNs. Cronbach’s alpha coefficients were calculated for frequency, importance and clinical judgment ratings of the survey to measure the internal consistency of the instrument (Cronbach, 1951). Alpha coefficients range from 0 to 1; a value of 0.70 or greater is generally considered adequate. [Table 10](#) shows that the data suggests strong evidence for the reliability of the measured outcomes in this survey.

SME Panel Validation of Survey Findings

The SME panel for the 2021 RN Practice Analysis was asked to provide independent ratings of the 146 activity statements. SMEs estimated the percentage of newly licensed RNs performing the activities within

Table 10. Reliability Estimates

	Frequency			Importance			Clinical Judgment		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Form 1	25	708	0.92	25	708	0.92	25	708	0.92
Form 2	25	759	0.90	25	759	0.93	25	759	0.90
Form 3	24	668	0.91	24	668	0.90	24	668	0.88
Form 4	24	667	0.91	24	667	0.91	24	667	0.90
Form 5	24	697	0.90	24	697	0.89	24	697	0.88
Form 6	24	715	0.90	24	715	0.92	24	715	0.91

their practice setting, the average setting-specific frequency with which the activities were performed during one day, the average importance of the activities and the average relevance of clinical judgment to the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey. The importance ratings estimated by panel members were compared to the average importance ratings from the practice analysis survey. **Table 11** illustrates that there were no differences greater than 0.87 with respect to importance between the SME ratings and the newly licensed RNs. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, responders regarded most of the activity statements as more important than the SMEs.

Applicability of Activities to Practice Setting

The percentages of newly licensed RNs indicating that the activities were applicable are included in **Table 12**. The activities ranged from 27.3% applicability (27.3% of the responders reported that the activity was performed within their work setting) to 100% (100% of the responders reported the activity was performed within their work setting). The activities with the lowest percentage of applicability were “Provide care and education to an antepartum client or a client in labor” (27.3%), “Provide prenatal care and education” (28.5%), and “Implement and monitor phototherapy” (32.5%). The activities with the highest percentage of applicability for responders were “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (100%), “Maintain client confidentiality and privacy” (100%), “Use approved terminology when documenting care” (99.8%), “Protect client from injury” (99.8%), and “Properly identify client when providing care” (99.8%).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work setting. Newly licensed RNs reported how frequently they performed the activity on the last day they worked using a six-point scale: “0 times” to “5 times or more.” Average frequency statistics were calculated in two ways: setting-specific and total group. The setting-specific frequency was calculated by averaging the frequency ratings of those responders providing ratings (i.e., responders indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (i.e., responders indicating that the activity did not apply to their work setting) before averaging the rating. To perform this calculation, the missing frequency ratings were converted to zero (“0 times” on the rating scale) for inclusion in the total group frequency calculation. See **Table 12** for setting-specific and total group frequency.

Setting-Specific

Average setting-specific frequencies ranged from 1.23 to 4.92. The activities performed with the lowest frequencies were “Implement and monitor phototherapy” (1.23), “Perform and manage care of client receiving peritoneal dialysis” (1.29), and “Provide care and education to an antepartum client or a client in labor” (1.31). The activities with the highest setting-specific average frequencies of performance were “Prepare and administer medications using rights of medication administration” (4.83), “Properly identify client when providing care” (4.84), and “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.92). **Appendix C** presents activity statements rank ordered by average setting-specific frequency.

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	98.1	3.58	4.25	3.44	80.0	3.10	4.10	3.78	18.1	0.48	0.15	-0.34
2	Provide and receive hand off of care (report) on assigned clients	98.1	4.06	4.59	3.49	90.0	3.70	4.70	3.70	8.1	0.36	-0.11	-0.21
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	95.9	2.93	3.93	3.38	80.0	3.50	3.60	3.10	15.9	-0.57	0.33	0.28
4	Advocate for client rights and needs	99.3	3.99	4.58	3.65	100.0	4.00	4.40	3.50	-0.7	-0.01	0.18	0.15
5	Prioritize the delivery of client care based on acuity	97.6	4.38	4.48	3.78	100.0	4.30	4.90	3.90	-2.4	0.08	-0.42	-0.12
6	Participate in performance improvement projects and quality improvement processes	81.0	1.68	3.59	3.14	100.0	2.20	3.10	3.00	-19.0	-0.52	0.49	0.14
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	98.6	4.02	4.42	3.60	100.0	3.30	3.90	3.40	-1.4	0.72	0.52	0.20
8	Receive, verify and implement health care provider orders	99.4	4.61	4.73	3.78	100.0	4.40	4.70	3.80	-0.6	0.21	0.03	-0.02
9	Integrate advance directives into client plan of care	82.5	1.91	3.84	2.98	70.0	1.80	3.80	2.88	12.5	0.11	0.04	0.10
10	Verify the client receives education and client consents for care and procedures	99.0	4.00	4.53	3.51	100.0	4.00	4.70	3.40	-1.0	0.00	-0.17	0.11
11	Provide education to clients and staff about client rights and responsibilities	97.3	3.48	3.80	3.04	90.0	2.60	3.60	3.13	7.3	0.88	0.20	-0.09
12	Assess the need for referrals and obtain necessary orders	92.2	3.19	4.09	3.47	100.0	2.40	3.70	3.10	-7.8	0.79	0.39	0.37

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
13	Initiate, evaluate and update client plan of care	97.6	3.92	3.97	3.40	90.0	3.00	4.30	3.60	7.6	0.92	-0.33	-0.20
14	Maintain client confidentiality and privacy	100.0	4.75	4.59	3.22	100.0	4.70	4.50	3.00	0.0	0.05	0.09	0.22
15	Recognize limitations of self and others and utilize resources	99.0	3.93	4.36	3.57	100.0	3.00	4.40	3.60	-1.0	0.93	-0.04	-0.03
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	75.8	1.41	4.51	3.48	100.0	1.30	4.40	3.30	-24.2	0.11	0.11	0.18
17	Manage conflict among clients and health care staff	90.4	1.89	3.66	2.78	100.0	1.80	3.70	2.80	-9.6	0.09	-0.04	-0.02
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	95.7	3.64	4.21	3.48	100.0	3.10	4.00	3.40	-4.3	0.54	0.21	0.08
19	Recognize and report ethical dilemmas	91.5	1.60	4.11	3.33	100.0	1.00	3.70	3.30	-8.5	0.60	0.41	0.03
20	Use approved terminology when documenting care	99.8	4.67	3.97	3.10	100.0	4.90	4.30	3.40	-0.2	-0.23	-0.33	-0.30
21	Organize workload to manage time effectively	99.7	4.69	4.47	3.66	100.0	4.60	4.40	3.70	-0.3	0.09	0.07	-0.04
22	Practice in a manner consistent with the nurses' code of ethics	99.3	4.78	4.56	3.62	100.0	4.50	4.40	3.40	-0.7	0.28	0.16	0.22
23	Provide care within the legal scope of practice	99.3	4.73	4.69	3.76	100.0	4.40	4.80	3.30	-0.7	0.33	-0.11	0.46
24	Practice and advocate for cost effective care	84.5	2.18	3.49	2.89	90.0	1.90	3.00	2.75	-5.5	0.28	0.49	0.14

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	100.0	4.92	4.88	3.66	100.0	4.50	4.90	3.50	0.0	0.42	-0.02	0.16
26	Protect client from injury	99.8	4.68	4.85	3.74	100.0	4.00	4.70	3.70	-0.2	0.68	0.15	0.04
27	Verify appropriateness and accuracy of a treatment order	99.2	4.19	4.65	3.80	100.0	3.50	4.50	3.80	-0.8	0.69	0.15	0.00
28	Follow procedures for handling biohazardous and hazardous materials	97.3	3.92	4.39	3.38	100.0	3.30	4.50	3.10	-2.7	0.62	-0.11	0.28
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	90.6	2.57	4.11	3.15	100.0	2.20	3.90	2.70	-9.4	0.37	0.21	0.45
30	Use ergonomic principles when providing care	91.6	3.74	4.06	3.07	100.0	4.10	4.10	2.90	-8.4	-0.36	-0.04	0.17
31	Acknowledge and document practice errors and near misses	88.9	1.36	4.39	3.48	100.0	1.10	3.70	3.10	-11.1	0.26	0.69	0.38
32	Properly identify client when providing care	99.8	4.83	4.78	3.30	100.0	5.00	4.70	2.80	-0.2	-0.17	0.08	0.50
33	Facilitate appropriate and safe use of equipment	99.2	4.29	4.30	3.40	90.0	3.40	4.20	3.30	9.2	0.89	0.10	0.10
34	Educate client on safety issues	99.3	4.26	4.38	3.52	100.0	3.10	4.20	3.30	-0.7	1.16	0.18	0.22
35	Participate in emergency planning and response	82.9	1.51	3.97	3.24	100.0	1.20	3.10	3.10	-17.1	0.31	0.87	0.14
36	Follow requirements when using restraints	71.3	2.17	4.21	3.33	70.0	1.00	3.80	3.10	1.3	1.17	0.41	0.23
37	Educate client and staff regarding infection prevention measures	97.3	3.40	4.33	3.39	100.0	2.00	4.10	3.50	-2.7	1.40	0.23	-0.11
38	Assess client for allergies and intervene as needed	98.2	4.05	4.55	3.54	100.0	3.40	4.50	3.70	-1.8	0.65	0.05	-0.16

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	78.6	1.35	4.26	3.27	100.0	0.80	4.30	3.40	-21.4	0.55	-0.04	-0.13
40	Assess client care environment	97.4	4.38	4.33	3.42	100.0	3.50	4.10	3.30	-2.6	0.88	0.23	0.12
41	Promote staff safety	97.4	3.34	4.28	3.35	100.0	3.11	4.44	3.50	-2.6	0.23	-0.16	-0.15
42	Provide prenatal care and education	28.5	0.55	3.60	2.88	22.2	0.11	3.33	3.38	6.3	0.44	0.27	-0.50
43	Plan and/or participate in community health education	67.8	1.36	3.40	2.70	44.4	0.56	3.33	3.13	23.4	0.80	0.07	-0.43
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	95.1	3.56	3.81	3.16	88.9	1.78	4.00	3.33	6.2	1.78	-0.19	-0.17
45	Educate client about prevention and treatment of high risk health behaviors	96.7	3.47	4.08	3.26	100.0	1.33	4.00	3.22	-3.3	2.14	0.08	0.04
46	Educate client about preventative care and health maintenance recommendations	96.5	3.67	3.99	3.27	100.0	2.67	4.11	3.22	-3.5	1.00	-0.12	0.05
47	Provide post-partum care and education	34.0	0.61	3.33	2.80	55.6	0.56	3.67	3.22	-21.6	0.05	-0.34	-0.42
48	Perform comprehensive health assessments	95.6	4.24	4.54	3.74	100.0	2.78	4.33	3.67	-4.4	1.46	0.21	0.07
49	Assess client's readiness to learn, learning preferences, and barriers to learning	97.8	3.86	3.99	3.32	100.0	3.56	4.00	3.67	-2.2	0.30	-0.01	-0.35
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	32.9	0.66	3.54	2.80	44.4	0.67	3.78	3.63	-11.5	-0.01	-0.24	-0.83

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	41.0	0.79	3.60	3.01	66.7	1.33	4.00	3.67	-25.7	-0.54	-0.40	-0.66
52	Provide care and education for the adult client ages 18 through 64 years	97.3	4.34	4.25	3.46	88.9	3.00	3.89	3.44	8.4	1.34	0.36	0.02
53	Provide care and education for the adult client ages 65 years and over	91.1	3.85	4.12	3.47	88.9	2.78	3.89	3.44	2.2	1.07	0.23	0.03
54	Assess client ability to manage care in home environment and plan care accordingly	85.1	2.94	4.06	3.35	100.0	2.44	4.33	3.44	-14.9	0.50	-0.27	-0.09
55	Assess and educate clients about health risks based on family, population, and community	92.4	2.78	3.65	3.10	100.0	2.22	3.78	3.44	-7.6	0.56	-0.13	-0.34
56	Provide care and education to an antepartum client or a client in labor	27.3	0.36	3.46	2.80	11.1	0.44	3.22	2.88	16.2	-0.08	0.24	-0.08
57	Provide resources to minimize communication barriers	94.2	2.51	4.20	3.13	100.0	1.44	4.22	3.33	-5.8	1.07	-0.02	-0.20
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	96.5	3.46	3.75	3.16	100.0	2.56	3.89	3.44	-3.5	0.90	-0.14	-0.28
59	Assess client for abuse or neglect and report, intervene, and/or escalate	89.8	2.39	4.29	3.48	100.0	1.22	3.89	3.33	-10.2	1.17	0.40	0.15
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	84.9	2.77	4.14	3.41	100.0	0.78	3.67	3.33	-15.1	1.99	0.47	0.08

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	93.2	2.98	4.11	3.39	88.9	0.78	4.00	3.11	4.3	2.20	0.11	0.28
62	Promote a therapeutic environment	99.4	4.55	3.89	3.06	100.0	4.22	4.33	3.22	-0.6	0.33	-0.44	-0.16
63	Incorporate client cultural practices and beliefs when planning and providing care	93.1	2.51	3.90	3.04	100.0	1.56	4.11	3.13	-6.9	0.95	-0.21	-0.09
64	Provide end-of-life care and education to clients	77.6	1.62	3.97	3.20	77.8	1.11	4.00	3.44	-0.2	0.51	-0.03	-0.24
65	Assess the potential for violence and use safety precautions	96.2	2.92	4.18	3.34	100.0	2.11	3.89	3.11	-3.8	0.81	0.29	0.23
66	Assess client support system to aid in plan of care	93.2	3.37	3.84	3.15	100.0	2.56	3.89	3.00	-6.8	0.81	-0.05	0.15
67	Assess client's ability to cope with life changes and provide support	96.3	3.26	3.96	3.28	100.0	2.44	4.00	3.11	-3.7	0.82	-0.04	0.17
68	Use therapeutic communication techniques	99.0	4.61	3.97	3.17	100.0	3.44	4.44	3.56	-1.0	1.17	-0.47	-0.39
69	Incorporate behavioral management techniques when caring for a client	95.9	3.09	3.93	3.17	100.0	1.78	4.00	3.33	-4.1	1.31	-0.07	-0.16
70	Recognize nonverbal cues to physical and/or psychological stressors	98.0	3.92	4.28	3.53	100.0	2.89	4.22	3.44	-2.0	1.03	0.06	0.09
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	95.8	3.41	4.23	3.49	88.9	1.00	4.11	3.44	6.9	2.41	0.12	0.05
72	Provide care for a client experiencing grief or loss	85.4	2.16	3.77	2.99	88.9	0.89	3.56	3.11	-3.5	1.27	0.21	-0.12

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
73	Assess client performance of activities of daily living and assist when needed	96.5	3.95	3.92	3.19	100.0	2.78	4.11	3.22	-3.5	1.17	-0.19	-0.03
74	Provide client nutrition through tube feedings	83.8	2.48	3.90	3.20	77.8	1.00	3.89	3.22	6.0	1.48	0.01	-0.02
75	Perform post-mortem care	69.5	1.05	3.52	2.54	77.8	0.89	3.89	3.00	-8.3	0.16	-0.37	-0.46
76	Perform irrigations (e.g., of bladder, ear, eye)	77.9	1.47	3.52	3.02	66.7	0.11	3.22	3.00	11.2	1.36	0.30	0.02
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	96.5	3.87	4.07	3.34	77.8	2.00	4.00	3.11	18.7	1.87	0.07	0.23
78	Perform skin assessment and implement measures to maintain skin integrity	98.0	4.40	4.46	3.62	88.9	3.22	4.11	3.33	9.1	1.18	0.35	0.29
79	Assess and manage client with an alteration in bowel and bladder elimination	95.6	3.64	4.03	3.28	88.9	2.78	4.00	3.33	6.7	0.86	0.03	-0.05
80	Apply, maintain, or remove orthopedic devices	75.2	1.83	3.42	2.78	88.9	1.11	3.78	3.00	-13.7	0.72	-0.36	-0.22
81	Provide nonpharmacological comfort measures	97.4	4.03	3.85	3.20	88.9	3.44	3.78	3.33	8.5	0.59	0.07	-0.13
82	Evaluate the client's nutritional status and intervene as needed	93.0	3.18	3.95	3.31	88.9	2.78	3.89	3.22	4.1	0.40	0.06	0.09
83	Assess client sleep/rest pattern and intervene as needed	88.9	2.85	3.37	2.86	88.9	3.00	3.89	3.00	0.0	-0.15	-0.52	-0.14
84	Evaluate client intake and output and intervene as needed	94.5	4.15	4.35	3.54	100.0	3.22	4.11	3.33	-5.5	0.93	0.24	0.21
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	95.6	3.64	4.08	3.26	77.8	2.00	3.78	3.22	17.8	1.64	0.30	0.04
86	Assess client for pain and intervene as appropriate	98.8	4.67	4.25	3.58	88.9	3.67	4.33	3.56	9.9	1.00	-0.08	0.02

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupuncture, supplements)	75.8	1.69	3.20	2.69	88.9	1.44	3.33	3.00	-13.1	0.25	-0.13	-0.31
88	Evaluate appropriateness and accuracy of medication order for client	99.0	4.40	4.83	3.91	88.9	3.44	4.89	3.89	10.1	0.96	-0.06	0.02
89	Prepare and administer medications using rights of medication administration	99.2	4.79	4.84	3.89	100.0	4.44	4.67	3.89	-0.8	0.35	0.17	0.00
90	Perform calculations needed for medication administration	94.3	3.35	4.53	3.66	100.0	2.89	4.78	3.78	-5.7	0.46	-0.25	-0.12
91	Monitor intravenous infusion and maintain site	93.9	4.11	4.40	3.52	77.8	3.22	4.67	3.67	16.1	0.89	-0.27	-0.15
92	Handle and administer controlled substances within regulatory guidelines	97.3	4.23	4.54	3.63	77.8	3.33	4.67	3.56	19.5	0.90	-0.13	0.07
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	99.2	4.58	4.85	3.89	88.9	3.78	4.78	3.56	10.3	0.80	0.07	0.33
94	Titrate dosage of medication based on assessment and ordered parameters	87.5	2.91	4.63	3.81	66.7	1.89	4.67	3.67	20.8	1.02	-0.04	0.14
95	Administer blood products and evaluate client response	80.8	1.68	4.50	3.71	66.7	0.44	4.44	3.44	14.1	1.24	0.06	0.27
96	Access and/or maintain central venous access devices	84.9	3.09	4.36	3.54	66.7	1.56	4.33	3.38	18.2	1.53	0.03	0.16
97	Educate client about medications	99.2	4.31	4.49	3.67	100.0	3.44	4.33	3.44	-0.8	0.87	0.16	0.23
98	Evaluate client response to medication	99.0	4.61	4.48	3.69	88.9	3.67	4.33	3.56	10.1	0.94	0.15	0.13
99	Administer parenteral nutrition and evaluate client response	76.9	1.96	4.01	3.33	77.8	0.78	4.22	3.44	-0.9	1.18	-0.21	-0.11

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
100	Administer medications for pain management	95.2	4.14	4.30	3.54	77.8	2.78	4.44	3.44	17.4	1.36	-0.14	0.10
101	Participate in medication reconciliation process	92.5	2.88	4.03	3.24	88.9	1.44	4.56	3.22	3.6	1.44	-0.53	0.02
102	Handle and maintain medication in a safe and controlled environment	98.9	4.73	4.68	3.68	88.9	3.22	4.22	3.33	10.0	1.51	0.46	0.35
103	Handle and administer high-risk medications safely	96.3	3.85	4.66	3.76	77.8	2.11	4.22	3.56	18.5	1.74	0.44	0.20
104	Dispose of medications safely	97.8	4.14	4.14	3.20	88.9	2.78	4.22	3.22	8.9	1.36	-0.08	-0.02
105	Assess and respond to changes and trends in client vital signs	99.2	4.32	4.78	3.86	88.9	2.89	4.56	3.78	10.3	1.43	0.22	0.08
106	Perform focused assessments	97.5	4.43	4.59	3.80	100.0	3.11	4.56	3.67	-2.5	1.32	0.03	0.13
107	Recognize trends and changes in client condition and intervene as needed	99.0	4.15	4.69	3.82	88.9	2.78	4.56	3.56	10.1	1.37	0.13	0.26
108	Monitor the results of diagnostic testing and intervene as needed	93.2	3.74	4.26	3.50	88.9	2.67	4.11	3.56	4.3	1.07	0.15	-0.06
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	96.6	4.00	4.23	3.45	77.8	2.33	4.56	3.56	18.8	1.67	-0.33	-0.11
110	Evaluate client responses to procedures and treatments	99.0	4.28	4.41	3.61	88.9	2.56	4.11	3.56	10.1	1.72	0.30	0.05
111	Provide preoperative and postoperative education	80.9	2.09	4.05	3.27	77.8	1.22	4.56	3.56	3.1	0.87	-0.51	-0.29
112	Provide preoperative care	77.7	1.75	3.87	3.20	66.7	0.33	4.11	3.11	11.0	1.42	-0.24	0.09
113	Manage client during a procedure with moderate sedation	56.2	1.17	3.88	3.26	33.3	0.00	4.22	3.63	22.9	1.17	-0.34	-0.37
114	Obtain blood specimens	84.1	2.93	3.83	3.14	66.7	1.22	4.00	3.22	17.4	1.71	-0.17	-0.08

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	98.5	4.07	4.31	3.50	77.8	1.78	4.22	3.44	20.7	2.29	0.09	0.06
116	Educate client about treatments and procedures	98.8	4.10	4.13	3.38	88.9	2.44	4.11	3.22	9.9	1.66	0.02	0.16
117	Obtain specimens other than blood for diagnostic testing	94.4	3.03	3.86	3.00	77.8	1.89	3.78	3.11	16.6	1.14	0.08	-0.11
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	74.1	1.77	3.82	3.18	66.7	0.11	3.89	3.33	7.4	1.66	-0.07	-0.15
119	Insert, maintain, or remove a urinary catheter	94.0	2.78	3.92	3.23	77.8	0.89	4.00	3.22	16.2	1.89	-0.08	0.01
120	Insert, maintain, or remove a peripheral intravenous line	90.3	3.60	4.05	3.36	77.8	2.33	4.22	3.22	12.5	1.27	-0.17	0.14
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	93.4	3.41	3.86	3.03	77.8	2.00	3.78	2.67	15.6	1.41	0.08	0.36
122	Manage client following a procedure with moderate sedation	74.0	2.09	4.19	3.46	44.4	0.33	4.33	3.38	29.6	1.76	-0.14	0.08
123	Maintain percutaneous feeding tube	75.3	1.90	3.83	3.12	55.6	0.00	3.78	3.33	19.7	1.90	0.05	-0.21
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	81.3	2.38	4.15	3.46	66.7	0.56	4.33	3.44	14.6	1.82	-0.18	0.02
125	Perform emergency care procedures	83.1	1.90	4.55	3.73	66.7	0.67	4.33	3.56	16.4	1.23	0.22	0.17
126	Monitor and care for clients on a ventilator	52.4	1.34	4.22	3.38	44.4	0.44	4.67	3.67	8.0	0.90	-0.45	-0.29

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
127	Perform wound care and dressing change	95.8	3.01	4.07	3.39	77.8	1.89	4.11	3.56	18.0	1.12	-0.04	-0.17
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59.8	1.15	4.01	3.24	55.6	0.00	4.22	3.56	4.2	1.15	-0.21	-0.32
129	Provide ostomy care and education (e.g., tracheal, enteral)	82.1	1.79	3.86	3.15	77.8	0.89	4.11	3.33	4.3	0.90	-0.25	-0.18
130	Provide postoperative care	77.3	2.38	4.20	3.46	66.7	1.56	3.89	3.22	10.6	0.82	0.31	0.24
131	Perform and manage care of client receiving peritoneal dialysis	51.4	0.66	3.43	2.95	11.1	0.00	4.22	3.25	40.3	0.66	-0.79	-0.30
132	Perform suctioning	79.6	2.36	4.22	3.32	77.8	1.89	3.89	3.22	1.8	0.47	0.33	0.10
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	87.1	2.37	3.89	3.15	66.7	2.22	3.89	3.11	20.4	0.15	0.00	0.04
134	Manage the care of a client on telemetry	76.8	3.05	4.13	3.46	66.7	1.33	4.22	3.33	10.1	1.72	-0.09	0.13
135	Manage the care of a client with impaired ventilation/oxygenation	89.7	3.06	4.69	3.76	88.9	2.67	4.22	3.67	0.8	0.39	0.47	0.09
136	Maintain optimal temperature of client	92.7	3.43	4.09	3.30	77.8	3.00	3.78	3.11	14.9	0.43	0.31	0.19
137	Implement and monitor phototherapy	32.5	0.40	2.94	2.52	33.3	0.11	3.78	3.13	-0.8	0.29	-0.84	-0.61
138	Manage the care of a client with a pacing device	76.1	1.98	3.84	3.15	55.6	0.89	4.33	3.25	20.5	1.09	-0.49	-0.10
139	Monitor and maintain arterial lines	67.7	1.62	4.20	3.42	11.1	0.11	4.22	3.25	56.6	1.51	-0.02	0.17
140	Manage the care of the client with a fluid and electrolyte imbalance	90.0	3.37	4.34	3.67	77.8	2.11	4.22	3.56	12.2	1.26	0.12	0.11

Table 11. Average Frequency, Importance and Clinical Judgment Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

Activity #	Activity	Newly Licensed RN Survey Ratings				SME Ratings Results				Rating Differences			
		Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Average Clinical Judgment (Total Group)
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	89.8	2.85	4.59	3.77	77.8	2.22	4.33	3.67	12.0	0.63	0.26	0.10
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	93.1	3.66	4.32	3.55	88.9	2.67	4.33	3.44	4.2	0.99	-0.01	0.11
143	Identify pathophysiology related to an acute or chronic condition	92.4	3.33	4.08	3.44	88.9	2.22	4.22	3.44	3.5	1.11	-0.14	0.00
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	65.6	1.70	3.92	3.24	22.2	0.56	4.22	3.38	43.4	1.14	-0.30	-0.14
145	Recognize signs and symptoms of client complications and intervene	99.5	3.66	4.81	3.93	88.9	2.33	4.89	3.78	10.6	1.33	-0.08	0.15
146	Educate client regarding an acute or chronic condition	96.4	3.85	4.02	3.31	100.0	2.67	4.44	3.56	-3.6	1.18	-0.42	-0.25

Table 12. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	98.1	410	3.65	0.08	418	3.58	0.08
2	Provide and receive hand off of care (report) on assigned clients	98.1	515	4.14	0.06	525	4.06	0.06
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	95.9	564	3.06	0.07	588	2.93	0.08
4	Advocate for client rights and needs	99.3	407	4.02	0.07	410	3.99	0.07
5	Prioritize the delivery of client care based on acuity	97.6	401	4.49	0.05	411	4.38	0.06
6	Participate in performance improvement projects and quality improvement processes	81.0	374	2.08	0.09	462	1.68	0.08
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	98.6	412	4.08	0.07	418	4.02	0.08
8	Receive, verify and implement health care provider orders	99.4	515	4.63	0.04	518	4.61	0.04
9	Integrate advance directives into client plan of care	82.5	331	2.31	0.10	401	1.91	0.10
10	Verify the client receives education and client consents for care and procedures	99.0	404	4.04	0.07	408	4.00	0.07
11	Provide education to clients and staff about client rights and responsibilities	97.3	396	3.58	0.08	407	3.48	0.08
12	Assess the need for referrals and obtain necessary orders	92.2	426	3.46	0.09	462	3.19	0.09
13	Initiate, evaluate and update client plan of care	97.6	406	4.01	0.07	416	3.92	0.08
14	Maintain client confidentiality and privacy	100.0	520	4.75	0.04	520	4.75	0.04
15	Recognize limitations of self and others and utilize resources	99.0	395	3.97	0.07	399	3.93	0.07
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	75.8	310	1.86	0.11	409	1.41	0.09
17	Manage conflict among clients and health care staff	90.4	368	2.09	0.09	407	1.89	0.09
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	95.7	440	3.80	0.08	460	3.64	0.08
19	Recognize and report ethical dilemmas	91.5	377	1.75	0.09	412	1.60	0.09
20	Use approved terminology when documenting care	99.8	518	4.68	0.04	519	4.67	0.04
21	Organize workload to manage time effectively	99.7	395	4.71	0.04	396	4.69	0.04
22	Practice in a manner consistent with the nurses' code of ethics	99.3	403	4.81	0.03	406	4.78	0.04
23	Provide care within the legal scope of practice	99.3	403	4.77	0.04	406	4.73	0.05
24	Practice and advocate for cost effective care	84.5	386	2.58	0.10	457	2.18	0.09

Table 12. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	100.0	416	4.92	0.02	416	4.92	0.02
26	Protect client from injury	99.8	512	4.69	0.04	513	4.68	0.04
27	Verify appropriateness and accuracy of a treatment order	99.2	392	4.23	0.06	395	4.19	0.07
28	Follow procedures for handling biohazardous and hazardous materials	97.3	393	4.03	0.08	404	3.92	0.08
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	90.6	366	2.84	0.10	404	2.57	0.10
30	Use ergonomic principles when providing care	91.6	412	4.09	0.07	450	3.74	0.09
31	Acknowledge and document practice errors and near misses	88.9	369	1.53	0.09	415	1.36	0.08
32	Properly identify client when providing care	99.8	511	4.84	0.03	512	4.83	0.03
33	Facilitate appropriate and safe use of equipment	99.2	393	4.33	0.06	396	4.29	0.06
34	Educate client on safety issues	99.3	401	4.29	0.06	404	4.26	0.07
35	Participate in emergency planning and response	82.9	334	1.83	0.10	403	1.51	0.09
36	Follow requirements when using restraints	71.3	326	3.04	0.11	457	2.17	0.10
37	Educate client and staff regarding infection prevention measures	97.3	396	3.49	0.09	407	3.40	0.09
38	Assess client for allergies and intervene as needed	98.2	501	4.13	0.07	510	4.05	0.07
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	78.6	313	1.72	0.11	398	1.35	0.09
40	Assess client care environment	97.4	371	4.50	0.06	381	4.38	0.07
41	Promote staff safety	97.4	377	3.43	0.09	387	3.34	0.09
42	Provide prenatal care and education	28.5	129	1.94	0.18	453	0.55	0.07
43	Plan and/or participate in community health education	67.8	278	2.01	0.12	410	1.36	0.09
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	95.1	490	3.74	0.07	515	3.56	0.08
45	Educate client about prevention and treatment of high risk health behaviors	96.7	385	3.59	0.08	398	3.47	0.09
46	Educate client about preventative care and health maintenance recommendations	96.5	387	3.81	0.08	401	3.67	0.09
47	Provide post-partum care and education	34.0	135	1.79	0.19	397	0.61	0.08
48	Perform comprehensive health assessments	95.6	437	4.43	0.06	457	4.24	0.07

Table 12. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
49	Assess client's readiness to learn, learning preferences, and barriers to learning	97.8	400	3.94	0.08	409	3.86	0.08
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	32.9	171	2.01	0.16	520	0.66	0.07
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	41.0	163	1.94	0.16	398	0.79	0.08
52	Provide care and education for the adult client ages 18 through 64 years	97.3	391	4.46	0.06	402	4.34	0.07
53	Provide care and education for the adult client ages 65 years and over	91.1	368	4.22	0.07	404	3.85	0.09
54	Assess client ability to manage care in home environment and plan care accordingly	85.1	389	3.45	0.09	457	2.94	0.10
55	Assess and educate clients about health risks based on family, population, and community	92.4	378	3.01	0.10	409	2.78	0.10
56	Provide care and education to an antepartum client or a client in labor	27.3	142	1.31	0.16	521	0.36	0.05
57	Provide resources to minimize communication barriers	94.2	375	2.66	0.09	398	2.51	0.09
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	96.5	386	3.58	0.08	400	3.46	0.09
59	Assess client for abuse or neglect and report, intervene, and/or escalate	89.8	360	2.66	0.11	401	2.39	0.10
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	84.9	389	3.26	0.09	458	2.77	0.10
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	93.2	383	3.20	0.10	411	2.98	0.10
62	Promote a therapeutic environment	99.4	507	4.57	0.05	510	4.55	0.05
63	Incorporate client cultural practices and beliefs when planning and providing care	93.1	367	2.70	0.10	394	2.51	0.10
64	Provide end-of-life care and education to clients	77.6	312	2.09	0.11	402	1.62	0.10
65	Assess the potential for violence and use safety precautions	96.2	384	3.03	0.10	399	2.92	0.10
66	Assess client support system to aid in plan of care	93.2	426	3.61	0.08	457	3.37	0.09
67	Assess client's ability to cope with life changes and provide support	96.3	395	3.39	0.09	410	3.26	0.09
68	Use therapeutic communication techniques	99.0	502	4.66	0.04	507	4.61	0.04
69	Incorporate behavioral management techniques when caring for a client	95.9	379	3.22	0.09	395	3.09	0.09
70	Recognize nonverbal cues to physical and/or psychological stressors	98.0	391	4.00	0.07	399	3.92	0.08
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	95.8	385	3.56	0.09	402	3.41	0.09
72	Provide care for a client experiencing grief or loss	85.4	387	2.53	0.10	453	2.16	0.09

Table 12. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
73	Assess client performance of activities of daily living and assist when needed	96.5	386	4.09	0.07	400	3.95	0.08
74	Provide client nutrition through tube feedings	83.8	430	2.95	0.10	513	2.48	0.09
75	Perform post-mortem care	69.5	274	1.50	0.10	394	1.05	0.08
76	Perform irrigations (e.g., of bladder, ear, eye)	77.9	311	1.88	0.11	399	1.47	0.09
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	96.5	384	4.01	0.08	398	3.87	0.08
78	Perform skin assessment and implement measures to maintain skin integrity	98.0	444	4.49	0.05	453	4.40	0.06
79	Assess and manage client with an alteration in bowel and bladder elimination	95.6	391	3.81	0.08	409	3.64	0.08
80	Apply, maintain, or remove orthopedic devices	75.2	386	2.44	0.10	513	1.83	0.09
81	Provide nonpharmacological comfort measures	97.4	378	4.14	0.07	388	4.03	0.07
82	Evaluate the client's nutritional status and intervene as needed	93.0	370	3.42	0.09	398	3.18	0.09
83	Assess client sleep/rest pattern and intervene as needed	88.9	354	3.21	0.10	398	2.85	0.10
84	Evaluate client intake and output and intervene as needed	94.5	430	4.39	0.06	455	4.15	0.07
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	95.6	388	3.80	0.08	406	3.64	0.09
86	Assess client for pain and intervene as appropriate	98.8	506	4.73	0.04	512	4.67	0.04
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	75.8	301	2.23	0.11	397	1.69	0.10
88	Evaluate appropriateness and accuracy of medication order for client	99.0	394	4.44	0.06	398	4.40	0.07
89	Prepare and administer medications using rights of medication administration	99.2	396	4.83	0.04	399	4.79	0.04
90	Perform calculations needed for medication administration	94.3	428	3.55	0.09	454	3.35	0.09
91	Monitor intravenous infusion and maintain site	93.9	383	4.38	0.07	408	4.11	0.08
92	Handle and administer controlled substances within regulatory guidelines	97.3	498	4.35	0.06	512	4.23	0.07
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	99.2	392	4.62	0.05	395	4.58	0.05
94	Titrate dosage of medication based on assessment and ordered parameters	87.5	350	3.32	0.10	400	2.91	0.10
95	Administer blood products and evaluate client response	80.8	323	2.07	0.11	400	1.68	0.10
96	Access and/or maintain central venous access devices	84.9	387	3.64	0.09	456	3.09	0.10

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
97	Educate client about medications	99.2	396	4.34	0.07	399	4.31	0.07
98	Evaluate client response to medication	99.0	511	4.65	0.04	516	4.61	0.05
99	Administer parenteral nutrition and evaluate client response	76.9	306	2.55	0.12	398	1.96	0.11
100	Administer medications for pain management	95.2	379	4.34	0.07	398	4.14	0.08
101	Participate in medication reconciliation process	92.5	368	3.11	0.10	398	2.88	0.10
102	Handle and maintain medication in a safe and controlled environment	98.9	450	4.78	0.04	455	4.73	0.04
103	Handle and administer high-risk medications safely	96.3	391	3.99	0.08	406	3.85	0.09
104	Dispose of medications safely	97.8	493	4.24	0.06	504	4.14	0.07
105	Assess and respond to changes and trends in client vital signs	99.2	386	4.35	0.06	389	4.32	0.07
106	Perform focused assessments	97.5	383	4.55	0.05	393	4.43	0.06
107	Recognize trends and changes in client condition and intervene as needed	99.0	395	4.19	0.07	399	4.15	0.07
108	Monitor the results of diagnostic testing and intervene as needed	93.2	423	4.01	0.07	454	3.74	0.08
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	96.6	394	4.14	0.07	408	4.00	0.08
110	Evaluate client responses to procedures and treatments	99.0	509	4.33	0.06	514	4.28	0.06
111	Provide preoperative and postoperative education	80.9	318	2.58	0.11	393	2.09	0.11
112	Provide preoperative care	77.7	300	2.25	0.12	386	1.75	0.10
113	Manage client during a procedure with moderate sedation	56.2	226	2.09	0.13	402	1.17	0.09
114	Obtain blood specimens	84.1	381	3.48	0.10	453	2.93	0.10
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	98.5	403	4.13	0.07	409	4.07	0.08
116	Educate client about treatments and procedures	98.8	507	4.15	0.06	513	4.10	0.07
117	Obtain specimens other than blood for diagnostic testing	94.4	368	3.21	0.10	390	3.03	0.10
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	74.1	297	2.39	0.12	401	1.77	0.10
119	Insert, maintain, or remove a urinary catheter	94.0	376	2.95	0.10	400	2.78	0.10
120	Insert, maintain, or remove a peripheral intravenous line	90.3	411	3.99	0.08	455	3.60	0.09
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	93.4	381	3.65	0.09	408	3.41	0.09

Table 12. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
		%	N	Avg	Std. Err	N	Avg	Std. Err
122	Manage client following a procedure with moderate sedation	74.0	378	2.83	0.10	511	2.09	0.09
123	Maintain percutaneous feeding tube	75.3	296	2.52	0.13	393	1.90	0.11
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	81.3	325	2.93	0.11	400	2.38	0.11
125	Perform emergency care procedures	83.1	329	2.29	0.11	396	1.90	0.10
126	Monitor and care for clients on a ventilator	52.4	238	2.56	0.14	454	1.34	0.10
127	Perform wound care and dressing change	95.8	391	3.14	0.09	408	3.01	0.10
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59.8	308	1.93	0.11	515	1.15	0.08
129	Provide ostomy care and education (e.g., tracheal, enteral)	82.1	325	2.18	0.11	396	1.79	0.10
130	Provide postoperative care	77.3	309	3.07	0.12	400	2.38	0.11
131	Perform and manage care of client receiving peritoneal dialysis	51.4	206	1.29	0.12	401	0.66	0.07
132	Perform suctioning	79.6	356	2.97	0.11	447	2.36	0.10
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	87.1	352	2.72	0.11	404	2.37	0.10
134	Manage the care of a client on telemetry	76.8	393	3.98	0.09	512	3.05	0.10
135	Manage the care of a client with impaired ventilation/oxygenation	89.7	350	3.41	0.10	390	3.06	0.10
136	Maintain optimal temperature of client	92.7	355	3.70	0.09	383	3.43	0.10
137	Implement and monitor phototherapy	32.5	130	1.23	0.17	400	0.40	0.06
138	Manage the care of a client with a pacing device	76.1	344	2.60	0.10	452	1.98	0.10
139	Monitor and maintain arterial lines	67.7	274	2.39	0.13	405	1.62	0.10
140	Manage the care of the client with a fluid and electrolyte imbalance	90.0	457	3.75	0.08	508	3.37	0.09
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	89.8	351	3.18	0.10	391	2.85	0.10
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	93.1	367	3.93	0.08	394	3.66	0.09
143	Identify pathophysiology related to an acute or chronic condition	92.4	365	3.61	0.09	395	3.33	0.09
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	65.6	299	2.60	0.12	456	1.70	0.10
145	Recognize signs and symptoms of client complications and intervene	99.5	406	3.67	0.08	408	3.66	0.08
146	Educate client regarding an acute or chronic condition	96.4	488	3.99	0.07	506	3.85	0.08

Total Group

Average total group frequencies ranged from 0.36 to 4.92. The activities performed with the lowest total group frequency were “Provide care and education to an antepartum client or a client in labor” (0.36), “Implement and monitor phototherapy” (0.40), and “Provide prenatal care and education” (0.55). The activities performed with the overall highest frequencies were “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.92), “Properly identify client when providing care” (4.83), and “Prepare and administer medications using rights of medication administration” (4.79). [Appendix D](#) presents activity statements rank ordered by average total group frequency.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity with regard to the maintenance of client safety and/or threat of complications or distress. Responders were further requested to consider the importance of activity performance in terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a five-point scale of “1” (Not Important) to “5” (Critically Important). Average importance ratings were calculated in two ways: setting-specific and total group. Setting-specific importance was calculated by averaging only the ratings of responders providing frequency ratings for the activity statement (RNs indicating that the activity applied to their work setting). The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance rating for each of the 146 activities is included in [Table 13](#).

Setting-Specific

Average setting-specific importance ratings ranged from 3.33 to 4.88. The activities with the lowest importance ratings were “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)” (3.33), “Implement and monitor phototherapy” (3.45), and “Assess client sleep/rest pattern and intervene as needed” (3.51). The activities with the highest importance ratings were “Prepare and administer medications using rights of medication administration” (4.84), “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (4.85), and “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.88). [Appendix E](#) presents activity statements rank ordered by average setting-specific importance ratings.

Total Group

Average total group importance ratings ranged from 2.94 to 4.88. The activities with the lowest importance ratings were “Implement and monitor phototherapy” (2.94), “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)” (3.20), and “Provide post-partum care and education” (3.33). The activities with the highest importance ratings were “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.88), “Protect client from injury” (4.85), and “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (4.85). [Appendix F](#) presents activity statements rank ordered by average total group importance ratings.

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	175	4.24	0.06	179	4.25	0.06
2	Provide and receive hand off of care (report) on assigned clients	179	4.64	0.05	186	4.59	0.05
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	182	3.96	0.06	189	3.93	0.07
4	Advocate for client rights and needs	156	4.58	0.05	156	4.58	0.05
5	Prioritize the delivery of client care based on acuity	170	4.48	0.06	170	4.48	0.06
6	Participate in performance improvement projects and quality improvement processes	119	3.60	0.09	158	3.59	0.08
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	174	4.45	0.05	180	4.42	0.06
8	Receive, verify and implement health care provider orders	178	4.74	0.03	181	4.73	0.03
9	Integrate advance directives into client plan of care	148	4.01	0.08	183	3.84	0.08
10	Verify the client receives education and client consents for care and procedures	153	4.54	0.05	156	4.53	0.05
11	Provide education to clients and staff about client rights and responsibilities	163	3.82	0.07	167	3.80	0.07
12	Assess the need for referrals and obtain necessary orders	151	4.20	0.07	161	4.09	0.08
13	Initiate, evaluate and update client plan of care	169	4.02	0.08	177	3.97	0.08
14	Maintain client confidentiality and privacy	181	4.59	0.05	181	4.59	0.05
15	Recognize limitations of self and others and utilize resources	187	4.37	0.05	188	4.36	0.05
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	119	4.49	0.08	154	4.51	0.06
17	Manage conflict among clients and health care staff	147	3.76	0.08	161	3.66	0.08
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	154	4.26	0.07	158	4.21	0.07
19	Recognize and report ethical dilemmas	159	4.13	0.06	176	4.11	0.06
20	Use approved terminology when documenting care	179	3.97	0.07	180	3.97	0.07
21	Organize workload to manage time effectively	187	4.47	0.05	188	4.47	0.05
22	Practice in a manner consistent with the nurses' code of ethics	152	4.57	0.06	153	4.56	0.06
23	Provide care within the legal scope of practice	165	4.69	0.04	165	4.69	0.04
24	Practice and advocate for cost effective care	123	3.59	0.09	154	3.49	0.09
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	177	4.88	0.03	177	4.88	0.03
26	Protect client from injury	180	4.84	0.03	181	4.85	0.03
27	Verify appropriateness and accuracy of a treatment order	185	4.66	0.04	186	4.65	0.05
28	Follow procedures for handling biohazardous and hazardous materials	144	4.38	0.06	152	4.39	0.06

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	149	4.14	0.06	161	4.11	0.07
30	Use ergonomic principles when providing care	145	4.28	0.08	158	4.06	0.10
31	Acknowledge and document practice errors and near misses	155	4.39	0.06	175	4.39	0.06
32	Properly identify client when providing care	178	4.80	0.03	179	4.78	0.04
33	Facilitate appropriate and safe use of equipment	186	4.30	0.06	188	4.30	0.05
34	Educate client on safety issues	148	4.42	0.06	151	4.38	0.06
35	Participate in emergency planning and response	129	4.01	0.09	158	3.97	0.08
36	Follow requirements when using restraints	105	4.51	0.08	154	4.21	0.10
37	Educate client and staff regarding infection prevention measures	170	4.33	0.07	173	4.33	0.06
38	Assess client for allergies and intervene as needed	174	4.56	0.06	179	4.55	0.06
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	139	4.22	0.07	182	4.26	0.06
40	Assess client care environment	143	4.36	0.07	147	4.33	0.07
41	Promote staff safety	156	4.27	0.07	161	4.28	0.06
42	Provide prenatal care and education	33	4.21	0.16	139	3.60	0.12
43	Plan and/or participate in community health education	101	3.66	0.10	168	3.40	0.08
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	170	3.89	0.07	178	3.81	0.07
45	Educate client about prevention and treatment of high risk health behaviors	178	4.08	0.06	184	4.08	0.06
46	Educate client about preventative care and health maintenance recommendations	141	4.04	0.07	149	3.99	0.07
47	Provide post-partum care and education	46	3.91	0.13	148	3.33	0.12
48	Perform comprehensive health assessments	150	4.61	0.05	159	4.54	0.06
49	Assess client's readiness to learn, learning preferences, and barriers to learning	170	4.01	0.06	173	3.99	0.06
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	50	3.78	0.19	155	3.54	0.12
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	67	3.99	0.12	168	3.60	0.09
52	Provide care and education for the adult client ages 18 through 64 years	145	4.29	0.05	150	4.25	0.06
53	Provide care and education for the adult client ages 65 years and over	149	4.20	0.06	160	4.12	0.07
54	Assess client ability to manage care in home environment and plan care accordingly	134	4.07	0.08	150	4.06	0.08
55	Assess and educate clients about health risks based on family, population, and community	153	3.70	0.08	170	3.65	0.07
56	Provide care and education to an antepartum client or a client in labor	40	3.83	0.23	149	3.46	0.13

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
57	Provide resources to minimize communication barriers	177	4.19	0.06	184	4.20	0.06
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	143	3.78	0.08	150	3.75	0.08
59	Assess client for abuse or neglect and report, intervene, and/or escalate	140	4.28	0.07	156	4.29	0.07
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	137	4.18	0.06	155	4.14	0.07
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	158	4.13	0.07	172	4.11	0.07
62	Promote a therapeutic environment	177	3.90	0.07	179	3.89	0.07
63	Incorporate client cultural practices and beliefs when planning and providing care	167	3.92	0.06	180	3.90	0.06
64	Provide end-of-life care and education to clients	115	4.15	0.08	145	3.97	0.08
65	Assess the potential for violence and use safety precautions	150	4.17	0.07	156	4.18	0.07
66	Assess client support system to aid in plan of care	146	3.91	0.07	154	3.84	0.07
67	Assess client's ability to cope with life changes and provide support	166	4.01	0.07	172	3.96	0.07
68	Use therapeutic communication techniques	176	3.98	0.07	178	3.97	0.07
69	Incorporate behavioral management techniques when caring for a client	171	3.94	0.06	181	3.93	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	146	4.30	0.06	149	4.28	0.06
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	152	4.26	0.06	159	4.23	0.07
72	Provide care for a client experiencing grief or loss	132	3.89	0.07	151	3.77	0.08
73	Assess client performance of activities of daily living and assist when needed	164	3.98	0.07	171	3.92	0.07
74	Provide client nutrition through tube feedings	140	4.09	0.08	167	3.90	0.09
75	Perform post-mortem care	113	3.68	0.09	176	3.52	0.08
76	Perform irrigations (e.g., of bladder, ear, eye)	107	3.66	0.10	138	3.52	0.09
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	153	4.10	0.06	159	4.07	0.07
78	Perform skin assessment and implement measures to maintain skin integrity	154	4.48	0.06	155	4.46	0.06
79	Assess and manage client with an alteration in bowel and bladder elimination	161	4.14	0.06	175	4.03	0.07
80	Apply, maintain, or remove orthopedic devices	118	3.64	0.11	162	3.42	0.10
81	Provide nonpharmacological comfort measures	179	3.87	0.06	185	3.85	0.06
82	Evaluate the client's nutritional status and intervene as needed	138	3.99	0.08	146	3.95	0.08
83	Assess client sleep/rest pattern and intervene as needed	130	3.51	0.08	151	3.37	0.09

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
84	Evaluate client intake and output and intervene as needed	149	4.37	0.06	153	4.35	0.07
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	162	4.19	0.06	174	4.08	0.07
86	Assess client for pain and intervene as appropriate	175	4.29	0.05	178	4.25	0.06
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	130	3.33	0.09	177	3.20	0.08
88	Evaluate appropriateness and accuracy of medication order for client	149	4.83	0.03	149	4.83	0.03
89	Prepare and administer medications using rights of medication administration	157	4.84	0.04	159	4.84	0.04
90	Perform calculations needed for medication administration	142	4.57	0.07	152	4.53	0.07
91	Monitor intravenous infusion and maintain site	155	4.54	0.06	174	4.40	0.07
92	Handle and administer controlled substances within regulatory guidelines	169	4.61	0.05	177	4.54	0.06
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	185	4.85	0.03	186	4.85	0.03
94	Titrate dosage of medication based on assessment and ordered parameters	128	4.66	0.05	147	4.63	0.05
95	Administer blood products and evaluate client response	125	4.58	0.07	153	4.50	0.08
96	Access and/or maintain central venous access devices	126	4.48	0.07	150	4.36	0.08
97	Educate client about medications	172	4.48	0.05	173	4.49	0.05
98	Evaluate client response to medication	173	4.50	0.05	176	4.48	0.05
99	Administer parenteral nutrition and evaluate client response	136	4.15	0.07	176	4.01	0.08
100	Administer medications for pain management	143	4.32	0.06	147	4.30	0.06
101	Participate in medication reconciliation process	145	4.06	0.07	156	4.03	0.07
102	Handle and maintain medication in a safe and controlled environment	153	4.69	0.04	156	4.68	0.05
103	Handle and administer high-risk medications safely	164	4.74	0.04	173	4.66	0.06
104	Dispose of medications safely	167	4.20	0.07	173	4.14	0.07
105	Assess and respond to changes and trends in client vital signs	185	4.78	0.04	186	4.78	0.04
106	Perform focused assessments	147	4.59	0.05	149	4.59	0.05
107	Recognize trends and changes in client condition and intervene as needed	157	4.72	0.05	160	4.69	0.05
108	Monitor the results of diagnostic testing and intervene as needed	144	4.38	0.06	155	4.26	0.08
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	163	4.29	0.05	172	4.23	0.06
110	Evaluate client responses to procedures and treatments	173	4.41	0.05	176	4.41	0.05
111	Provide preoperative and postoperative education	145	4.08	0.07	176	4.05	0.07
112	Provide preoperative care	111	3.91	0.09	143	3.87	0.09

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
113	Manage client during a procedure with moderate sedation	77	4.22	0.10	147	3.88	0.11
114	Obtain blood specimens	123	3.96	0.08	150	3.83	0.09
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	169	4.37	0.06	174	4.31	0.07
116	Educate client about treatments and procedures	174	4.13	0.06	175	4.13	0.06
117	Obtain specimens other than blood for diagnostic testing	173	3.93	0.07	185	3.86	0.07
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	110	3.95	0.09	142	3.82	0.09
119	Insert, maintain, or remove a urinary catheter	149	3.95	0.07	159	3.92	0.07
120	Insert, maintain, or remove a peripheral intravenous line	136	4.11	0.08	151	4.05	0.08
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	155	3.97	0.07	173	3.86	0.08
122	Manage client following a procedure with moderate sedation	121	4.34	0.09	161	4.19	0.09
123	Maintain percutaneous feeding tube	128	4.05	0.08	174	3.83	0.09
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	119	4.26	0.07	145	4.15	0.08
125	Perform emergency care procedures	130	4.60	0.06	152	4.55	0.06
126	Monitor and care for clients on a ventilator	66	4.38	0.12	141	4.22	0.11
127	Perform wound care and dressing change	168	4.09	0.06	172	4.07	0.07
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	91	4.24	0.10	152	4.01	0.10
129	Provide ostomy care and education (e.g., tracheal, enteral)	146	3.93	0.07	177	3.86	0.07
130	Provide postoperative care	112	4.35	0.07	144	4.20	0.08
131	Perform and manage care of client receiving peritoneal dialysis	79	3.62	0.11	145	3.43	0.10
132	Perform suctioning	113	4.31	0.08	144	4.22	0.08
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	150	3.98	0.07	171	3.89	0.08
134	Manage the care of a client on telemetry	133	4.35	0.08	164	4.13	0.09
135	Manage the care of a client with impaired ventilation/oxygenation	163	4.71	0.05	181	4.69	0.06
136	Maintain optimal temperature of client	135	4.17	0.08	146	4.09	0.08
137	Implement and monitor phototherapy	38	3.45	0.20	142	2.94	0.12
138	Manage the care of a client with a pacing device	105	4.11	0.09	145	3.84	0.10
139	Monitor and maintain arterial lines	111	4.47	0.08	164	4.20	0.09
140	Manage the care of the client with a fluid and electrolyte imbalance	153	4.46	0.06	170	4.34	0.08
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	162	4.64	0.06	180	4.59	0.06
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	136	4.37	0.07	145	4.32	0.07

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
143	Identify pathophysiology related to an acute or chronic condition	148	4.16	0.07	158	4.08	0.07
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	81	4.17	0.10	142	3.92	0.11
145	Recognize signs and symptoms of client complications and intervene	173	4.81	0.04	174	4.81	0.04
146	Educate client regarding an acute or chronic condition	168	4.10	0.06	176	4.02	0.07

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	170	3.44	0.06	174	3.44	0.06
2	Provide and receive hand off of care (report) on assigned clients	179	3.52	0.05	186	3.49	0.05
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	180	3.42	0.06	188	3.38	0.06
4	Advocate for client rights and needs	153	3.65	0.05	153	3.65	0.05
5	Prioritize the delivery of client care based on acuity	168	3.78	0.04	168	3.78	0.04
6	Participate in performance improvement projects and quality improvement processes	113	3.16	0.08	144	3.14	0.07
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	168	3.62	0.04	174	3.60	0.04
8	Receive, verify and implement health care provider orders	177	3.80	0.04	180	3.78	0.04
9	Integrate advance directives into client plan of care	146	3.08	0.08	179	2.98	0.08
10	Verify the client receives education and client consents for care and procedures	150	3.52	0.06	152	3.51	0.06
11	Provide education to clients and staff about client rights and responsibilities	162	3.07	0.07	166	3.04	0.07
12	Assess the need for referrals and obtain necessary orders	147	3.56	0.05	155	3.47	0.06
13	Initiate, evaluate and update client plan of care	166	3.44	0.06	173	3.40	0.06
14	Maintain client confidentiality and privacy	180	3.22	0.08	180	3.22	0.08
15	Recognize limitations of self and others and utilize resources	185	3.58	0.05	186	3.57	0.05
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	116	3.49	0.07	150	3.48	0.06
17	Manage conflict among clients and health care staff	144	2.87	0.07	157	2.78	0.07
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	153	3.50	0.06	154	3.48	0.06

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
19	Recognize and report ethical dilemmas	152	3.36	0.06	168	3.33	0.06
20	Use approved terminology when documenting care	180	3.09	0.07	181	3.10	0.07
21	Organize workload to manage time effectively	186	3.66	0.04	187	3.66	0.04
22	Practice in a manner consistent with the nurses' code of ethics	148	3.62	0.06	149	3.62	0.06
23	Provide care within the legal scope of practice	164	3.76	0.04	164	3.76	0.04
24	Practice and advocate for cost effective care	121	2.92	0.07	141	2.89	0.08
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	173	3.66	0.05	173	3.66	0.05
26	Protect client from injury	180	3.74	0.05	181	3.74	0.05
27	Verify appropriateness and accuracy of a treatment order	184	3.81	0.03	185	3.80	0.03
28	Follow procedures for handling biohazardous and hazardous materials	143	3.37	0.06	149	3.38	0.06
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	147	3.20	0.07	159	3.15	0.07
30	Use ergonomic principles when providing care	140	3.15	0.08	147	3.07	0.08
31	Acknowledge and document practice errors and near misses	149	3.50	0.06	169	3.48	0.05
32	Properly identify client when providing care	178	3.31	0.08	179	3.30	0.08
33	Facilitate appropriate and safe use of equipment	185	3.40	0.05	187	3.40	0.05
34	Educate client on safety issues	145	3.54	0.05	148	3.52	0.05
35	Participate in emergency planning and response	127	3.31	0.07	155	3.24	0.07
36	Follow requirements when using restraints	103	3.57	0.07	149	3.33	0.08
37	Educate client and staff regarding infection prevention measures	165	3.39	0.06	168	3.39	0.06
38	Assess client for allergies and intervene as needed	173	3.55	0.06	178	3.54	0.06
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	137	3.27	0.07	179	3.27	0.06
40	Assess client care environment	140	3.44	0.06	144	3.42	0.06
41	Promote staff safety	155	3.34	0.06	159	3.35	0.06
42	Provide prenatal care and education	32	3.41	0.13	124	2.88	0.10
43	Plan and/or participate in community health education	97	2.91	0.09	159	2.70	0.08
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	167	3.23	0.06	175	3.16	0.06
45	Educate client about prevention and treatment of high risk health behaviors	176	3.26	0.06	182	3.26	0.06
46	Educate client about preventative care and health maintenance recommendations	139	3.29	0.07	147	3.27	0.06
47	Provide post-partum care and education	46	3.26	0.12	133	2.80	0.10
48	Perform comprehensive health assessments	147	3.81	0.04	155	3.74	0.05

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
49	Assess client's readiness to learn, learning preferences, and barriers to learning	165	3.33	0.06	168	3.32	0.06
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	47	3.30	0.16	135	2.80	0.11
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	65	3.32	0.10	156	3.01	0.08
52	Provide care and education for the adult client ages 18 through 64 years	143	3.50	0.06	148	3.46	0.06
53	Provide care and education for the adult client ages 65 years and over	149	3.56	0.05	159	3.47	0.06
54	Assess client ability to manage care in home environment and plan care accordingly	130	3.38	0.06	147	3.35	0.06
55	Assess and educate clients about health risks based on family, population, and community	149	3.18	0.07	161	3.10	0.07
56	Provide care and education to an antepartum client or a client in labor	36	3.39	0.17	132	2.80	0.11
57	Provide resources to minimize communication barriers	176	3.13	0.06	183	3.13	0.06
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	139	3.20	0.06	146	3.16	0.07
59	Assess client for abuse or neglect and report, intervene, and/or escalate	139	3.51	0.06	155	3.48	0.06
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	134	3.49	0.06	152	3.41	0.06
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	152	3.41	0.06	166	3.39	0.06
62	Promote a therapeutic environment	177	3.06	0.06	178	3.06	0.06
63	Incorporate client cultural practices and beliefs when planning and providing care	166	3.06	0.06	179	3.04	0.06
64	Provide end-of-life care and education to clients	112	3.35	0.07	141	3.20	0.07
65	Assess the potential for violence and use safety precautions	148	3.34	0.06	154	3.34	0.06
66	Assess client support system to aid in plan of care	143	3.21	0.06	151	3.15	0.06
67	Assess client's ability to cope with life changes and provide support	161	3.30	0.06	167	3.28	0.06
68	Use therapeutic communication techniques	176	3.18	0.06	177	3.17	0.06
69	Incorporate behavioral management techniques when caring for a client	169	3.20	0.06	179	3.17	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	144	3.53	0.05	146	3.53	0.05
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	151	3.53	0.05	158	3.49	0.06
72	Provide care for a client experiencing grief or loss	129	3.02	0.07	145	2.99	0.07
73	Assess client performance of activities of daily living and assist when needed	158	3.25	0.06	165	3.19	0.06

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
74	Provide client nutrition through tube feedings	140	3.34	0.07	166	3.20	0.08
75	Perform post-mortem care	112	2.75	0.09	169	2.54	0.07
76	Perform irrigations (e.g., of bladder, ear, eye)	106	3.17	0.08	137	3.02	0.08
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	151	3.39	0.05	157	3.34	0.06
78	Perform skin assessment and implement measures to maintain skin integrity	150	3.63	0.04	151	3.62	0.05
79	Assess and manage client with an alteration in bowel and bladder elimination	155	3.38	0.06	169	3.28	0.06
80	Apply, maintain, or remove orthopedic devices	112	3.02	0.09	154	2.78	0.08
81	Provide nonpharmacological comfort measures	178	3.21	0.06	184	3.20	0.06
82	Evaluate the client's nutritional status and intervene as needed	137	3.32	0.07	144	3.31	0.07
83	Assess client sleep/rest pattern and intervene as needed	129	2.98	0.07	148	2.86	0.07
84	Evaluate client intake and output and intervene as needed	145	3.54	0.05	149	3.54	0.05
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	155	3.35	0.06	165	3.26	0.07
86	Assess client for pain and intervene as appropriate	175	3.61	0.04	178	3.58	0.04
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	129	2.81	0.07	173	2.69	0.07
88	Evaluate appropriateness and accuracy of medication order for client	147	3.91	0.03	147	3.91	0.03
89	Prepare and administer medications using rights of medication administration	156	3.88	0.03	158	3.89	0.03
90	Perform calculations needed for medication administration	139	3.70	0.06	149	3.66	0.06
91	Monitor intravenous infusion and maintain site	149	3.62	0.05	165	3.52	0.06
92	Handle and administer controlled substances within regulatory guidelines	168	3.67	0.05	176	3.63	0.06
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	184	3.89	0.03	185	3.89	0.03
94	Titrate dosage of medication based on assessment and ordered parameters	126	3.83	0.04	144	3.81	0.04
95	Administer blood products and evaluate client response	124	3.77	0.05	152	3.71	0.06
96	Access and/or maintain central venous access devices	123	3.65	0.05	146	3.54	0.06
97	Educate client about medications	167	3.67	0.05	168	3.67	0.05
98	Evaluate client response to medication	173	3.71	0.04	176	3.69	0.04
99	Administer parenteral nutrition and evaluate client response	135	3.53	0.06	175	3.33	0.07
100	Administer medications for pain management	141	3.58	0.05	145	3.54	0.05
101	Participate in medication reconciliation process	143	3.29	0.06	153	3.24	0.06
102	Handle and maintain medication in a safe and controlled environment	151	3.68	0.05	154	3.68	0.05

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
103	Handle and administer high-risk medications safely	160	3.80	0.04	168	3.76	0.04
104	Dispose of medications safely	167	3.24	0.07	173	3.20	0.07
105	Assess and respond to changes and trends in client vital signs	184	3.86	0.03	185	3.86	0.03
106	Perform focused assessments	145	3.82	0.03	147	3.80	0.04
107	Recognize trends and changes in client condition and intervene as needed	156	3.85	0.03	159	3.82	0.04
108	Monitor the results of diagnostic testing and intervene as needed	141	3.57	0.05	151	3.50	0.06
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	156	3.50	0.05	165	3.45	0.06
110	Evaluate client responses to procedures and treatments	172	3.60	0.04	175	3.61	0.04
111	Provide preoperative and postoperative education	144	3.32	0.07	175	3.27	0.07
112	Provide preoperative care	110	3.28	0.06	138	3.20	0.07
113	Manage client during a procedure with moderate sedation	76	3.53	0.07	138	3.26	0.09
114	Obtain blood specimens	120	3.22	0.07	146	3.14	0.07
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	163	3.55	0.05	167	3.50	0.06
116	Educate client about treatments and procedures	173	3.38	0.05	173	3.38	0.05
117	Obtain specimens other than blood for diagnostic testing	172	3.02	0.07	184	3.00	0.07
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	106	3.33	0.07	136	3.18	0.08
119	Insert, maintain, or remove a urinary catheter	148	3.24	0.06	158	3.23	0.06
120	Insert, maintain, or remove a peripheral intravenous line	133	3.41	0.06	149	3.36	0.07
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	150	3.13	0.07	167	3.03	0.07
122	Manage client following a procedure with moderate sedation	119	3.64	0.07	155	3.46	0.08
123	Maintain percutaneous feeding tube	127	3.31	0.06	171	3.12	0.07
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	117	3.56	0.05	141	3.46	0.06
125	Perform emergency care procedures	129	3.74	0.05	150	3.73	0.05
126	Monitor and care for clients on a ventilator	65	3.62	0.09	136	3.38	0.09
127	Perform wound care and dressing change	163	3.40	0.05	167	3.39	0.05
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	89	3.49	0.07	146	3.24	0.08
129	Provide ostomy care and education (e.g., tracheal, enteral)	144	3.24	0.06	175	3.15	0.06
130	Provide postoperative care	111	3.61	0.05	140	3.46	0.07
131	Perform and manage care of client receiving peritoneal dialysis	74	3.16	0.09	134	2.95	0.09
132	Perform suctioning	109	3.49	0.06	142	3.32	0.07

Table 14. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err.	N	Avg	Std. Err.
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	145	3.23	0.06	166	3.15	0.07
134	Manage the care of a client on telemetry	133	3.64	0.05	165	3.46	0.07
135	Manage the care of a client with impaired ventilation/oxygenation	162	3.81	0.04	180	3.76	0.05
136	Maintain optimal temperature of client	133	3.38	0.06	144	3.30	0.07
137	Implement and monitor phototherapy	34	3.06	0.16	118	2.52	0.11
138	Manage the care of a client with a pacing device	101	3.38	0.08	139	3.15	0.08
139	Monitor and maintain arterial lines	106	3.64	0.07	149	3.42	0.08
140	Manage the care of the client with a fluid and electrolyte imbalance	153	3.77	0.04	170	3.67	0.05
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	161	3.82	0.04	179	3.77	0.04
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	134	3.60	0.05	143	3.55	0.06
143	Identify pathophysiology related to an acute or chronic condition	146	3.51	0.06	154	3.44	0.06
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	78	3.49	0.09	139	3.24	0.09
145	Recognize signs and symptoms of client complications and intervene	166	3.93	0.02	167	3.93	0.02
146	Educate client regarding an acute or chronic condition	168	3.37	0.06	176	3.31	0.06

Clinical Judgment Relevancy of Activity Performance

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment. Clinical judgment relevancy ratings were recorded using a four-point scale of “1” (Not Relevant) to “4” (Essential) and the option “DK” (Do Not Know). Average clinical judgment relevance ratings were calculated in two ways: setting-specific and total group. Setting-specific clinical judgment relevance was

calculated by averaging only the ratings of responders that provided frequency ratings for the activity statements (RNs indicating that the activity applied to their work setting). The total group clinical judgment relevance was calculated by including all clinical judgment relevance ratings regardless of applicability to work setting. The average clinical judgment relevance rating for each of the 146 activities is included in [Table 14](#).

Setting-Specific

Average setting-specific clinical judgment relevance ratings ranged from 2.75 to 3.93. The activities with the lowest clinical judgment relevance ratings were “Perform post-mortem care” (2.75), “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure,

supplements)” (2.81) and “Manage conflict among clients and health care staff” (2.87). The activities with the highest clinical judgment relevance ratings were “Recognize signs and symptoms of client complications and intervene” (3.93), “Evaluate appropriateness and accuracy of medication order for client” (3.91), and “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (3.89). **Appendix G** presents activity statements rank ordered by average setting-specific clinical judgment ratings.

Total Group

Average total group clinical judgment relevance ratings ranged from 2.52 to 3.93. The activities with the lowest clinical judgment relevance ratings were “Implement and monitor phototherapy” (2.52), “Perform post-mortem care” (2.54) and “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)” (2.69). The activities with the highest clinical judgment relevance ratings were “Recognize signs and symptoms of client complications and intervene” (3.93), “Evaluate appropriateness and accuracy of medication order for client” (3.91), and “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (3.89). **Appendix H** presents activity statements rank ordered by average total group clinical judgment ratings.

Summary

Responders to the 2021 RN Practice Analysis found the activities listed in the survey to be highly applicable in their practice setting. In general, the importance ratings of SMEs and newly licensed RNs were somewhat similar (correlation = 0.74), supporting the validity of the results. The reliability of the survey instrument was quite good. Activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice. In addition, the correlation between total group importance and total group clinical judgment ratings is 0.92 indicating a strong relationship between the two ratings.

Conclusions

The 2021 RN Practice Analysis used several methods to describe the practice of newly licensed RNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed RNs; (3) SMEs’ knowledge; and (4) a large-scale survey. In addition, there was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an RN test plan.

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APPENDIX A: SUBJECT MATTER EXPERT PANEL

Member: Bilquis Ali, RN

Board: Pennsylvania State Board of Nursing

Specialty: Geriatrics and long-term care

Ali has 14 years of nursing experience and is a Certified Director of Nursing in administration through The National Association of Directors of Nursing Administration (NADONA). She is an active member with American Nursing Association and is a volunteer mentor through their mentorship program. Ali is currently the Director of Nursing at a skilled nursing facility in Norristown, Pa. She educates entry-level nurses and implements orientations, focusing on skill development, competencies, policies and procedures. In her role as a mentor, she monitors professional and personal development and growth for the new nurses in her facility.

Member: Melissa Avallon, RN

Board: New York State Board of Nursing

Specialty: Medical-surgical

Avallon has 10 months of nursing experience and is currently a staff nurse in the inpatient medical-surgical unit of a hospital in Saratoga Springs, N.Y. She works with recent nursing graduates assisting with procedures and acting as a resource regarding policies and procedures.

Member: Ashley Buchanan, BScN, RN

Board: College of Registered Nurses of Prince Edward Island

Specialty: Clinical education and acute care

Buchanan has nine years of nursing experience and is currently a clinical nurse educator in a hospital in Summerside, Prince Edward Island. In her leadership role, she orients new nurses and completes needs assessments following their preceptorship. She develops education sessions and provides support to entry-level nurses.

Member: Stacy Carpenter-Hall, MN, BScN, RN

Board: College of Registered Nurses of Alberta

Specialty: Palliative and critical care

Carpenter-Hall has 19 years of nursing experience and is currently a staff nurse in a community hospital in Camrose, Alberta. As a float nurse, she works on every unit in the hospital, including medical-surgical, emergency department and palliative care. She regularly orients newly graduated nurses to various hospital units and trains new nurses on an ongoing basis. Her role includes direct supervision of nursing skills and introducing facility policies while serving as a mentor.

Member: Latasha Chopin, BSN, RN

Board: Louisiana State Board of Nursing

Specialty: Pediatric critical care

Chopin has six years of nursing experience and is currently a charge nurse and preceptor in a children's hospital in New Orleans. She serves as a resource to new nurses through their nurse residency programs and 16 weeks of training in the cardiac intensive care unit.

Member: Elizabeth Couto, BS, BSN, RN

Board: Vermont State Board of Nursing

Specialty: Medical-surgical, progressive care and emergency medicine

Couto has 10 years of nursing experience and is currently a unit supervisor in a critical access hospital and Level 1 trauma center in Morrisville, Vt. She guides further education of inpatient nurses to telemetry and progressive care levels of care. She also supports entry-level nurses and has created an orientation program for newly hired nurses, which focuses on best clinical practices. Her role additionally entails overseeing two student nurse clinical programs.

Member: Theresa Huschka, RNC-OB, CLC

Board: Montana Board of Nursing

Specialty: Obstetrics (labor and delivery) and neonatal critical care

Huschka has 16 years of nursing experience and is currently a staff nurse and preceptor in a hospital in Helena, Mont. She orients newly hired nurses, who are often entry level, to the labor and delivery unit. She is cross-trained in the pediatric unit, where she orients new nurses. Additional education leadership roles for her are regarding the operating room, OB high-risk events, and neonatal resuscitation instruction.

Member: Tami Omdahl, MSN, RN, CPN

Board: Minnesota Board of Nursing

Specialty: Pediatrics; complex care

Omdahl has 19 years of nursing experience and is currently a nurse manager at Mayo Clinic in Rochester, Minn. She possesses many years of experience as a preceptor for newly graduated nurses and a mentor for nursing students during their junior-senior year or practicum. In her current role, she hires new graduates, mentors and coaches staff, facilitates orientations, helps integrate new employees into their roles and evaluates employees to ensure requirements are being met.

Member: Greg Opseth, MHA, BSN, RN

Board: Iowa Board of Nursing

Specialty: Nursing administration; acute care

Opseth has seven years of nursing experience and is currently a Chief Nursing Officer at a hospital in Guthrie Center, Iowa. As the administrator of a small, critical access hospital, he develops and implements the orientation program for new graduate nurses. He serves as the site liaison for capstone projects for staff in RN-BSN programs and is the site leader for the Iowa Online Nurse Residency Program. He is the administrator for the perioperative nurses enrolled in the AORN Perioperative 101 curriculum. Additionally, Opseth coordinates the capstone experiences for senior level nurses in their RN programs.

Member: Shanna Pemberton, MSN-Ed, RN

Board: Arizona State Board of Nursing

Specialty: Critical care and medical-surgical

Pemberton has more than 20 years of nursing experience and is currently both a visiting professor and ICU registered nurse in Phoenix, Ariz. She has experience as a clinical coordinator, mentoring and precepting several entry-level nurses. She also oversees BSN students in the hospital for adult health, critical care, collaborative and capstone.

Member: Allison Rhyne, BSN, RN

Board: North Carolina Board of Nursing

Specialty: Emergency and critical care

Rhyne has eight months of nursing experience and is currently a registered nurse (clinical nurse I) at a hospital in Durham, N.C. She interacts with other entry-level nurses on a daily basis. Her unit staffs several new nurses and supports the recent graduates who are gaining experience.

Member: Velena West, MBA, BSN, CRRN

Board: Texas Board of Nursing

Specialty: Complex care; spinal cord and rehabilitation

West has more than 20 years of nursing experience and is currently a charge nurse at a VA medical center in Houston. She works in a spinal cord injury unit and manages complex care for patients while precepting and mentoring new nurses. Her approach involves teaching skills and proper communication, including information sharing with the health care team. She has assisted many entry-level nurses in learning about proper wound care and catheter insertion and maintenance, encouraging growth and learning opportunities for the nurses.

Member: Stephanie Wollenberg, MSN, RNC-OB

Board: Illinois Board of Nursing

Specialty: Labor and delivery; intermediate care nursery

Wollenberg has 29 years of nursing experience and is currently a clinical nurse manager at a hospital in Normal, Ill. She interviews, hires and completes baseline assessments along with the unit educators to create training plans for new nurses. She regularly meets with new hires and preceptors during the orientation period to set expectations and identify opportunities, as well as develop plans for completion of training. Wollenberg is also active in the partnership with three local nursing programs.

APPENDIX B: 2021 RN PRACTICE ANALYSIS SURVEY

Web Form 1



NCSBN
Leading Regulatory Excellence

Registered Nursing Survey - Form 1

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 1

INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nursing Survey - Form 1

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Perform procedures necessary to safely admit, transfer, and/or discharge a client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker).	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Initiate, evaluate and update client plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Recognize and report ethical dilemmas.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Acknowledge and document practice errors and near misses.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Educate client and staff regarding infection prevention measures.	<input type="text"/>	<input type="text"/>	<input type="text"/>

8. Plan and/or participate in community health education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Assess client's readiness to learn, learning preferences, and barriers to learning.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess and educate clients about health risks based on family, population, and community.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders).	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Assess client's ability to cope with life changes and provide support.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Assess client performance of activities of daily living and assist when needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Assess and manage client with an alteration in bowel and bladder elimination.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization).	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Monitor intravenous infusion and maintain site.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Educate client about medications.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Handle and administer high-risk medications safely.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring).	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform wound care and dressing change.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry).	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Monitor and maintain arterial lines.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Recognize signs and symptoms of client complications and intervene.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 1

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements?

Select all that apply.

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 1

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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Registered Nursing Survey - Form 1

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Psychosocial

Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.

5. Basic Care and

Comfort: Provide comfort and assistance in the performance of activities of daily living.

6. Pharmacological and Parenteral Therapies:

Provide care related to the administration of medications and parenteral therapies.

7. Reduction of Risk

Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.

8. Physiological

Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.



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Registered Nursing Survey - Form 1

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. What is your gender?

- Male
 Female
 Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- Asian
 Black or African American
 Hispanic or Latino
 Native Hawaiian or Pacific Islander
 White – not of Hispanic origin
 Other

26. What is your primary language?

- English
 English and another language
 Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
 RN - Associate Degree in U.S.
 RN - Baccalaureate Degree in U.S.
 RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
 RN - Master's Degree in U.S. (Advanced Practice Nurse)
 RN - Doctorate Degree in U.S. (non-DNP)
 RN - Doctorate Degree in U.S. (DNP)
 Any nursing program NOT located in the U.S.
 In progress to complete an Advanced Degree in nursing
 Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nursing Survey - Form 1

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening
phone number with area
code:

32. Email address:



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Registered Nursing Survey - Form 1

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 2

RN 2021-2



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Registered Nurse Survey - Form 2

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nurse Survey - Form 2

INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nurse Survey - Form 2

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Provide and receive hand off of care (report) on assigned clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Receive, verify and implement health care provider orders.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Maintain client confidentiality and privacy.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Use approved terminology when documenting care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Protect client from injury.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Properly identify client when providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Assess client for allergies and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Perform targeted screening assessments (e.g., vision, nutrition, depression).	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Provide care and education for the newborn, infant, and toddler client from birth through 2 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Provide care and education to an antepartum client or a client in labor.	<input type="text"/>	<input type="text"/>	<input type="text"/>

11. Promote a therapeutic environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Use therapeutic communication techniques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Provide client nutrition through tube feedings.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Apply, maintain, or remove orthopedic devices.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Assess client for pain and intervene as appropriate.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Handle and administer controlled substances within regulatory guidelines.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Evaluate client response to medication.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Dispose of medications safely.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Evaluate client responses to procedures and treatments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Educate client about treatments and procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Manage client following a procedure with moderate sedation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy).	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Manage the care of a client on telemetry.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Manage the care of the client with a fluid and electrolyte imbalance.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Educate client regarding an acute or chronic condition.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nurse Survey - Form 2

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirement? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nurse Survey - Form 2

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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Registered Nurse Survey - Form 2

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Registered Nurse Survey - Form 2

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

Yes

No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

Yes

No

If yes, for how many months?

23. What is your gender?

Male

Female

Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

Asian

Black or African American

Hispanic or Latino

Native Hawaiian or Pacific Islander

White - not of Hispanic origin

Other

26. What is your primary language?

- English
- English and another language
- Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S. RN - Doctorate Degree in U.S. (non-DNP)
- RN - Associate Degree in U.S. RN - Doctorate Degree in U.S. (DNP)
- RN - Baccalaureate Degree in U.S. Any nursing program NOT located in the U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse) In progress to complete an Advanced Degree in nursing
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nurse Survey - Form 2

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:

Registered Nurse Survey - Form 2

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 3

RN 2021-3



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Registered Nursing Survey - Form 3

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 3

INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nursing Survey - Form 3

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs).	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Integrate advance directives into client plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Recognize limitations of self and others and utilize resources.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Organize workload to manage time effectively.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Verify appropriateness and accuracy of a treatment order.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Facilitate appropriate and safe use of equipment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices).	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Educate client about prevention and treatment of high risk health behaviors.	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Provide resources to minimize communication barriers.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Incorporate client cultural practices and beliefs when planning and providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Incorporate behavioral management techniques when caring for a client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform post-mortem care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Provide non-pharmacological comfort measures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements).	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions).	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Administer parenteral nutrition and evaluate client response.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Assess and respond to changes and trends in client vital signs.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Provide preoperative and postoperative education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Obtain specimens other than blood for diagnostic testing.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Maintain percutaneous feeding tube.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Provide ostomy care and education (e.g., tracheal, enteral).	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Manage the care of a client with impaired ventilation/oxygenation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 3

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
- No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 3

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift on a typical work day? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift on a typical work day? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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Registered Nursing Survey - Form 3

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Registered Nursing Survey - Form 3

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. What is your gender?

- Male
- Female
- Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Pacific Islander
- White – not of Hispanic origin
- Other

26. What is your primary language?

- English
- English and another language
- Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



Registered Nursing Survey - Form 3

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:



Registered Nursing Survey - Form 3

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 4

**Registered Nursing Survey - Form 4****INSTRUCTIONS**

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

**Registered Nursing Survey - Form 4****INTRODUCTION**

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nursing Survey - Form 4

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Advocate for client rights and needs.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Verify the client receives education and client consents for care and procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Report client conditions as required by law (e.g., abuse/neglect and communicable diseases).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Practice in a manner consistent with the nurses' code of ethics.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Follow procedures for handling biohazardous and hazardous materials.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Educate client on safety issues.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Assess client care environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Educate client about preventative care and health maintenance recommendations.	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Provide care and education for the adult client ages 18 through 64 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Provide end-of-life care and education to clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Recognize non-verbal cues to physical and/or psychological stressors.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform irrigations (e.g., of bladder, ear, eye).	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Evaluate the client's nutritional status and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Evaluate appropriateness and accuracy of medication order for client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Titrate dosage of medication based on assessment and ordered parameters.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Administer medications for pain management.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Perform focused assessments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Provide preoperative care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a nasal/oral gastrointestinal tube.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Provide postoperative care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Maintain optimal temperature of client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 4

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 4

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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Registered Nursing Survey - Form 4

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Registered Nursing Survey - Form 4

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

Yes

No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

Yes

No

If yes, for how many months?

23. What is your gender?

Male

Female

Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

Asian

Black or African American

Hispanic or Latino

Native Hawaiian or Pacific Islander

White – not of Hispanic origin

Other

26. What is your primary language?

- English
- English and another language
- Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nursing Survey - Form 4

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:

Registered Nursing Survey - Form 4

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 5

RN 2021-5



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Registered Nursing Survey - Form 5

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 5

INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nursing Survey - Form 5

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Prioritize the delivery of client care based on acuity.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Provide education to clients and staff about client rights and responsibilities.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Manage conflict among clients and health care staff.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Provide care within the legal scope of practice.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Follow security plan and procedures (e.g., newborn security, violence, controlled access).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Participate in emergency planning and response.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Promote staff safety.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Provide post-partum care and education.	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Provide care and education for the adult client ages 65 years and over.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess client for abuse or neglect and report, intervene, and/or escalate.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Assess the potential for violence and use safety precautions.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning).	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Assess client sleep/rest pattern and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Prepare and administer medications using rights of medication administration.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Administer blood products and evaluate client response.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Participate in medication reconciliation process.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Recognize trends and changes in client condition and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Manage client during a procedure with moderate sedation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a urinary catheter.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Perform emergency care procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform and manage care of client receiving peritoneal dialysis.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Implement and monitor phototherapy.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Identify pathophysiology related to an acute or chronic condition.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 5

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 5

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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Registered Nursing Survey - Form 5

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Registered Nursing Survey - Form 5

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. What is your gender?

- Male
 Female
 Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- Asian
 Black or African American
 Hispanic or Latino
 Native Hawaiian or Pacific Islander
 White – not of Hispanic origin
 Other

26. What is your primary language?

- English
- English and another language
- Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nursing Survey - Form 5

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:



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Registered Nursing Survey - Form 5

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 6

RN 2021-6



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Registered Nursing Survey - Form 6

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Participate in performance improvement projects and quality improvement processes.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Assess the need for referrals and obtain necessary orders.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Practice and advocate for cost effective care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Use ergonomic principles when providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Follow requirements when using restraints.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Provide prenatal care and education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Perform comprehensive health assessments.	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Assess client ability to manage care in home environment and plan care accordingly.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Assess client support system to aid in plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Provide care for a client experiencing grief or loss.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform skin assessment and implement measures to maintain skin integrity.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Evaluate client intake and output and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Perform calculations needed for medication administration.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Access and/or maintain central venous access devices.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Handle and maintain medication in a safe and controlled environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Monitor the results of diagnostic testing and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Obtain blood specimens.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a peripheral intravenous line.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Monitor and care for clients on a ventilator.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform suctioning.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Manage the care of a client with a pacing device.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Manage the care of a client receiving hemodialysis or continuous renal replacement therapy.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
- No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked?** If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. What is your gender?

- Male
 Female
 Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- Asian
 Black or African American
 Hispanic or Latino
 Native Hawaiian or Pacific Islander
 White – not of Hispanic origin
 Other

26. What is your primary language?

- English
 English and another language
 Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:

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Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

APPENDIX C: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC FREQUENCY*

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err
137	Implement and monitor phototherapy	130	1.23	0.17
131	Perform and manage care of client receiving peritoneal dialysis	206	1.29	0.12
56	Provide care and education to an antepartum client or a client in labor	142	1.31	0.16
75	Perform post-mortem care	274	1.50	0.10
31	Acknowledge and document practice errors and near misses	369	1.53	0.09
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	313	1.72	0.11
19	Recognize and report ethical dilemmas	377	1.75	0.09
47	Provide post-partum care and education	135	1.79	0.19
35	Participate in emergency planning and response	334	1.83	0.10
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	310	1.86	0.11
76	Perform irrigations (e.g., of bladder, ear, eye)	311	1.88	0.11
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	308	1.93	0.11
42	Provide prenatal care and education	129	1.94	0.18
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	163	1.94	0.16
43	Plan and/or participate in community health education	278	2.01	0.12
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	171	2.01	0.16
95	Administer blood products and evaluate client response	323	2.07	0.11
6	Participate in performance improvement projects and quality improvement processes	374	2.08	0.09
17	Manage conflict among clients and health care staff	368	2.09	0.09
64	Provide end-of-life care and education to clients	312	2.09	0.11
113	Manage client during a procedure with moderate sedation	226	2.09	0.13
129	Provide ostomy care and education (e.g., tracheal, enteral)	325	2.18	0.11
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	301	2.23	0.11
112	Provide preoperative care	300	2.25	0.12
125	Perform emergency care procedures	329	2.29	0.11
9	Integrate advance directives into client plan of care	331	2.31	0.10
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	297	2.39	0.12
139	Monitor and maintain arterial lines	274	2.39	0.13
80	Apply, maintain, or remove orthopedic devices	386	2.44	0.10
123	Maintain percutaneous feeding tube	296	2.52	0.13
72	Provide care for a client experiencing grief or loss	387	2.53	0.10
99	Administer parenteral nutrition and evaluate client response	306	2.55	0.12

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err
126	Monitor and care for clients on a ventilator	238	2.56	0.14
24	Practice and advocate for cost effective care	386	2.58	0.10
111	Provide preoperative and postoperative education	318	2.58	0.11
138	Manage the care of a client with a pacing device	344	2.60	0.10
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	299	2.60	0.12
57	Provide resources to minimize communication barriers	375	2.66	0.09
59	Assess client for abuse or neglect and report, intervene, and/or escalate	360	2.66	0.11
63	Incorporate client cultural practices and beliefs when planning and providing care	367	2.70	0.10
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	352	2.72	0.11
122	Manage client following a procedure with moderate sedation	378	2.83	0.10
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	366	2.84	0.10
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	325	2.93	0.11
74	Provide client nutrition through tube feedings	430	2.95	0.10
119	Insert, maintain, or remove a urinary catheter	376	2.95	0.10
132	Perform suctioning	356	2.97	0.11
55	Assess and educate clients about health risks based on family, population, and community	378	3.01	0.10
65	Assess the potential for violence and use safety precautions	384	3.03	0.10
36	Follow requirements when using restraints	326	3.04	0.11
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	564	3.06	0.07
130	Provide postoperative care	309	3.07	0.12
101	Participate in medication reconciliation process	368	3.11	0.10
127	Perform wound care and dressing change	391	3.14	0.09
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	351	3.18	0.10
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	383	3.20	0.10
83	Assess client sleep/rest pattern and intervene as needed	354	3.21	0.10
117	Obtain specimens other than blood for diagnostic testing	368	3.21	0.10
69	Incorporate behavioral management techniques when caring for a client	379	3.22	0.09
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	389	3.26	0.09
94	Titrate dosage of medication based on assessment and ordered parameters	350	3.32	0.10
67	Assess client's ability to cope with life changes and provide support	395	3.39	0.09
135	Manage the care of a client with impaired ventilation/oxygenation	350	3.41	0.10
82	Evaluate the client's nutritional status and intervene as needed	370	3.42	0.09
41	Promote staff safety	377	3.43	0.09

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err
54	Assess client ability to manage care in home environment and plan care accordingly	389	3.45	0.09
12	Assess the need for referrals and obtain necessary orders	426	3.46	0.09
114	Obtain blood specimens	381	3.48	0.10
37	Educate client and staff regarding infection prevention measures	396	3.49	0.09
90	Perform calculations needed for medication administration	428	3.55	0.09
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	385	3.56	0.09
11	Provide education to clients and staff about client rights and responsibilities	396	3.58	0.08
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	386	3.58	0.08
45	Educate client about prevention and treatment of high risk health behaviors	385	3.59	0.08
66	Assess client support system to aid in plan of care	426	3.61	0.08
143	Identify pathophysiology related to an acute or chronic condition	365	3.61	0.09
96	Access and/or maintain central venous access devices	387	3.64	0.09
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	410	3.65	0.08
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	381	3.65	0.09
145	Recognize signs and symptoms of client complications and intervene	406	3.67	0.08
136	Maintain optimal temperature of client	355	3.70	0.09
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	490	3.74	0.07
140	Manage the care of the client with a fluid and electrolyte imbalance	457	3.75	0.08
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	440	3.80	0.08
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	388	3.80	0.08
46	Educate client about preventative care and health maintenance recommendations	387	3.81	0.08
79	Assess and manage client with an alteration in bowel and bladder elimination	391	3.81	0.08
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	367	3.93	0.08
49	Assess client's readiness to learn, learning preferences, and barriers to learning	400	3.94	0.08
15	Recognize limitations of self and others and utilize resources	395	3.97	0.07
134	Manage the care of a client on telemetry	393	3.98	0.09
103	Handle and administer high-risk medications safely	391	3.99	0.08
120	Insert, maintain, or remove a peripheral intravenous line	411	3.99	0.08
146	Educate client regarding an acute or chronic condition	488	3.99	0.07
70	Recognize nonverbal cues to physical and/or psychological stressors	391	4.00	0.07
13	Initiate, evaluate and update client plan of care	406	4.01	0.07
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	384	4.01	0.08
108	Monitor the results of diagnostic testing and intervene as needed	423	4.01	0.07

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err
4	Advocate for client rights and needs	407	4.02	0.07
28	Follow procedures for handling biohazardous and hazardous materials	393	4.03	0.08
10	Verify the client receives education and client consents for care and procedures	404	4.04	0.07
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	412	4.08	0.07
30	Use ergonomic principles when providing care	412	4.09	0.07
73	Assess client performance of activities of daily living and assist when needed	386	4.09	0.07
38	Assess client for allergies and intervene as needed	501	4.13	0.07
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	403	4.13	0.07
2	Provide and receive hand off of care (report) on assigned clients	515	4.14	0.06
81	Provide nonpharmacological comfort measures	378	4.14	0.07
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	394	4.14	0.07
116	Educate client about treatments and procedures	507	4.15	0.06
107	Recognize trends and changes in client condition and intervene as needed	395	4.19	0.07
53	Provide care and education for the adult client ages 65 years and over	368	4.22	0.07
27	Verify appropriateness and accuracy of a treatment order	392	4.23	0.06
104	Dispose of medications safely	493	4.24	0.06
34	Educate client on safety issues	401	4.29	0.06
33	Facilitate appropriate and safe use of equipment	393	4.33	0.06
110	Evaluate client responses to procedures and treatments	509	4.33	0.06
97	Educate client about medications	396	4.34	0.07
100	Administer medications for pain management	379	4.34	0.07
92	Handle and administer controlled substances within regulatory guidelines	498	4.35	0.06
105	Assess and respond to changes and trends in client vital signs	386	4.35	0.06
91	Monitor intravenous infusion and maintain site	383	4.38	0.07
84	Evaluate client intake and output and intervene as needed	430	4.39	0.06
48	Perform comprehensive health assessments	437	4.43	0.06
88	Evaluate appropriateness and accuracy of medication order for client	394	4.44	0.06
52	Provide care and education for the adult client ages 18 through 64 years	391	4.46	0.06
5	Prioritize the delivery of client care based on acuity	401	4.49	0.05
78	Perform skin assessment and implement measures to maintain skin integrity	444	4.49	0.05
40	Assess client care environment	371	4.50	0.06
106	Perform focused assessments	383	4.55	0.05
62	Promote a therapeutic environment	507	4.57	0.05
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	392	4.62	0.05

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity #	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err
8	Receive, verify and implement health care provider orders	515	4.63	0.04
98	Evaluate client response to medication	511	4.65	0.04
68	Use therapeutic communication techniques	502	4.66	0.04
20	Use approved terminology when documenting care	518	4.68	0.04
26	Protect client from injury	512	4.69	0.04
21	Organize workload to manage time effectively	395	4.71	0.04
86	Assess client for pain and intervene as appropriate	506	4.73	0.04
14	Maintain client confidentiality and privacy	520	4.75	0.04
23	Provide care within the legal scope of practice	403	4.77	0.04
102	Handle and maintain medication in a safe and controlled environment	450	4.78	0.04
22	Practice in a manner consistent with the nurses' code of ethics	403	4.81	0.03
89	Prepare and administer medications using rights of medication administration	396	4.83	0.04
32	Properly identify client when providing care	511	4.84	0.03
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	416	4.92	0.02

*Activities are rank ordered from least to most frequently performed

APPENDIX D: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP FREQUENCY*

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
56	Provide care and education to an antepartum client or a client in labor	521	0.36	0.05
137	Implement and monitor phototherapy	400	0.40	0.06
42	Provide prenatal care and education	453	0.55	0.07
47	Provide post-partum care and education	397	0.61	0.08
131	Perform and manage care of client receiving peritoneal dialysis	401	0.66	0.07
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	520	0.66	0.07
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	398	0.79	0.08
75	Perform post-mortem care	394	1.05	0.08
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	515	1.15	0.08
113	Manage client during a procedure with moderate sedation	402	1.17	0.09
126	Monitor and care for clients on a ventilator	454	1.34	0.10
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	398	1.35	0.09
31	Acknowledge and document practice errors and near misses	415	1.36	0.08
43	Plan and/or participate in community health education	410	1.36	0.09
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	409	1.41	0.09
76	Perform irrigations (e.g., of bladder, ear, eye)	399	1.47	0.09
35	Participate in emergency planning and response	403	1.51	0.09
19	Recognize and report ethical dilemmas	412	1.60	0.09
64	Provide end-of-life care and education to clients	402	1.62	0.10
139	Monitor and maintain arterial lines	405	1.62	0.10
95	Administer blood products and evaluate client response	400	1.68	0.10
6	Participate in performance improvement projects and quality improvement processes	462	1.68	0.08
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	397	1.69	0.10
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	456	1.70	0.10
112	Provide preoperative care	386	1.75	0.10
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	401	1.77	0.10
129	Provide ostomy care and education (e.g., tracheal, enteral)	396	1.79	0.10
80	Apply, maintain, or remove orthopedic devices	513	1.83	0.09
17	Manage conflict among clients and health care staff	407	1.89	0.09
125	Perform emergency care procedures	396	1.90	0.10
123	Maintain percutaneous feeding tube	393	1.90	0.11

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
9	Integrate advance directives into client plan of care	401	1.91	0.10
99	Administer parenteral nutrition and evaluate client response	398	1.96	0.11
138	Manage the care of a client with a pacing device	452	1.98	0.10
111	Provide preoperative and postoperative education	393	2.09	0.11
122	Manage client following a procedure with moderate sedation	511	2.09	0.09
72	Provide care for a client experiencing grief or loss	453	2.16	0.09
36	Follow requirements when using restraints	457	2.17	0.10
24	Practice and advocate for cost effective care	457	2.18	0.09
132	Perform suctioning	447	2.36	0.10
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	404	2.37	0.10
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	400	2.38	0.11
130	Provide postoperative care	400	2.38	0.11
59	Assess client for abuse or neglect and report, intervene, and/or escalate	401	2.39	0.10
74	Provide client nutrition through tube feedings	513	2.48	0.09
57	Provide resources to minimize communication barriers	398	2.51	0.09
63	Incorporate client cultural practices and beliefs when planning and providing care	394	2.51	0.10
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	404	2.57	0.10
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	458	2.77	0.10
119	Insert, maintain, or remove a urinary catheter	400	2.78	0.10
55	Assess and educate clients about health risks based on family, population, and community	409	2.78	0.10
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	391	2.85	0.10
83	Assess client sleep/rest pattern and intervene as needed	398	2.85	0.10
101	Participate in medication reconciliation process	398	2.88	0.10
94	Titrate dosage of medication based on assessment and ordered parameters	400	2.91	0.10
65	Assess the potential for violence and use safety precautions	399	2.92	0.10
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	588	2.93	0.08
114	Obtain blood specimens	453	2.93	0.10
54	Assess client ability to manage care in home environment and plan care accordingly	457	2.94	0.10
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	411	2.98	0.10
127	Perform wound care and dressing change	408	3.01	0.10
117	Obtain specimens other than blood for diagnostic testing	390	3.03	0.10
134	Manage the care of a client on telemetry	512	3.05	0.10
135	Manage the care of a client with impaired ventilation/oxygenation	390	3.06	0.10

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
69	Incorporate behavioral management techniques when caring for a client	395	3.09	0.09
96	Access and/or maintain central venous access devices	456	3.09	0.10
82	Evaluate the client's nutritional status and intervene as needed	398	3.18	0.09
12	Assess the need for referrals and obtain necessary orders	462	3.19	0.09
67	Assess client's ability to cope with life changes and provide support	410	3.26	0.09
143	Identify pathophysiology related to an acute or chronic condition	395	3.33	0.09
41	Promote staff safety	387	3.34	0.09
90	Perform calculations needed for medication administration	454	3.35	0.09
66	Assess client support system to aid in plan of care	457	3.37	0.09
140	Manage the care of the client with a fluid and electrolyte imbalance	508	3.37	0.09
37	Educate client and staff regarding infection prevention measures	407	3.40	0.09
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	402	3.41	0.09
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	408	3.41	0.09
136	Maintain optimal temperature of client	383	3.43	0.10
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	400	3.46	0.09
45	Educate client about prevention and treatment of high risk health behaviors	398	3.47	0.09
11	Provide education to clients and staff about client rights and responsibilities	407	3.48	0.08
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	515	3.56	0.08
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	418	3.58	0.08
120	Insert, maintain, or remove a peripheral intravenous line	455	3.60	0.09
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	460	3.64	0.08
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	406	3.64	0.09
79	Assess and manage client with an alteration in bowel and bladder elimination	409	3.64	0.08
145	Recognize signs and symptoms of client complications and intervene	408	3.66	0.08
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	394	3.66	0.09
46	Educate client about preventative care and health maintenance recommendations	401	3.67	0.09
108	Monitor the results of diagnostic testing and intervene as needed	454	3.74	0.08
30	Use ergonomic principles when providing care	450	3.74	0.09
103	Handle and administer high-risk medications safely	406	3.85	0.09
146	Educate client regarding an acute or chronic condition	506	3.85	0.08
53	Provide care and education for the adult client ages 65 years and over	404	3.85	0.09
49	Assess client's readiness to learn, learning preferences, and barriers to learning	409	3.86	0.08
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	398	3.87	0.08

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
70	Recognize nonverbal cues to physical and/or psychological stressors	399	3.92	0.08
13	Initiate, evaluate and update client plan of care	416	3.92	0.08
28	Follow procedures for handling biohazardous and hazardous materials	404	3.92	0.08
15	Recognize limitations of self and others and utilize resources	399	3.93	0.07
73	Assess client performance of activities of daily living and assist when needed	400	3.95	0.08
4	Advocate for client rights and needs	410	3.99	0.07
10	Verify the client receives education and client consents for care and procedures	408	4.00	0.07
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	408	4.00	0.08
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	418	4.02	0.08
81	Provide nonpharmacological comfort measures	388	4.03	0.07
38	Assess client for allergies and intervene as needed	510	4.05	0.07
2	Provide and receive hand off of care (report) on assigned clients	525	4.06	0.06
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	409	4.07	0.08
116	Educate client about treatments and procedures	513	4.10	0.07
91	Monitor intravenous infusion and maintain site	408	4.11	0.08
104	Dispose of medications safely	504	4.14	0.07
100	Administer medications for pain management	398	4.14	0.08
107	Recognize trends and changes in client condition and intervene as needed	399	4.15	0.07
84	Evaluate client intake and output and intervene as needed	455	4.15	0.07
27	Verify appropriateness and accuracy of a treatment order	395	4.19	0.07
92	Handle and administer controlled substances within regulatory guidelines	512	4.23	0.07
48	Perform comprehensive health assessments	457	4.24	0.07
34	Educate client on safety issues	404	4.26	0.07
110	Evaluate client responses to procedures and treatments	514	4.28	0.06
33	Facilitate appropriate and safe use of equipment	396	4.29	0.06
97	Educate client about medications	399	4.31	0.07
105	Assess and respond to changes and trends in client vital signs	389	4.32	0.07
52	Provide care and education for the adult client ages 18 through 64 years	402	4.34	0.07
5	Prioritize the delivery of client care based on acuity	411	4.38	0.06
40	Assess client care environment	381	4.38	0.07
88	Evaluate appropriateness and accuracy of medication order for client	398	4.40	0.07
78	Perform skin assessment and implement measures to maintain skin integrity	453	4.40	0.06
106	Perform focused assessments	393	4.43	0.06
62	Promote a therapeutic environment	510	4.55	0.05

*Activities are rank ordered from least to most frequently performed

Activities Rank Ordered by Average Total Group Frequency*				
Activity #	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	395	4.58	0.05
8	Receive, verify and implement health care provider orders	518	4.61	0.04
98	Evaluate client response to medication	516	4.61	0.05
68	Use therapeutic communication techniques	507	4.61	0.04
20	Use approved terminology when documenting care	519	4.67	0.04
86	Assess client for pain and intervene as appropriate	512	4.67	0.04
26	Protect client from injury	513	4.68	0.04
21	Organize workload to manage time effectively	396	4.69	0.04
23	Provide care within the legal scope of practice	406	4.73	0.05
102	Handle and maintain medication in a safe and controlled environment	455	4.73	0.04
14	Maintain client confidentiality and privacy	520	4.75	0.04
22	Practice in a manner consistent with the nurses' code of ethics	406	4.78	0.04
89	Prepare and administer medications using rights of medication administration	399	4.79	0.04
32	Properly identify client when providing care	512	4.83	0.03
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	416	4.92	0.02

*Activities are rank ordered from least to most frequently performed

APPENDIX E: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC IMPORTANCE*

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity #	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	130	3.33	0.09
137	Implement and monitor phototherapy	38	3.45	0.20
83	Assess client sleep/rest pattern and intervene as needed	130	3.51	0.08
24	Practice and advocate for cost effective care	123	3.59	0.09
6	Participate in performance improvement projects and quality improvement processes	119	3.60	0.09
131	Perform and manage care of client receiving peritoneal dialysis	79	3.62	0.11
80	Apply, maintain, or remove orthopedic devices	118	3.64	0.11
43	Plan and/or participate in community health education	101	3.66	0.10
76	Perform irrigations (e.g., of bladder, ear, eye)	107	3.66	0.10
75	Perform post-mortem care	113	3.68	0.09
55	Assess and educate clients about health risks based on family, population, and community	153	3.70	0.08
17	Manage conflict among clients and health care staff	147	3.76	0.08
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	50	3.78	0.19
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	143	3.78	0.08
11	Provide education to clients and staff about client rights and responsibilities	163	3.82	0.07
56	Provide care and education to an antepartum client or a client in labor	40	3.83	0.23
81	Provide nonpharmacological comfort measures	179	3.87	0.06
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	170	3.89	0.07
72	Provide care for a client experiencing grief or loss	132	3.89	0.07
62	Promote a therapeutic environment	177	3.90	0.07
47	Provide post-partum care and education	46	3.91	0.13
66	Assess client support system to aid in plan of care	146	3.91	0.07
112	Provide preoperative care	111	3.91	0.09
63	Incorporate client cultural practices and beliefs when planning and providing care	167	3.92	0.06
117	Obtain specimens other than blood for diagnostic testing	173	3.93	0.07
129	Provide ostomy care and education (e.g., tracheal, enteral)	146	3.93	0.07
69	Incorporate behavioral management techniques when caring for a client	171	3.94	0.06
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	110	3.95	0.09
119	Insert, maintain, or remove a urinary catheter	149	3.95	0.07
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	182	3.96	0.06
114	Obtain blood specimens	123	3.96	0.08

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity #	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
20	Use approved terminology when documenting care	179	3.97	0.07
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	155	3.97	0.07
68	Use therapeutic communication techniques	176	3.98	0.07
73	Assess client performance of activities of daily living and assist when needed	164	3.98	0.07
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	150	3.98	0.07
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	67	3.99	0.12
82	Evaluate the client's nutritional status and intervene as needed	138	3.99	0.08
9	Integrate advance directives into client plan of care	148	4.01	0.08
35	Participate in emergency planning and response	129	4.01	0.09
49	Assess client's readiness to learn, learning preferences, and barriers to learning	170	4.01	0.06
67	Assess client's ability to cope with life changes and provide support	166	4.01	0.07
13	Initiate, evaluate and update client plan of care	169	4.02	0.08
46	Educate client about preventative care and health maintenance recommendations	141	4.04	0.07
123	Maintain percutaneous feeding tube	128	4.05	0.08
101	Participate in medication reconciliation process	145	4.06	0.07
54	Assess client ability to manage care in home environment and plan care accordingly	134	4.07	0.08
45	Educate client about prevention and treatment of high risk health behaviors	178	4.08	0.06
111	Provide preoperative and postoperative education	145	4.08	0.07
74	Provide client nutrition through tube feedings	140	4.09	0.08
127	Perform wound care and dressing change	168	4.09	0.06
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	153	4.10	0.06
146	Educate client regarding an acute or chronic condition	168	4.10	0.06
120	Insert, maintain, or remove a peripheral intravenous line	136	4.11	0.08
138	Manage the care of a client with a pacing device	105	4.11	0.09
19	Recognize and report ethical dilemmas	159	4.13	0.06
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	158	4.13	0.07
116	Educate client about treatments and procedures	174	4.13	0.06
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	149	4.14	0.06
79	Assess and manage client with an alteration in bowel and bladder elimination	161	4.14	0.06
64	Provide end-of-life care and education to clients	115	4.15	0.08
99	Administer parenteral nutrition and evaluate client response	136	4.15	0.07
143	Identify pathophysiology related to an acute or chronic condition	148	4.16	0.07
65	Assess the potential for violence and use safety precautions	150	4.17	0.07

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity #	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
136	Maintain optimal temperature of client	135	4.17	0.08
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	81	4.17	0.10
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	137	4.18	0.06
57	Provide resources to minimize communication barriers	177	4.19	0.06
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	162	4.19	0.06
12	Assess the need for referrals and obtain necessary orders	151	4.20	0.07
53	Provide care and education for the adult client ages 65 years and over	149	4.20	0.06
104	Dispose of medications safely	167	4.20	0.07
42	Provide prenatal care and education	33	4.21	0.16
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	139	4.22	0.07
113	Manage client during a procedure with moderate sedation	77	4.22	0.10
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	175	4.24	0.06
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	91	4.24	0.10
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	154	4.26	0.07
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	152	4.26	0.06
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	119	4.26	0.07
41	Promote staff safety	156	4.27	0.07
30	Use ergonomic principles when providing care	145	4.28	0.08
59	Assess client for abuse or neglect and report, intervene, and/or escalate	140	4.28	0.07
52	Provide care and education for the adult client ages 18 through 64 years	145	4.29	0.05
86	Assess client for pain and intervene as appropriate	175	4.29	0.05
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	163	4.29	0.05
33	Facilitate appropriate and safe use of equipment	186	4.30	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	146	4.30	0.06
132	Perform suctioning	113	4.31	0.08
100	Administer medications for pain management	143	4.32	0.06
37	Educate client and staff regarding infection prevention measures	170	4.33	0.07
122	Manage client following a procedure with moderate sedation	121	4.34	0.09
130	Provide postoperative care	112	4.35	0.07
134	Manage the care of a client on telemetry	133	4.35	0.08
40	Assess client care environment	143	4.36	0.07
15	Recognize limitations of self and others and utilize resources	187	4.37	0.05
84	Evaluate client intake and output and intervene as needed	149	4.37	0.06

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity #	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	169	4.37	0.06
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	136	4.37	0.07
28	Follow procedures for handling biohazardous and hazardous materials	144	4.38	0.06
108	Monitor the results of diagnostic testing and intervene as needed	144	4.38	0.06
126	Monitor and care for clients on a ventilator	66	4.38	0.12
31	Acknowledge and document practice errors and near misses	155	4.39	0.06
110	Evaluate client responses to procedures and treatments	173	4.41	0.05
34	Educate client on safety issues	148	4.42	0.06
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	174	4.45	0.05
140	Manage the care of the client with a fluid and electrolyte imbalance	153	4.46	0.06
21	Organize workload to manage time effectively	187	4.47	0.05
139	Monitor and maintain arterial lines	111	4.47	0.08
5	Prioritize the delivery of client care based on acuity	170	4.48	0.06
78	Perform skin assessment and implement measures to maintain skin integrity	154	4.48	0.06
96	Access and/or maintain central venous access devices	126	4.48	0.07
97	Educate client about medications	172	4.48	0.05
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	119	4.49	0.08
98	Evaluate client response to medication	173	4.50	0.05
36	Follow requirements when using restraints	105	4.51	0.08
10	Verify the client receives education and client consents for care and procedures	153	4.54	0.05
91	Monitor intravenous infusion and maintain site	155	4.54	0.06
38	Assess client for allergies and intervene as needed	174	4.56	0.06
22	Practice in a manner consistent with the nurses' code of ethics	152	4.57	0.06
90	Perform calculations needed for medication administration	142	4.57	0.07
4	Advocate for client rights and needs	156	4.58	0.05
95	Administer blood products and evaluate client response	125	4.58	0.07
14	Maintain client confidentiality and privacy	181	4.59	0.05
106	Perform focused assessments	147	4.59	0.05
125	Perform emergency care procedures	130	4.60	0.06
48	Perform comprehensive health assessments	150	4.61	0.05
92	Handle and administer controlled substances within regulatory guidelines	169	4.61	0.05
2	Provide and receive hand off of care (report) on assigned clients	179	4.64	0.05
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	162	4.64	0.06
27	Verify appropriateness and accuracy of a treatment order	185	4.66	0.04
94	Titrate dosage of medication based on assessment and ordered parameters	128	4.66	0.05

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity #	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
23	Provide care within the legal scope of practice	165	4.69	0.04
102	Handle and maintain medication in a safe and controlled environment	153	4.69	0.04
135	Manage the care of a client with impaired ventilation/oxygenation	163	4.71	0.05
107	Recognize trends and changes in client condition and intervene as needed	157	4.72	0.05
8	Receive, verify and implement health care provider orders	178	4.74	0.03
103	Handle and administer high-risk medications safely	164	4.74	0.04
105	Assess and respond to changes and trends in client vital signs	185	4.78	0.04
32	Properly identify client when providing care	178	4.80	0.03
145	Recognize signs and symptoms of client complications and intervene	173	4.81	0.04
88	Evaluate appropriateness and accuracy of medication order for client	149	4.83	0.03
26	Protect client from injury	180	4.84	0.03
89	Prepare and administer medications using rights of medication administration	157	4.84	0.04
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	185	4.85	0.03
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	177	4.88	0.03

*Activities are rank ordered from least to most important.

APPENDIX F: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP IMPORTANCE*

Activities Rank Ordered by Average Total Group Importance*				
Activity #	Activity	Total Group Importance		
		N	Avg	Std. Err.
137	Implement and monitor phototherapy	142	2.94	0.12
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	177	3.20	0.08
47	Provide post-partum care and education	148	3.33	0.12
83	Assess client sleep/rest pattern and intervene as needed	151	3.37	0.09
43	Plan and/or participate in community health education	168	3.40	0.08
80	Apply, maintain, or remove orthopedic devices	162	3.42	0.10
131	Perform and manage care of client receiving peritoneal dialysis	145	3.43	0.10
56	Provide care and education to an antepartum client or a client in labor	149	3.46	0.13
24	Practice and advocate for cost effective care	154	3.49	0.09
76	Perform irrigations (e.g., of bladder, ear, eye)	138	3.52	0.09
75	Perform post-mortem care	176	3.52	0.08
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	155	3.54	0.12
6	Participate in performance improvement projects and quality improvement processes	158	3.59	0.08
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	168	3.60	0.09
42	Provide prenatal care and education	139	3.60	0.12
55	Assess and educate clients about health risks based on family, population, and community	170	3.65	0.07
17	Manage conflict among clients and health care staff	161	3.66	0.08
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	150	3.75	0.08
72	Provide care for a client experiencing grief or loss	151	3.77	0.08
11	Provide education to clients and staff about client rights and responsibilities	167	3.80	0.07
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	178	3.81	0.07
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	142	3.82	0.09
114	Obtain blood specimens	150	3.83	0.09
123	Maintain percutaneous feeding tube	174	3.83	0.09
66	Assess client support system to aid in plan of care	154	3.84	0.07
9	Integrate advance directives into client plan of care	183	3.84	0.08
138	Manage the care of a client with a pacing device	145	3.84	0.10
81	Provide nonpharmacological comfort measures	185	3.85	0.06
117	Obtain specimens other than blood for diagnostic testing	185	3.86	0.07
129	Provide ostomy care and education (e.g., tracheal, enteral)	177	3.86	0.07
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	173	3.86	0.08

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Total Group Importance*				
Activity #	Activity	Total Group Importance		
		N	Avg	Std. Err.
112	Provide preoperative care	143	3.87	0.09
113	Manage client during a procedure with moderate sedation	147	3.88	0.11
62	Promote a therapeutic environment	179	3.89	0.07
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	171	3.89	0.08
63	Incorporate client cultural practices and beliefs when planning and providing care	180	3.90	0.06
74	Provide client nutrition through tube feedings	167	3.90	0.09
119	Insert, maintain, or remove a urinary catheter	159	3.92	0.07
73	Assess client performance of activities of daily living and assist when needed	171	3.92	0.07
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	142	3.92	0.11
69	Incorporate behavioral management techniques when caring for a client	181	3.93	0.06
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	189	3.93	0.07
82	Evaluate the client's nutritional status and intervene as needed	146	3.95	0.08
67	Assess client's ability to cope with life changes and provide support	172	3.96	0.07
20	Use approved terminology when documenting care	180	3.97	0.07
68	Use therapeutic communication techniques	178	3.97	0.07
35	Participate in emergency planning and response	158	3.97	0.08
13	Initiate, evaluate and update client plan of care	177	3.97	0.08
64	Provide end-of-life care and education to clients	145	3.97	0.08
49	Assess client's readiness to learn, learning preferences, and barriers to learning	173	3.99	0.06
46	Educate client about preventative care and health maintenance recommendations	149	3.99	0.07
99	Administer parenteral nutrition and evaluate client response	176	4.01	0.08
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	152	4.01	0.10
146	Educate client regarding an acute or chronic condition	176	4.02	0.07
101	Participate in medication reconciliation process	156	4.03	0.07
79	Assess and manage client with an alteration in bowel and bladder elimination	175	4.03	0.07
111	Provide preoperative and postoperative education	176	4.05	0.07
120	Insert, maintain, or remove a peripheral intravenous line	151	4.05	0.08
54	Assess client ability to manage care in home environment and plan care accordingly	150	4.06	0.08
30	Use ergonomic principles when providing care	158	4.06	0.10
127	Perform wound care and dressing change	172	4.07	0.07
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	159	4.07	0.07
45	Educate client about prevention and treatment of high risk health behaviors	184	4.08	0.06
143	Identify pathophysiology related to an acute or chronic condition	158	4.08	0.07
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	174	4.08	0.07

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Total Group Importance*				
Activity #	Activity	Total Group Importance		
		N	Avg	Std. Err.
136	Maintain optimal temperature of client	146	4.09	0.08
12	Assess the need for referrals and obtain necessary orders	161	4.09	0.08
19	Recognize and report ethical dilemmas	176	4.11	0.06
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	172	4.11	0.07
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	161	4.11	0.07
53	Provide care and education for the adult client ages 65 years and over	160	4.12	0.07
116	Educate client about treatments and procedures	175	4.13	0.06
134	Manage the care of a client on telemetry	164	4.13	0.09
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	155	4.14	0.07
104	Dispose of medications safely	173	4.14	0.07
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	145	4.15	0.08
65	Assess the potential for violence and use safety precautions	156	4.18	0.07
122	Manage client following a procedure with moderate sedation	161	4.19	0.09
57	Provide resources to minimize communication barriers	184	4.20	0.06
130	Provide postoperative care	144	4.20	0.08
139	Monitor and maintain arterial lines	164	4.20	0.09
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	158	4.21	0.07
36	Follow requirements when using restraints	154	4.21	0.10
132	Perform suctioning	144	4.22	0.08
126	Monitor and care for clients on a ventilator	141	4.22	0.11
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	159	4.23	0.07
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	172	4.23	0.06
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	179	4.25	0.06
52	Provide care and education for the adult client ages 18 through 64 years	150	4.25	0.06
86	Assess client for pain and intervene as appropriate	178	4.25	0.06
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	182	4.26	0.06
108	Monitor the results of diagnostic testing and intervene as needed	155	4.26	0.08
41	Promote staff safety	161	4.28	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	149	4.28	0.06
59	Assess client for abuse or neglect and report, intervene, and/or escalate	156	4.29	0.07
33	Facilitate appropriate and safe use of equipment	188	4.30	0.05
100	Administer medications for pain management	147	4.30	0.06
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	174	4.31	0.07

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Total Group Importance*				
Activity #	Activity	Total Group Importance		
		N	Avg	Std. Err.
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	145	4.32	0.07
37	Educate client and staff regarding infection prevention measures	173	4.33	0.06
40	Assess client care environment	147	4.33	0.07
140	Manage the care of the client with a fluid and electrolyte imbalance	170	4.34	0.08
84	Evaluate client intake and output and intervene as needed	153	4.35	0.07
15	Recognize limitations of self and others and utilize resources	188	4.36	0.05
96	Access and/or maintain central venous access devices	150	4.36	0.08
34	Educate client on safety issues	151	4.38	0.06
28	Follow procedures for handling biohazardous and hazardous materials	152	4.39	0.06
31	Acknowledge and document practice errors and near misses	175	4.39	0.06
91	Monitor intravenous infusion and maintain site	174	4.40	0.07
110	Evaluate client responses to procedures and treatments	176	4.41	0.05
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	180	4.42	0.06
78	Perform skin assessment and implement measures to maintain skin integrity	155	4.46	0.06
21	Organize workload to manage time effectively	188	4.47	0.05
5	Prioritize the delivery of client care based on acuity	170	4.48	0.06
98	Evaluate client response to medication	176	4.48	0.05
97	Educate client about medications	173	4.49	0.05
95	Administer blood products and evaluate client response	153	4.50	0.08
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	154	4.51	0.06
10	Verify the client receives education and client consents for care and procedures	156	4.53	0.05
90	Perform calculations needed for medication administration	152	4.53	0.07
48	Perform comprehensive health assessments	159	4.54	0.06
92	Handle and administer controlled substances within regulatory guidelines	177	4.54	0.06
38	Assess client for allergies and intervene as needed	179	4.55	0.06
125	Perform emergency care procedures	152	4.55	0.06
22	Practice in a manner consistent with the nurses' code of ethics	153	4.56	0.06
4	Advocate for client rights and needs	156	4.58	0.05
14	Maintain client confidentiality and privacy	181	4.59	0.05
106	Perform focused assessments	149	4.59	0.05
2	Provide and receive hand off of care (report) on assigned clients	186	4.59	0.05
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	180	4.59	0.06
94	Titrate dosage of medication based on assessment and ordered parameters	147	4.63	0.05
27	Verify appropriateness and accuracy of a treatment order	186	4.65	0.05
103	Handle and administer high-risk medications safely	173	4.66	0.06

*Activities are rank ordered from least to most important.

Activities Rank Ordered by Average Total Group Importance*				
Activity #	Activity	Total Group Importance		
		N	Avg	Std. Err.
102	Handle and maintain medication in a safe and controlled environment	156	4.68	0.05
23	Provide care within the legal scope of practice	165	4.69	0.04
135	Manage the care of a client with impaired ventilation/oxygenation	181	4.69	0.06
107	Recognize trends and changes in client condition and intervene as needed	160	4.69	0.05
8	Receive, verify and implement health care provider orders	181	4.73	0.03
105	Assess and respond to changes and trends in client vital signs	186	4.78	0.04
32	Properly identify client when providing care	179	4.78	0.04
145	Recognize signs and symptoms of client complications and intervene	174	4.81	0.04
88	Evaluate appropriateness and accuracy of medication order for client	149	4.83	0.03
89	Prepare and administer medications using rights of medication administration	159	4.84	0.04
26	Protect client from injury	181	4.85	0.03
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	186	4.85	0.03
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	177	4.88	0.03

*Activities are rank ordered from least to most important.

APPENDIX G: ACTIVITIES RANK ORDERED BY AVERAGE SETTING-SPECIFIC CLINICAL JUDGMENT*

Activities Rank Ordered by Average Setting-Specific Clinical Judgment*					
Activity #	Activity	Setting-Specific Clinical Judgment			
		N	Avg	Std. Err.	
75	Perform post-mortem care	112	2.75	0.09	
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	129	2.81	0.07	
17	Manage conflict among clients and health care staff	144	2.87	0.07	
43	Plan and/or participate in community health education	97	2.91	0.09	
24	Practice and advocate for cost effective care	121	2.92	0.07	
83	Assess client sleep/rest pattern and intervene as needed	129	2.98	0.07	
72	Provide care for a client experiencing grief or loss	129	3.02	0.07	
80	Apply, maintain, or remove orthopedic devices	112	3.02	0.09	
117	Obtain specimens other than blood for diagnostic testing	172	3.02	0.07	
62	Promote a therapeutic environment	177	3.06	0.06	
63	Incorporate client cultural practices and beliefs when planning and providing care	166	3.06	0.06	
137	Implement and monitor phototherapy	34	3.06	0.16	
11	Provide education to clients and staff about client rights and responsibilities	162	3.07	0.07	
9	Integrate advance directives into client plan of care	146	3.08	0.08	
20	Use approved terminology when documenting care	180	3.09	0.07	
57	Provide resources to minimize communication barriers	176	3.13	0.06	
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	150	3.13	0.07	
30	Use ergonomic principles when providing care	140	3.15	0.08	
6	Participate in performance improvement projects and quality improvement processes	113	3.16	0.08	
131	Perform and manage care of client receiving peritoneal dialysis	74	3.16	0.09	
76	Perform irrigations (e.g., of bladder, ear, eye)	106	3.17	0.08	
55	Assess and educate clients about health risks based on family, population, and community	149	3.18	0.07	
68	Use therapeutic communication techniques	176	3.18	0.06	
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	147	3.20	0.07	
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	139	3.20	0.06	
69	Incorporate behavioral management techniques when caring for a client	169	3.20	0.06	
66	Assess client support system to aid in plan of care	143	3.21	0.06	
81	Provide nonpharmacological comfort measures	178	3.21	0.06	
14	Maintain client confidentiality and privacy	180	3.22	0.08	
114	Obtain blood specimens	120	3.22	0.07	
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	167	3.23	0.06	

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Setting-Specific Clinical Judgment*				
Activity #	Activity	Setting-Specific Clinical Judgment		
		N	Avg	Std. Err.
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	145	3.23	0.06
104	Dispose of medications safely	167	3.24	0.07
119	Insert, maintain, or remove a urinary catheter	148	3.24	0.06
129	Provide ostomy care and education (e.g., tracheal, enteral)	144	3.24	0.06
73	Assess client performance of activities of daily living and assist when needed	158	3.25	0.06
45	Educate client about prevention and treatment of high risk health behaviors	176	3.26	0.06
47	Provide post-partum care and education	46	3.26	0.12
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	137	3.27	0.07
112	Provide preoperative care	110	3.28	0.06
46	Educate client about preventative care and health maintenance recommendations	139	3.29	0.07
101	Participate in medication reconciliation process	143	3.29	0.06
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	47	3.30	0.16
67	Assess client's ability to cope with life changes and provide support	161	3.30	0.06
32	Properly identify client when providing care	178	3.31	0.08
35	Participate in emergency planning and response	127	3.31	0.07
123	Maintain percutaneous feeding tube	127	3.31	0.06
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	65	3.32	0.10
82	Evaluate the client's nutritional status and intervene as needed	137	3.32	0.07
111	Provide preoperative and postoperative education	144	3.32	0.07
49	Assess client's readiness to learn, learning preferences, and barriers to learning	165	3.33	0.06
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	106	3.33	0.07
41	Promote staff safety	155	3.34	0.06
65	Assess the potential for violence and use safety precautions	148	3.34	0.06
74	Provide client nutrition through tube feedings	140	3.34	0.07
64	Provide end-of-life care and education to clients	112	3.35	0.07
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	155	3.35	0.06
19	Recognize and report ethical dilemmas	152	3.36	0.06
28	Follow procedures for handling biohazardous and hazardous materials	143	3.37	0.06
146	Educate client regarding an acute or chronic condition	168	3.37	0.06
54	Assess client ability to manage care in home environment and plan care accordingly	130	3.38	0.06
79	Assess and manage client with an alteration in bowel and bladder elimination	155	3.38	0.06
116	Educate client about treatments and procedures	173	3.38	0.05
136	Maintain optimal temperature of client	133	3.38	0.06

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Setting-Specific Clinical Judgment*				
Activity #	Activity	Setting-Specific Clinical Judgment		
		N	Avg	Std. Err.
138	Manage the care of a client with a pacing device	101	3.38	0.08
37	Educate client and staff regarding infection prevention measures	165	3.39	0.06
56	Provide care and education to an antepartum client or a client in labor	36	3.39	0.17
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	151	3.39	0.05
33	Facilitate appropriate and safe use of equipment	185	3.40	0.05
127	Perform wound care and dressing change	163	3.40	0.05
42	Provide prenatal care and education	32	3.41	0.13
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	152	3.41	0.06
120	Insert, maintain, or remove a peripheral intravenous line	133	3.41	0.06
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	180	3.42	0.06
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	170	3.44	0.06
13	Initiate, evaluate and update client plan of care	166	3.44	0.06
40	Assess client care environment	140	3.44	0.06
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	116	3.49	0.07
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	134	3.49	0.06
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	89	3.49	0.07
132	Perform suctioning	109	3.49	0.06
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	78	3.49	0.09
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	153	3.50	0.06
31	Acknowledge and document practice errors and near misses	149	3.50	0.06
52	Provide care and education for the adult client ages 18 through 64 years	143	3.50	0.06
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	156	3.50	0.05
59	Assess client for abuse or neglect and report, intervene, and/or escalate	139	3.51	0.06
143	Identify pathophysiology related to an acute or chronic condition	146	3.51	0.06
2	Provide and receive hand off of care (report) on assigned clients	179	3.52	0.05
10	Verify the client receives education and client consents for care and procedures	150	3.52	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	144	3.53	0.05
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	151	3.53	0.05
99	Administer parenteral nutrition and evaluate client response	135	3.53	0.06
113	Manage client during a procedure with moderate sedation	76	3.53	0.07
34	Educate client on safety issues	145	3.54	0.05
84	Evaluate client intake and output and intervene as needed	145	3.54	0.05

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Setting-Specific Clinical Judgment*				
Activity #	Activity	Setting-Specific Clinical Judgment		
		N	Avg	Std. Err.
38	Assess client for allergies and intervene as needed	173	3.55	0.06
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	163	3.55	0.05
12	Assess the need for referrals and obtain necessary orders	147	3.56	0.05
53	Provide care and education for the adult client ages 65 years and over	149	3.56	0.05
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	117	3.56	0.05
36	Follow requirements when using restraints	103	3.57	0.07
108	Monitor the results of diagnostic testing and intervene as needed	141	3.57	0.05
15	Recognize limitations of self and others and utilize resources	185	3.58	0.05
100	Administer medications for pain management	141	3.58	0.05
110	Evaluate client responses to procedures and treatments	172	3.60	0.04
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	134	3.60	0.05
86	Assess client for pain and intervene as appropriate	175	3.61	0.04
130	Provide postoperative care	111	3.61	0.05
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	168	3.62	0.04
22	Practice in a manner consistent with the nurses' code of ethics	148	3.62	0.06
91	Monitor intravenous infusion and maintain site	149	3.62	0.05
126	Monitor and care for clients on a ventilator	65	3.62	0.09
78	Perform skin assessment and implement measures to maintain skin integrity	150	3.63	0.04
122	Manage client following a procedure with moderate sedation	119	3.64	0.07
134	Manage the care of a client on telemetry	133	3.64	0.05
139	Monitor and maintain arterial lines	106	3.64	0.07
4	Advocate for client rights and needs	153	3.65	0.05
96	Access and/or maintain central venous access devices	123	3.65	0.05
21	Organize workload to manage time effectively	186	3.66	0.04
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	173	3.66	0.05
92	Handle and administer controlled substances within regulatory guidelines	168	3.67	0.05
97	Educate client about medications	167	3.67	0.05
102	Handle and maintain medication in a safe and controlled environment	151	3.68	0.05
90	Perform calculations needed for medication administration	139	3.70	0.06
98	Evaluate client response to medication	173	3.71	0.04
26	Protect client from injury	180	3.74	0.05
125	Perform emergency care procedures	129	3.74	0.05
23	Provide care within the legal scope of practice	164	3.76	0.04

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Setting-Specific Clinical Judgment*				
Activity #	Activity	Setting-Specific Clinical Judgment		
		N	Avg	Std. Err.
95	Administer blood products and evaluate client response	124	3.77	0.05
140	Manage the care of the client with a fluid and electrolyte imbalance	153	3.77	0.04
5	Prioritize the delivery of client care based on acuity	168	3.78	0.04
8	Receive, verify and implement health care provider orders	177	3.80	0.04
103	Handle and administer high-risk medications safely	160	3.80	0.04
27	Verify appropriateness and accuracy of a treatment order	184	3.81	0.03
48	Perform comprehensive health assessments	147	3.81	0.04
135	Manage the care of a client with impaired ventilation/oxygenation	162	3.81	0.04
106	Perform focused assessments	145	3.82	0.03
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	161	3.82	0.04
94	Titrate dosage of medication based on assessment and ordered parameters	126	3.83	0.04
107	Recognize trends and changes in client condition and intervene as needed	156	3.85	0.03
105	Assess and respond to changes and trends in client vital signs	184	3.86	0.03
89	Prepare and administer medications using rights of medication administration	156	3.88	0.03
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	184	3.89	0.03
88	Evaluate appropriateness and accuracy of medication order for client	147	3.91	0.03
145	Recognize signs and symptoms of client complications and intervene	166	3.93	0.02

*Activities are rank ordered from least to most clinical judgment relevancy

APPENDIX H: ACTIVITIES RANK ORDERED BY AVERAGE TOTAL GROUP CLINICAL JUDGMENT*

Activities Rank Ordered by Average Total Group Clinical Judgment*				
Activity #	Activity	Total Group Clinical Judgment		
		N	Avg	Std. Err.
137	Implement and monitor phototherapy	118	2.52	0.11
75	Perform post-mortem care	169	2.54	0.07
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	173	2.69	0.07
43	Plan and/or participate in community health education	159	2.70	0.08
17	Manage conflict among clients and health care staff	157	2.78	0.07
80	Apply, maintain, or remove orthopedic devices	154	2.78	0.08
47	Provide post-partum care and education	133	2.80	0.10
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	135	2.80	0.11
56	Provide care and education to an antepartum client or a client in labor	132	2.80	0.11
83	Assess client sleep/rest pattern and intervene as needed	148	2.86	0.07
42	Provide prenatal care and education	124	2.88	0.10
24	Practice and advocate for cost effective care	141	2.89	0.08
131	Perform and manage care of client receiving peritoneal dialysis	134	2.95	0.09
9	Integrate advance directives into client plan of care	179	2.98	0.08
72	Provide care for a client experiencing grief or loss	145	2.99	0.07
117	Obtain specimens other than blood for diagnostic testing	184	3.00	0.07
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	156	3.01	0.08
76	Perform irrigations (e.g., of bladder, ear, eye)	137	3.02	0.08
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	167	3.03	0.07
63	Incorporate client cultural practices and beliefs when planning and providing care	179	3.04	0.06
11	Provide education to clients and staff about client rights and responsibilities	166	3.04	0.07
62	Promote a therapeutic environment	178	3.06	0.06
30	Use ergonomic principles when providing care	147	3.07	0.08
20	Use approved terminology when documenting care	181	3.10	0.07
55	Assess and educate clients about health risks based on family, population, and community	161	3.10	0.07
123	Maintain percutaneous feeding tube	171	3.12	0.07
57	Provide resources to minimize communication barriers	183	3.13	0.06
6	Participate in performance improvement projects and quality improvement processes	144	3.14	0.07
114	Obtain blood specimens	146	3.14	0.07
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	159	3.15	0.07
66	Assess client support system to aid in plan of care	151	3.15	0.06
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	166	3.15	0.07

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Total Group Clinical Judgment*				
Activity #	Activity	Total Group Clinical Judgment		
		N	Avg	Std. Err.
129	Provide ostomy care and education (e.g., tracheal, enteral)	175	3.15	0.06
138	Manage the care of a client with a pacing device	139	3.15	0.08
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	146	3.16	0.07
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	175	3.16	0.06
68	Use therapeutic communication techniques	177	3.17	0.06
69	Incorporate behavioral management techniques when caring for a client	179	3.17	0.06
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	136	3.18	0.08
73	Assess client performance of activities of daily living and assist when needed	165	3.19	0.06
81	Provide nonpharmacological comfort measures	184	3.20	0.06
104	Dispose of medications safely	173	3.20	0.07
112	Provide preoperative care	138	3.20	0.07
74	Provide client nutrition through tube feedings	166	3.20	0.08
64	Provide end-of-life care and education to clients	141	3.20	0.07
14	Maintain client confidentiality and privacy	180	3.22	0.08
119	Insert, maintain, or remove a urinary catheter	158	3.23	0.06
101	Participate in medication reconciliation process	153	3.24	0.06
35	Participate in emergency planning and response	155	3.24	0.07
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	146	3.24	0.08
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	139	3.24	0.09
45	Educate client about prevention and treatment of high risk health behaviors	182	3.26	0.06
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	165	3.26	0.07
113	Manage client during a procedure with moderate sedation	138	3.26	0.09
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	179	3.27	0.06
46	Educate client about preventative care and health maintenance recommendations	147	3.27	0.06
111	Provide preoperative and postoperative education	175	3.27	0.07
67	Assess client's ability to cope with life changes and provide support	167	3.28	0.06
79	Assess and manage client with an alteration in bowel and bladder elimination	169	3.28	0.06
32	Properly identify client when providing care	179	3.30	0.08
136	Maintain optimal temperature of client	144	3.30	0.07
82	Evaluate the client's nutritional status and intervene as needed	144	3.31	0.07
146	Educate client regarding an acute or chronic condition	176	3.31	0.06
49	Assess client's readiness to learn, learning preferences, and barriers to learning	168	3.32	0.06
132	Perform suctioning	142	3.32	0.07
19	Recognize and report ethical dilemmas	168	3.33	0.06

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Total Group Clinical Judgment*				
Activity #	Activity	Total Group Clinical Judgment		
		N	Avg	Std. Err.
99	Administer parenteral nutrition and evaluate client response	175	3.33	0.07
36	Follow requirements when using restraints	149	3.33	0.08
65	Assess the potential for violence and use safety precautions	154	3.34	0.06
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	157	3.34	0.06
41	Promote staff safety	159	3.35	0.06
54	Assess client ability to manage care in home environment and plan care accordingly	147	3.35	0.06
120	Insert, maintain, or remove a peripheral intravenous line	149	3.36	0.07
28	Follow procedures for handling biohazardous and hazardous materials	149	3.38	0.06
116	Educate client about treatments and procedures	173	3.38	0.05
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	188	3.38	0.06
126	Monitor and care for clients on a ventilator	136	3.38	0.09
37	Educate client and staff regarding infection prevention measures	168	3.39	0.06
127	Perform wound care and dressing change	167	3.39	0.05
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	166	3.39	0.06
33	Facilitate appropriate and safe use of equipment	187	3.40	0.05
13	Initiate, evaluate and update client plan of care	173	3.40	0.06
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	152	3.41	0.06
40	Assess client care environment	144	3.42	0.06
139	Monitor and maintain arterial lines	149	3.42	0.08
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	174	3.44	0.06
143	Identify pathophysiology related to an acute or chronic condition	154	3.44	0.06
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	165	3.45	0.06
52	Provide care and education for the adult client ages 18 through 64 years	148	3.46	0.06
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	141	3.46	0.06
130	Provide postoperative care	140	3.46	0.07
122	Manage client following a procedure with moderate sedation	155	3.46	0.08
134	Manage the care of a client on telemetry	165	3.46	0.07
12	Assess the need for referrals and obtain necessary orders	155	3.47	0.06
53	Provide care and education for the adult client ages 65 years and over	159	3.47	0.06
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	150	3.48	0.06
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	154	3.48	0.06
31	Acknowledge and document practice errors and near misses	169	3.48	0.05

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Total Group Clinical Judgment*				
Activity #	Activity	Total Group Clinical Judgment		
		N	Avg	Std. Err.
59	Assess client for abuse or neglect and report, intervene, and/or escalate	155	3.48	0.06
2	Provide and receive hand off of care (report) on assigned clients	186	3.49	0.05
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	158	3.49	0.06
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	167	3.50	0.06
108	Monitor the results of diagnostic testing and intervene as needed	151	3.50	0.06
10	Verify the client receives education and client consents for care and procedures	152	3.51	0.06
34	Educate client on safety issues	148	3.52	0.05
91	Monitor intravenous infusion and maintain site	165	3.52	0.06
70	Recognize nonverbal cues to physical and/or psychological stressors	146	3.53	0.05
84	Evaluate client intake and output and intervene as needed	149	3.54	0.05
38	Assess client for allergies and intervene as needed	178	3.54	0.06
100	Administer medications for pain management	145	3.54	0.05
96	Access and/or maintain central venous access devices	146	3.54	0.06
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	143	3.55	0.06
15	Recognize limitations of self and others and utilize resources	186	3.57	0.05
86	Assess client for pain and intervene as appropriate	178	3.58	0.04
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	174	3.60	0.04
110	Evaluate client responses to procedures and treatments	175	3.61	0.04
22	Practice in a manner consistent with the nurses' code of ethics	149	3.62	0.06
78	Perform skin assessment and implement measures to maintain skin integrity	151	3.62	0.05
92	Handle and administer controlled substances within regulatory guidelines	176	3.63	0.06
4	Advocate for client rights and needs	153	3.65	0.05
21	Organize workload to manage time effectively	187	3.66	0.04
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	173	3.66	0.05
90	Perform calculations needed for medication administration	149	3.66	0.06
97	Educate client about medications	168	3.67	0.05
140	Manage the care of the client with a fluid and electrolyte imbalance	170	3.67	0.05
102	Handle and maintain medication in a safe and controlled environment	154	3.68	0.05
98	Evaluate client response to medication	176	3.69	0.04
95	Administer blood products and evaluate client response	152	3.71	0.06
125	Perform emergency care procedures	150	3.73	0.05
26	Protect client from injury	181	3.74	0.05
48	Perform comprehensive health assessments	155	3.74	0.05
23	Provide care within the legal scope of practice	164	3.76	0.04

*Activities are rank ordered from least to most clinical judgment relevancy

Activities Rank Ordered by Average Total Group Clinical Judgment*				
Activity #	Activity	Total Group Clinical Judgment		
		N	Avg	Std. Err.
103	Handle and administer high-risk medications safely	168	3.76	0.04
135	Manage the care of a client with impaired ventilation/oxygenation	180	3.76	0.05
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	179	3.77	0.04
5	Prioritize the delivery of client care based on acuity	168	3.78	0.04
8	Receive, verify and implement health care provider orders	180	3.78	0.04
27	Verify appropriateness and accuracy of a treatment order	185	3.80	0.03
106	Perform focused assessments	147	3.80	0.04
94	Titrate dosage of medication based on assessment and ordered parameters	144	3.81	0.04
107	Recognize trends and changes in client condition and intervene as needed	159	3.82	0.04
105	Assess and respond to changes and trends in client vital signs	185	3.86	0.03
89	Prepare and administer medications using rights of medication administration	158	3.89	0.03
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	185	3.89	0.03
88	Evaluate appropriateness and accuracy of medication order for client	147	3.91	0.03
145	Recognize signs and symptoms of client complications and intervene	167	3.93	0.02

*Activities are rank ordered from least to most clinical judgment relevancy

APPENDIX I: 2021 RN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

The National Council of State Boards of Nursing (NCSBN®) conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2021 RN Practice Analysis had an adequate analyzable response rate of approximately 17.8%, many individuals did not respond to the survey. Out of the 24,000 newly licensed RNs who were invited to take the survey, 4,758 returned the survey. NCSBN wanted to contact a sample of the invitees who chose not to participate in the survey to ascertain the reasons for not returning the survey and compare a sample of activity statements, as well as demographic information against the 2021 RN Practice Analysis survey responders.

Background of Study

NCSBN is responsible to its members, the boards of nursing in the U.S. and member board territories for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination.

Findings from the 2021 RN Practice Analysis Nonresponder Study provide possible reasons why individuals do not participate in surveys and differences between survey responders and nonresponders to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

Methodology

Sample Selection

A random sample of newly licensed RNs who were invited but did not respond to the 2021 RN Practice Analysis survey were contacted via email or telephone. The sample was derived from the 24,000 invitees who were emailed the Web form of the 2021 RN Practice Analysis survey. A total of 72 RNs from this sample completed the email or telephone survey.

Survey Instrument and Process

Nonresponders were contacted via email and telephone, using emails and telephone numbers provided by NCSBN. First, an email of the nonresponder survey was sent out to the nonresponders. If the nonresponders were instead reached using the telephone, they were given the option to complete the nonresponder survey by email or over the telephone. Regardless of email or telephone, the nonresponders were first asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included the following: "too busy," "did not care," "do not like/trust surveys," "did not receive," or "other." Second, individuals were asked demographic information in order to provide background on nonresponders, including employment setting/specialty, and length of time. Finally, nonresponders were asked to rate the frequency of performance, importance and clinical judgment of 10 activities that were listed in the 2021 RN Practice Analysis survey. Nonresponders were thanked for their time and the data collected was recorded.

Nonresponder Results

Reasons for Not Responding

Reasons provided by the nonresponder RNs included “too busy” (33 responses or 45.8%), “did not receive” (22 responses or 30.6%) or “other” (8 responses or 11.1%). Five of the nonresponders (6.9%) indicated not caring as the reason for not returning the survey. Four of the nonresponders (5.6%) indicated not liking or not trusting surveys as the reason for not returning the survey.

Months Employed as an RN

Nonresponders were asked how many total months they worked as an RN. Nonresponders indicated that on average they worked 9.4 months as an RN, while responders averaged 6.2 months. The average number of months worked is greater because nonresponders were contacted about six weeks after the 2021 RN Practice Analysis was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty. The different nursing specialties/employment settings were well represented in this sample and are included in [Table I.1](#). The largest percentage (34.7% or 25 nonresponders) worked in critical care. Medical-surgical units were also frequently cited (25.0% or 18 nonresponders). These results are similar to the 2021 RN Practice Analysis survey, which identified that the largest percentage of responders worked in medical-surgical (23.3%) and critical care (17.3%). See [Table I.1](#).

Importance Ratings

In general, the importance ratings between nonresponders and responders were very similar. No activity statement importance ratings differed by more than one point. See [Table I.2](#).

Frequency Ratings

Frequency ratings provided by the nonresponders were compared to the average response rating of the 2021 RN Practice Analysis Survey responders.

The frequency ratings were very similar between nonresponders and responders. No activity statement frequency ratings between nonresponders and responders were more than one point. See [Table I.3](#).

Clinical Judgment Ratings

Clinical judgment ratings between nonresponders and responders were also very similar. No activity statements for clinical judgment were more than one point between nonresponders and responders. See [Table I.4](#).

Summary

The nonresponder study suggests that the main reasons individuals did not complete the 2021 RN Practice Analysis survey was because they were either too busy or did not receive the survey. In summary, the activity statement ratings were quite similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2021 RN Practice Analysis results.

Table I.1. Employment Setting/Specialty*

Job Title	Nonresponders		Responders	
	Frequency	%	Frequency	%
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	25	34.7	729	17.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	18	25.0	980	23.3
Pediatrics (including nursery)	2	2.8	153	3.6
Labor and delivery (including postpartum unit)	3	4.2	82	1.9
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	0	0.0	144	3.4
Assisted Living	0	0.0	N/A	N/A
Operating room, including outpatient surgery and surgicenters	3	4.2	91	2.2
Long-term care (e.g., nursing home, skilled or intermediate care)	4	5.6	252	6.0
Residential (e.g., developmental disability)	0	0.0	18	0.4
Rehabilitation (e.g., subacute or transitional care unit)	2	2.8	212	5.0
Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)	1	1.4	108	2.6
Home health, including visiting nurses associations	7	9.7	100	2.4
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	1	1.4	51	1.2
Hospice care	0	0.0	72	1.7
Palliative care	N/A	N/A	64	1.5
Short Stay/Observational	0	0.0	N/A	N/A
Step-down/Progressive Care	3	4.2	N/A	N/A
Other	3	4.2	453	10.7

Table I.2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	3.51 (n=72)	3.59 (n=158)
15	Recognize limitations of self and others and utilize resources	4.58 (n=72)	4.36 (n=188)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	4.28 (n=72)	4.11 (n=161)
54	Assess client ability to manage care in home environment and plan care accordingly	4.15 (n=72)	4.06 (n=150)
69	Incorporate behavioral management techniques when caring for a client	3.94 (n=72)	3.93 (n=181)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	3.24 (n=72)	3.20 (n=177)
101	Participate in medication reconciliation process	4.29 (n=72)	4.03 (n=156)
113	Manage client during a procedure with moderate sedation	4.26 (n=72)	3.88 (n=147)
126	Monitor and care for clients on a ventilator	4.42 (n=72)	4.22 (n=141)
136	Maintain optimal temperature of client	4.31 (n=72)	4.09 (n=146)

Table I.3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	1.39 (n=72)	1.68 (n=462)
15	Recognize limitations of self and others and utilize resources	3.99 (n=72)	3.93 (n=399)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	2.92 (n=72)	2.57 (n=404)
54	Assess client ability to manage care in home environment and plan care accordingly	3.44 (n=72)	2.94 (n=457)
69	Incorporate behavioral management techniques when caring for a client	3.53 (n=72)	3.09 (n=395)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	1.97 (n=72)	1.69 (n=397)
101	Participate in medication reconciliation process	2.94 (n=72)	2.88 (n=398)
113	Manage client during a procedure with moderate sedation	1.43 (n=72)	1.17 (n=402)
126	Monitor and care for clients on a ventilator	1.82 (n=72)	1.34 (n= 454)
136	Maintain optimal temperature of client	3.10 (n=72)	3.43 (n= 383)

Table I.4. Activity Statement Clinical Judgment Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	3.17 (n=71)	3.14 (n=144)
15	Recognize limitations of self and others and utilize resources	3.75 (n=72)	3.57 (n=186)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	3.20 (n=71)	3.15 (n=159)
54	Assess client ability to manage care in home environment and plan care accordingly	3.46 (n=72)	3.35 (n=147)
69	Incorporate behavioral management techniques when caring for a client	3.26 (n=72)	3.17 (n=179)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	2.84 (n=68)	2.69 (n=173)
101	Participate in medication reconciliation process	3.33 (n=72)	3.24 (n=153)
113	Manage client during a procedure with moderate sedation	3.45 (n=66)	3.26 (n=138)
126	Monitor and care for clients on a ventilator	3.54 (n=67)	3.38 (n=136)
136	Maintain optimal temperature of client	3.35 (n=71)	3.30(n=144)

Part 2

2021 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

Canadian Responders

National Council of State Boards of Nursing, Inc. (NCSBN®)

EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examinations. Because the health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle.

The 2013-2014 NCSBN Strategic Practice Analysis highlighted the increasingly complex decisions newly licensed nurses make during the course of patient care. These increasingly complex decisions often require the use of clinical judgment to support patient safety. NCSBN has conducted several years of research and study to understand and isolate the individual factors that contribute to the process of nursing clinical judgment. When the concept of clinical judgment is explored relative to nursing, it is expected the individual contributing factors to clinical judgment will closely align with the performance of activities involved in the delivery of nursing care. In other words, those contributing factors align with nursing behavior and therefore remain an important underpinning in the nursing decision making process. As a result, NCSBN wanted to understand the relevance of clinical judgment in the performance of entry-level activities. The 2021 RN Practice Analysis includes survey questions to gather data to explore this subject. The following clinical judgment definition was provided to survey responders:

- Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

A number of steps are necessary to perform an analysis of newly licensed registered nurse (RN) practice. A panel of subject matter experts was assembled, a list of RN activities was created and incorporated into a survey that was sent to a randomly drawn sample of newly licensed registered nurses, and data was collected and analyzed.

Methodology Reviewers

Three methodology reviewers have been chosen for their expertise in practice/job analysis and certification exam development as reviewers of the methodologies and procedures for NCSBN's previous practice analysis studies. All three reviewers have indicated in the past that this methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses. After a sound methodology has been validated and approved by an external panel of subject matter experts (SMEs) in the area of psychometrics and practice analysis methodologies, that methodology will remain in effect until new procedures or methodologies are suggested. Should substantial changes to the methodology occur in future practice analyses, NCSBN Examinations staff shall ensure that a thorough review of the methodology is undertaken by external SMEs.

Panel of Subject Matter Experts (SMEs)

A panel of 13 RNs was assembled to assist with the practice analysis. Two of the 13 panelists were RNs licensed/registered in Canada. Panel members worked with, educated and/or supervised the practice of RNs within their first twelve months of practice or were themselves newly licensed/registered RNs. Panel members represented geographic NCSBN areas of the U.S. and Canadian territories/jurisdictions using the NCLEX for licensure/registration decisions, all major nursing specialties, and varied practice settings.

The panel used the current test plan category structure describing the types of activities performed by newly licensed/registered RNs and developed a list of activities performed within each category of the structure.

Survey Development

A total of 146 nursing activity statements were incorporated into a practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Some of the questions from the U.S. survey were slightly modified to accommodate for different terminology used in Canada. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via Web to a sample of newly licensed/registered nurses (RNs in Canada). Except for slight differences in terminology, the survey forms were identical to the U.S. survey. Four of the survey forms contained 24 activity statements each and two survey forms contained 25 activity statements. Except for the activity statements unique to each survey form, the surveys were identical. The six survey forms were also translated to French.

Survey Process

Sample Selection

Two samples were randomly selected from the candidates who successfully passed the NCLEX-RN within 10 regulatory bodies in Canada from April 15, 2020 to Feb. 15, 2021. One sample was selected for the English survey and another sample for the French survey. First, a sample of 9,000 entry-level RNs who passed the English version of the exam in Canada during that time was randomly selected for the English survey. Due to the limited number of candidates who took and passed the French version of the exam during that time, it was necessary to use the entire population (55) for the French survey.

Both the English and French surveys were divided equally into six forms and sent via Web to newly licensed/registered RNs. A total of 9,000 newly licensed/registered RNs each received one of the six English forms and a total of 55 newly licensed/registered RNs each received one of the six French forms.

Emailing Procedure

A five-stage emailing process was used to engage the participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted from April through June 2021.

Return Rates

Out of the 9,000 English surveys sent, a total of 2,438 surveys were returned (416 surveys for Form 1; 400 surveys for Form 2; 391 surveys for Form 3; 422 surveys for Form 4; 425 surveys for Form 5; and 384 surveys for Form 6). The raw response rate was approximately 27.2%. There were 491 individuals that did not qualify for survey ratings based on one of the following reasons. Either: (a) they did not indicate having an RN license/registration; (b) they were not currently working in Canada; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for removals, the analyzable response rate for the English survey was 21.8%.

Out of the 55 French surveys sent, a total of 19 surveys were returned (2 for Form 1; 5 for Form 2; 2 for Form 3; 2 for Form 4; 3 for Form 5; and 5 for Form 6). The raw response rate was 34.5%. There were two individuals that did not qualify for survey ratings due to previously mentioned reasons. After adjusting for removals, the analyzable response rate for the French survey was 30.9%.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of nonresponders to determine if those RNs not responding would have rated the survey activity statements differently. The nonresponders rated the activity statements similar to the responders, which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority of survey responders (89.0%) indicated their gender as female. The age of responder nurses averaged 28.1 years (SD 6.8 years). Responders indicated their racial/ethnic background as follows: 59.0% White, 10.3% South Asian, 10.0% Filipino, 4.7% Black and 4.4% Chinese.

Newly licensed/registered RNs listed obtaining a baccalaureate degree most frequently (88.6%) as the educational preparation for initial RN licensure/registration.

Responders indicated working an average of 7.1 months as an RN in Canada and reported being an average of 16.3 months post-graduation. Approximately 17.1% of newly licensed/registered RNs reported previous experience as a registered practical nurse (RPN) and 38.2% reported previous experience as unlicensed assistive personnel (UAP). The average experience in those positions was 4.5 years as a RPN and 1.5 years as an UAP.

Orientation

The majority of newly licensed/registered RNs (96.6%) received some form of formal orientation. No formal orientation was reported by 3.4% and 3.8% reported having only a formal internship with or without additional classroom or skills lab work for their orientation. The majority of newly licensed/registered RNs reported working with an assigned preceptor (67.9%) for an average of 4.4 weeks, and 18.9% reported having a classroom and/or skills lab plus supervised work with clients for an average of 3.7 weeks.

Certifications Earned

In the current study, 94.0% of responders reported earning additional certifications or completing coursework. Basic Life Support (47.7%), Intravenous Therapy (22.8%), and Advanced Cardiac Life Support (13.5%) were the most frequently reported certifications.

Facilities

The majority of newly licensed/registered RNs (79.6%) in this study reported working in hospitals. Only 10.4% reported working in long-term care and 7.5% reported working in community-based or ambulatory care facilities/organizations.

Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (20.5%), 500 or more beds (20.3%), and 300-499 beds (14.7%). Approximately 22.9% of responders indicated working in facilities containing less than 100 beds.

The majority of newly licensed/registered RNs (60.8%) reported working in urban or metropolitan areas, 20.1% in rural areas, and 19.1% in suburban areas.

Practice Settings

Newly licensed/registered RNs reported working in the medical/surgical (29.9%) and critical care (8.3%) settings. Some other commonly reported settings include long-term care (7.9%), palliative care (5.4%), and psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient) (4.1%).

Client Health Conditions and Ages

A majority of the newly licensed/registered RNs reported that they cared for clients with acute conditions (41.6%). The next percentage of responders reported caring for clients with stabilized chronic conditions (38.2%), clients with behavioral/emotional conditions (34.8%) and clients with unstabilized chronic conditions (31.7%). There was an increase in the percentage of nurses that reported providing care for clients within most types of health conditions included in the survey.

In terms of age, the majority of newly licensed/registered RNs reported caring for older adult clients aged 65 to 85 (48.6%), adult clients aged 18 to 64 (42.3%), older adult clients over age 85 (36.5%) and pediatric clients aged 0 to 17 (10.1%).

Shifts Worked

The shifts most commonly worked by newly licensed/registered RNs were rotating shifts (74.0%) and days (15.2%).

Time Spent in Different Categories of Nursing Activities

Newly licensed/registered RNs reported spending the greatest amount of time in Management of Care (16%) and Physiological Adaptation (13%).

Administrative Responsibilities/Primary Administrative Position

Of the responders, 40.9% reported having administrative responsibilities and of those responders, 76.6% reported having a primary administrative position. RNs working in long-term care facilities were far more likely to report having administrative responsibilities than RNs working in hospitals (91.9% in long-term care compared to 33.2% in hospitals). In addition, RNs working in long-term care with administrative responsibilities were more likely to report being in a primary administrative position than those working in hospitals (83.2% in long-term care compared to 72.0% in hospitals). Of the RNs working in community-based settings, 46.1% reported having administrative responsibilities. Of those responders, 87.8% reported holding a primary administrative position.

Activity Performance Findings

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed/registered RNs. Cronbach's alpha coefficients were calculated for frequency, importance and clinical judgment ratings of the survey. The survey had an average reliability index of 0.91 for frequency, 0.91 for importance ratings and 0.89 for clinical judgment. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent RN practice.

SME Panel Validation of Survey Findings

The SME panel for the 2021 RN Practice Analysis was asked to provide independent ratings of the 146 activity statements. In general, the importance ratings of SMEs and survey responders were somewhat similar; however, SMEs regarded most of the activity statements as slightly more important than the responders.

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to their work setting. The activities ranged from 24.4% applicability (24.4% of RNs reported that the activity was performed within their work setting) to 100% (100% of RNs reported the activity was performed within their work setting).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work setting on a six-point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways: setting-specific and total group. Average setting-specific frequencies ranged from 1.13 to 4.90. Average total group frequencies ranged from 0.27 to 4.90.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity with regard to the maintenance of client safety and/or threat of complications or distress using a five-point scale: "1" (not important) to "5" (critically important). Average setting-specific importance ratings ranged from 3.01 to 4.88. Average total group importance ratings ranged from 2.86 to 4.88.

Clinical Judgment Relevancy of Activity Performance

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based

solutions in order to deliver safe client care. Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment using a four-point scale: “1” (not relevant) to “4” (essential) and the option “DK” (do not know). Average setting-specific clinical judgment ratings ranged from 2.73 to 3.90. Average total group clinical judgment ranged from 2.57 to 3.90.

Summary

Responders to the 2021 Canadian RN Practice Analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and newly licensed RNs were somewhat similar (correlation = 0.73), supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

Conclusion

The 2021 Canadian Practice Analysis used several methods to describe the practice of newly licensed/registered RNs in the U.S. and Canadian territories/jurisdictions: (1) document reviews; (2) daily logs of newly licensed/registered RNs; (3) SMEs’ knowledge; and (4) a large-scale survey. There was evidence to support the validity of the activity statement ratings.

BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure/registration examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA, and NCME, 2014; Raymond, 2001). Because the health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. As nursing practice evolves, NCSBN continues to explore opportunities to keep the terminology in the practice analysis current. For this reason, a few data points that have been added or deleted since the 2017 Canadian NCLEX-RN Practice Analysis resulting in a lack of 1:1 comparison between the two reports. Due to COVID-19, the RN practice analysis was delayed from 2020 to 2021.

Methodology

See the section on methodology reviewers in [Part I](#) for more details.

Preliminary Interviews with Nurse Leaders

See the section on preliminary interviews with nurse leaders in [Part I](#) for more details.

Methodology Reviewers

See the section on methodology reviewers in [Part I](#) for more details.

Panel of SMEs

A panel of 13 RNs was assembled to assist with the practice analysis. Two of the 13 panelists were RNs licensed/registered in Canada. See the section on panel of subject matter experts in [Part I](#) for more details.

Survey Development

A total of 146 nursing activity statements were incorporated into the practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Some of the questions from the U.S. survey were slightly modified to accommodate for different terminology used in Canada. Six forms of the survey were created to reduce the number of activity statements on each survey and sent via Web to a sample of newly licensed/registered RNs. Except for slight differences in terminology, the surveys were identical to the U.S. survey. Four of the survey forms contained 24 activity statements and two survey forms contained 25 activity statements. There were no shared activity statements between the survey forms. Except for the activity statements unique to each survey form, the surveys were identical. The six forms were also translated to French. See the section on survey development in [Part I](#) for more details.

Survey Process

Sample Selection and Representativeness

Two samples were randomly selected from the candidates who successfully passed the NCLEX-RN within 10 regulatory bodies in Canada from April 15, 2020 to Feb. 15, 2021. One sample was selected for the English survey and another sample for the French survey. First, a sample of 9,000 newly licensed/registered RNs who passed the English version of the exam in Canada during that time was randomly selected for the English survey. Due to the very limited number of candidates who took and passed the French version of the exam during that time, it was necessary to use the entire population (55) for the French survey.

Both the English and French surveys were divided equally into six forms and sent via Web to newly licensed/registered RNs. A total of 9,000 newly licensed/registered RNs each received one of the six English forms and a total of 55 newly licensed/registered RNs each

Table 1. Correspondence of Sample and Responders for the 2021 Canadian RN Practice Analysis

Licensure/registration Province	Population	2021 CAN Sample		2021 CAN Responders		Response Rate
	%	N	%	N	%	%
Alberta	11.6	1043	11.6	283	11.6	27.1
British Columbia	15.9	1429	15.9	347	14.2	24.3
Manitoba	4.1	367	4.1	84	3.5	22.9
New Brunswick	2.0	176	2.0	43	1.8	24.4
Newfoundland and Labrador	2.5	229	2.5	42	1.7	18.3
Northwest Territories and Nunavut	0.3	22	0.2	5	0.2	22.7
Nova Scotia	4.6	416	4.6	100	4.1	24.0
Ontario	53.2	4787	53.2	1411	57.9	29.5
Prince Edward Island	0.7	66	0.7	15	0.6	22.7
Saskatchewan	5.2	465	5.2	108	4.4	23.2
Total	100%	9,000	100%	2,438	100%	27.1

received one of the six French forms. **Table 1** presents the correspondence of sample and responders by regulatory body for the English survey.

Emailing Procedure

The survey was sent to 9,055 newly licensed/registered RNs in 10 regulatory bodies in Canada via Web (9,000 received the English survey and 55 received the French survey). A five-stage emailing process was used to engage participants in the study. A presurvey email was sent to each individual in the sample. One week later, recipients were sent an email invitation with a login address and a unique access code. Two weeks later, an email was sent to all participants reiterating the importance of the study and urging participation. Approximately two weeks after the first email, a second reminder was sent to nonresponders and two weeks later, a third email was sent to remaining nonresponders. The survey was conducted from April through June 2021.

Confidentiality

See the section on confidentiality in **Part I** for more details.

Return Rates

Out of the 9,000 English surveys sent, a total of 2,438 surveys were returned (416 for Form 1; 400 for Form 2; 391 for Form 3; 422 for Form 4; 425 for Form 5; and 384 for Form 6). The raw response rate was 27.2%.

There were 491 individuals that did not qualify for survey ratings based on one of the following reasons. Either: (a) they did not indicate having an RN license/registration; (b) they were not currently working in Canada; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous three demographic questions. After adjusting for removals, the analyzable response rate for the English survey was 21.8%.

Out of the 55 French surveys, 19 surveys were returned (2 for Form 1; 5 for Form 2; 2 for Form 3; 2 for Form 4; 3 for Form 5; and 5 for Form 6). The raw response rate was 34.5%. There were two individuals that did not qualify for survey ratings due to previously mentioned reasons. After adjusting for removals, the analyzable response rate for the French survey was 30.9%.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted an email and telephone survey of

nonresponders to determine if those RNs not responding would have rated the survey activity statements differently. If there were no systematic differences in responders versus nonresponders, there would be further evidence signifying that the survey results are unbiased, which supports the validity of the 2021 RN Practice Analysis results. The nonresponders rated the activity statements similar to the responders, lending support for the validity of the results. See [Appendix B](#) for a full report of the nonresponder study.

Summary

A panel of 13 RNs, subject matter experts in the practice of newly licensed/registered RNs, met and created a comprehensive list of RN activity statements. A survey was developed and revised before being sent to 9,055 RNs who passed the NCLEX-RN for Canadian licensure/registration between April 15, 2020 and Feb. 15, 2021. The analyzable survey response rate was 21.8% for the English survey and 30.9% for the French survey. This practice analysis contains the responses of 1,964 newly licensed/registered RNs in Canada (including both the English and French versions of the survey).

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation, and gender, are presented below, followed by descriptions of responders' work environments, including settings, shifts worked and client characteristics.

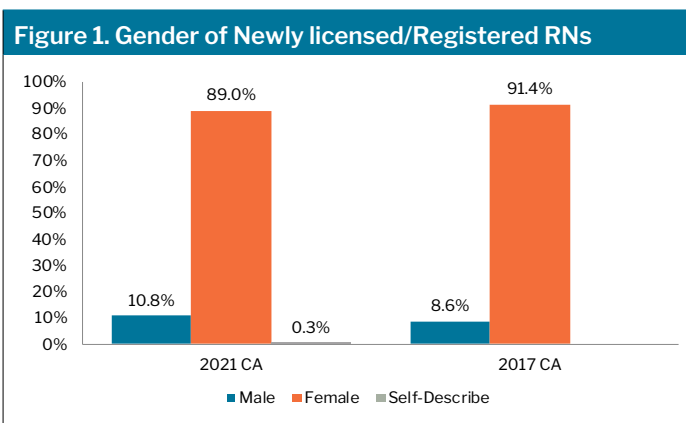
Age and Gender

The majority of survey responders (89.0%) reported their gender as female, which was a slight decrease from the percentage identified in the 2017 Canadian RN Practice Analysis. See **Figure 1** for gender. The age of responder nurses averaged 28.1 years (SD 6.8 years), which is higher than the average of 27.3 years (SD 6.4 years) from the 2017 Canadian RN Practice Analysis.

Race/Ethnicity of Newly Licensed/Registered RNs

Survey responders reported their race/ethnicity as follows: 59.0% White, 10.3% South Asian, 10.0% Filipino, 4.7% Black and 4.4% Chinese. There was a decrease in the percentage of responders who reported their race/ethnicity as White compared to 2017. See **Figure 2** for race/ethnicity.

Of the responders, 73.7% indicated English as their primary language and 15.6% indicated both English and another language as their primary languages. The



remaining 10.7% indicated another language (8.9%), French (1.2%) and both French and another language (0.6%).

Educational Background

Newly licensed/registered RNs listed obtaining a baccalaureate degree most frequently (88.6%) as the educational preparation for initial RN licensure/registration.

Previous Licensed Practical/Vocational Nurse (LPN/VN) or Unlicensed Assistive Personnel (UAP) Experience

Responders reported working an average of 7.1 months as an RN in Canada and reported being an average of 16.3 months post-graduation. See **Figure 3**.

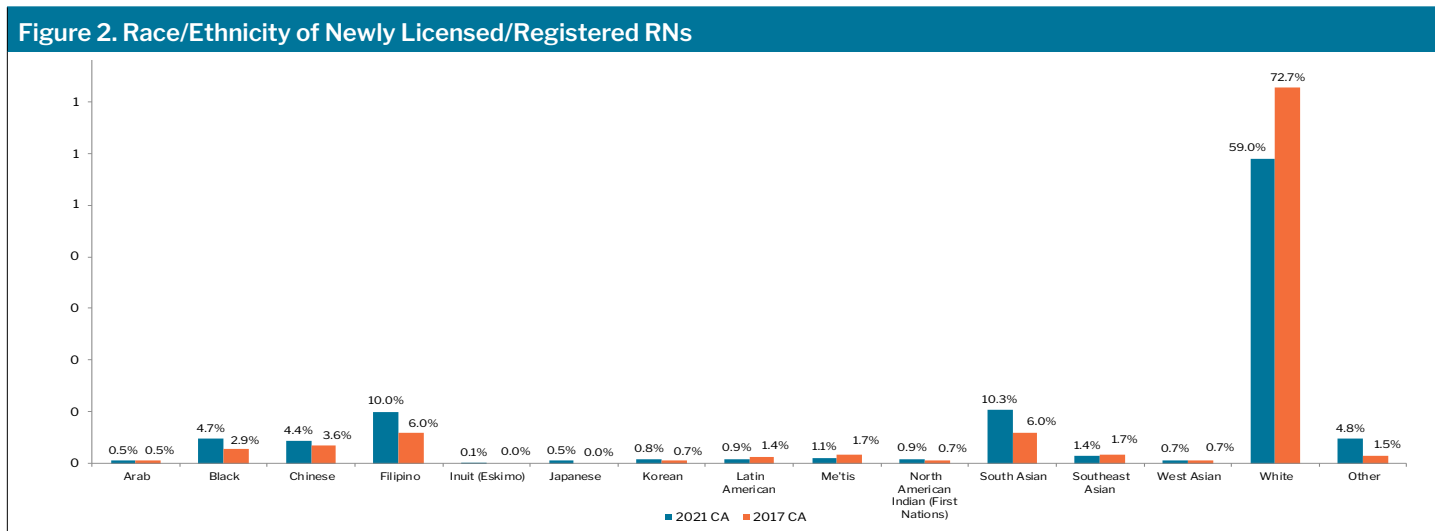
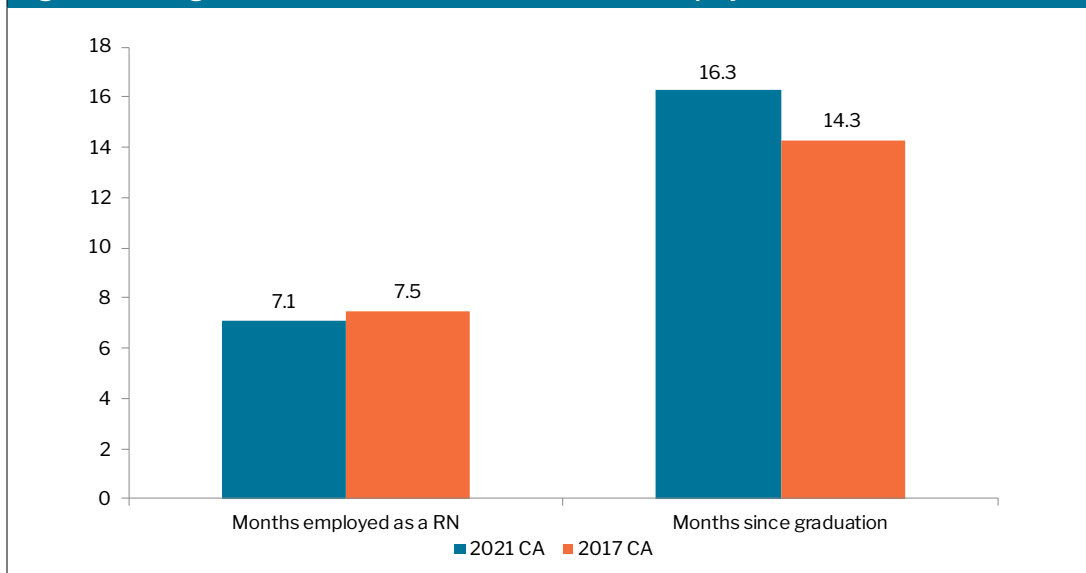


Figure 3. Average Months Since Graduation and Months Employed

Approximately 17.1% reported previous experience as a registered practical nurse (RPN) and 38.2% reported previous experience as a unlicensed assistive personnel (UAP). The average experience in those positions was 4.5 years as a RPN and 1.5 years as an UAP. The data is presented in [Table 2](#).

Orientation

The majority of newly licensed/registered RNs (96.6%) received some form of formal orientation. No formal orientation was reported by 3.4% and 3.8% reported having only a formal internship with or without additional classroom or skills lab work for their orientation. Newly licensed/registered RNs reported working with an assigned preceptor (67.9%) for an average of 4.4 weeks, and 18.9% reported having a classroom and/or skills lab plus supervised work with clients for an average of 3.7 weeks. See [Table 3](#) for orientation type and length.

Certifications Earned

In the current study, 94.0% of responders reported earning additional certification or completing additional coursework. Basic Life Support (47.7%), Intravenous Therapy (22.8%), and Advanced Cardiac Life Support (13.5%) were the most frequently reported certifications. See [Table 4](#) for a complete listing of additional coursework and/or certification completed. Survey

Table 2. Average Years RPN/LPN/VN or UAP Experience

	2021 CA		2017 CA	
	Yrs. Exp	%*	Yrs. Exp	%*
RPN/LPN/VN	4.5	17.1	4.8	11.1
UAP	1.5	38.2	2.2	37.7

*Indicates the percentage of newly licensed RNs with previous RPN/LPN/VN or UAP experience.

Table 3. Type and Length of Orientation

	2021 CA		2017 CA	
	%	Avg Weeks	%	Avg Weeks
No formal orientation	3.4	N/A	2.7	N/A
Classroom instruction/ skills lab work only	1.4	1.9	1.5	1.1
Classroom and/or skills lab plus supervised work with clients	18.9	3.7	21.7	3.7
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	67.9	4.4	65.2	5.7
A formal internship with or without additional classroom or skills lab work	3.8	9.7	4.0	7.5
Other	4.7	3.6	5.0	7.4

responders could select more than one certification, resulting in a sum greater than 100%.

Work Settings

Facilities

The majority of newly licensed/registered RNs (79.6%) reported working in hospitals. Only 10.4% reported working in long-term care and 7.5% reported working in community-based or ambulatory care facilities/organizations. The data is presented in [Table 5](#).

Related to the size of the facilities in which responders work, the bulk of newly licensed/registered RNs indicated working in hospitals with at least 100 beds. Overall, the number of beds reported in hospitals or nursing homes was most commonly distributed among 100-299 beds (20.5%), 500 or more beds (20.3%), 300-499 beds (14.7%). Approximately 22.9% of responders indicated working in facilities containing less than 100 beds (13.5% reported less than 50 beds and 9.4% reported 50-99 beds).

The majority of newly licensed/registered RNs (60.8%) reported working in urban or metropolitan areas, 20.1% in rural areas, and 19.1% in suburban areas. Data for the size and location of the facilities where responders reported working is presented in [Table 6](#).

Practice Settings

Newly licensed/registered RNs reported working in the medical/surgical (29.9%) and critical care (8.3%) settings most frequently, which decreased in percentage compared to 2017. Some other commonly reported settings include long-term care (e.g., nursing home, skilled or immediate care (7.9%), palliative care (5.4%), psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient) (4.1%), pediatrics (3.6%), and labor and delivery (2.9%). The data is presented in [Table 7](#).

Client Health Conditions

Newly licensed/registered RNs reported caring for acutely ill clients (41.6%), clients with stable chronic conditions (38.2%), clients with behavioral/emotional

Table 4. Additional Coursework/Certification

Type of Additional Coursework/ Certification	2021 CA	2017 CA
	% (n=1,964)	% (n=876)
Advanced Cardiac Life Support	13.5	14.4
Basic Life Support	47.7	47.6
Behavioral Management	8.1	7.1
Chemotherapy	1.0	1.3
Conscious/Moderate Sedation	3.2	3.2
Coronary Care (Cardiac Care)	9.0	4.6
Critical Care	4.4	3.5
Intravenous Therapy	22.8	30.6
Neonatal Advanced Life Support	0.9	1.7
Neonatal Resuscitation	5.8	8.6
Pediatric Advanced Life Support	2.4	2.9
Phlebotomy	N/A	9.5
Peritoneal Dialysis (Dialysis)	2.3	3.1
Rehabilitation	1.7	1.5
None	6.0	7.8
Other	12.7	20.0

*Responders could select all that apply

Table 5. Employment Facilities

Type of Facility/Organization	2021 CA	2017 CA
	% (n=1,964)	% (n=876)
Hospital	79.6	80.7
Long-term care facility	10.4	10.2
Community-based or ambulatory care facility/organization	7.5	7.3
Other	2.4	1.9

conditions (34.8%) and clients with unstabilized chronic conditions (31.7%). There were some slight increases and decreases in the percentage of nurses that reported providing care for clients within each type of health condition included in the survey when compared to 2017. See [Figure 4](#) for data on client health conditions. Survey responders could select more than one option, resulting in a sum greater than 100%.

Table 6. Employment Setting Characteristics

Type of Facility/Organization	2021 CA	2017 CA
	% (n=1,964)	% (n=876)
Number of Hospital or Nursing Home Beds		
Less than 50 beds	13.5	16.4
50 - 99 beds	9.4	9.3
100 - 299 beds	20.5	19.5
300 - 499 beds	14.7	13.7
500 or more beds	20.3	21.7
Don't know	14.8	12.2
Other work setting	6.8	7.3
Location of Employment Setting		
Urban/Metropolitan area	60.8	61.8
Suburban	19.1	15.5
Rural	20.1	22.7

Client Ages

The majority of newly licensed/registered RNs reported caring for older adult clients aged 65 to 85 (48.6%), adult clients aged 18 to 64 (42.3%), older adult clients over age 85 (36.5%) and pediatric clients aged 0 to 17 (10.1%). See [Figure 5](#) for data on client ages. Survey responders could select more than one age range, resulting in a sum greater than 100%.

On average, the responders were responsible for 12.6 clients on their last workday with a standard deviation of 21.2.

Shifts Worked

The shifts most commonly worked by newly licensed/registered RNs were rotating shifts (74.0%) and days (15.2%). Only 5.4% reported working nights and only 3.4% reported evenings. See [Figure 6](#) for shifts reported. Note that a very small number of responders selected “other” for shifts worked and these responses are not reflected in [Figure 6](#).

On a typical workday, the majority of the responders (66.5%) worked a 12-hour shift, 22.7% worked an 8-hour shift while 3.7% worked a 13-hour shift.

Table 7. Practice Settings

Type of Facility/Organization	2021 CA	2017 CA
	% (n=1,964)	% (n=876)
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	8.3	12.9
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	29.9	33.1
Pediatrics (including nursery)	3.6	4.6
Labor and delivery (including postpartum unit)	2.9	6.4
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	4.1	3.3
Assisted Living	N/A	0.5
Operating room, including outpatient surgery and surgicenters	1.3	1.7
Long-term care (e.g., nursing home, skilled or intermediate care)	7.9	5.7
Residential (e.g., developmental disability)	0.6	3.2
Rehabilitation (e.g., subacute or transitional care unit)	2.4	6.1
Ambulatory care, physician office or clinics (e.g., physician/APRN/Dentist office, occupational health, outpatient clinic)	2.0	1.9
Home health, including visiting nurses associations	2.0	2.3
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	2.0	1.7
Hospice care	0.5	1.6
Palliative care	5.4	N/A
Short Stay/Observational	N/A	0.2
Step-down/Progressive Care	N/A	0.6
Other	9.2	5.0

Note: Responders could select all that apply

Time Spent in Different Categories of Nursing Activities

Responders to the current study were asked to record the number of hours spent performing specific categories of activities (see [Table 8](#)). The hours spent were then converted to proportions of time by dividing the hours spent on each activity by the number of

Figure 4. Client Health Conditions

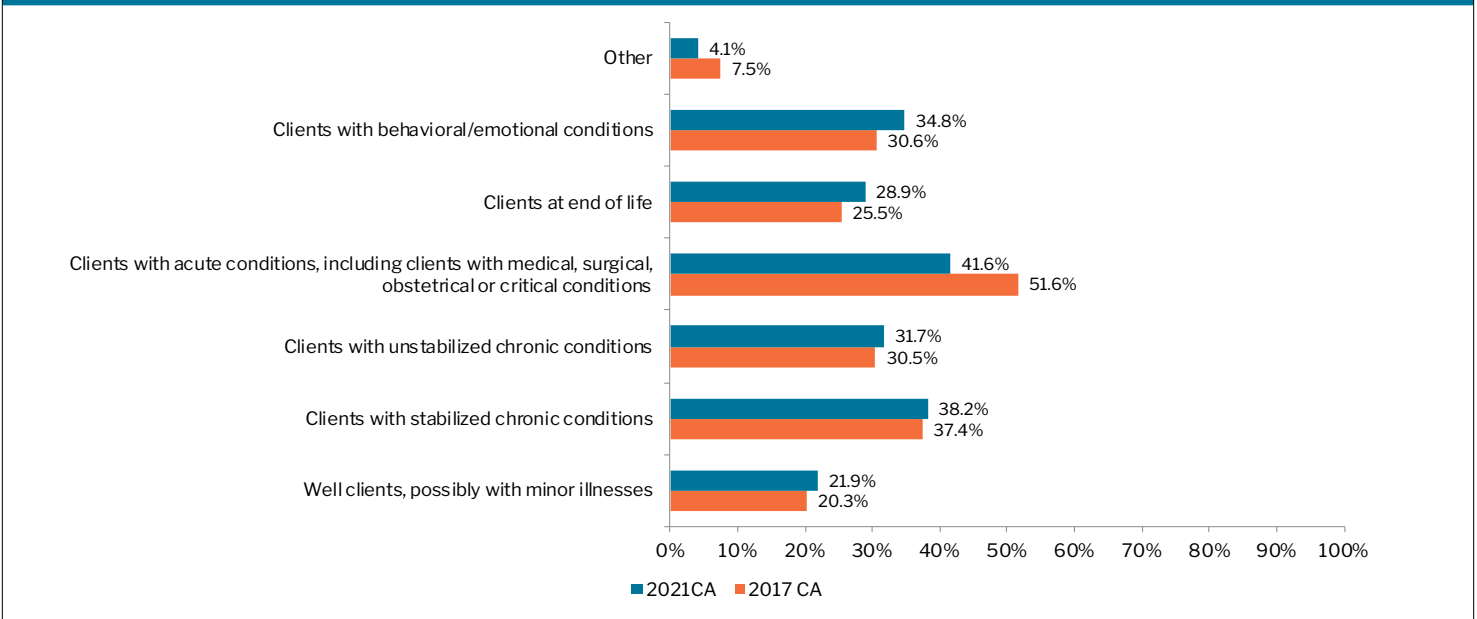


Figure 5. Client Ages

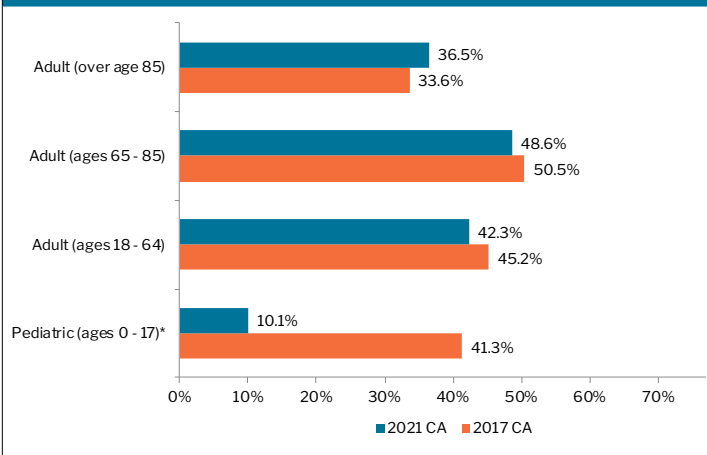
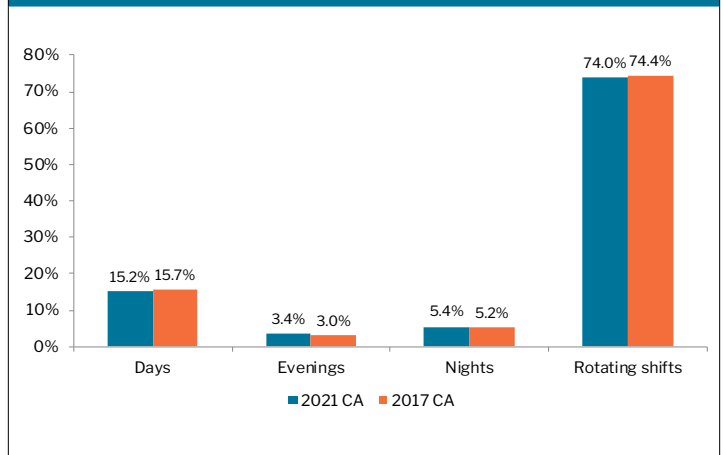


Figure 6. Shifts Worked by Newly Licensed/Registered RNs



*In 2017, Pediatric included separate categories: newborns (less than 1 month), infant/toddler (1 month–2 years), preschool (3–5 years), school age (6–12 years) and adolescent (13–17 years). In 2021, Pediatric had one category: ages 0–17. Responders could select all that apply.

hours spent working. Because nurses often perform multiple activities simultaneously, such as teaching while giving medications or providing emotional support while giving routine care, the sum of proportions was greater than one. To make the proportions of time spent in activities useful to the task of helping to validate the NCLEX-RN® test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours spent in all the activities. These standardized proportions have the advantage of adding up to one. Newly licensed/registered RNs reported

spending the greatest amount of time in management of care (16%), physiological adaptation (13%), basic care and comfort (12%), psychosocial integrity (12%), safety and infection control (12%) and pharmacological and parenteral therapies (12%). The relatively least amount of time was reportedly spent on health promotion and maintenance (11%) and reduction of risk potential (11%). Compared to the 2017 survey, there were only very slight variations in time spent for almost all categories of activities.

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		2021 CA	2021 CA	2021 CA	2017 CA
		Average Hours	Proportion of Work Hours	Standardized Proportion	Standardized Proportion
Management of Care	Perform and direct activities that manage client care within the health care delivery setting (e.g. advance directives, advocacy, case management, client rights, collaboration with interdisciplinary team, concepts of management, confidentiality and information security, consultation, continuity of care, delegation, establishing priorities, ethical practice, informed consent, information technology, legal rights and responsibilities, performance improvement/quality improvement, referrals, resource management, staff education and supervision).	6.42	0.59	0.16	0.19
Safety and Infection Control	Perform and direct activities that protect client and health care personnel from hazards encountered in the health care setting (e.g., accident prevention, disaster planning, emergency response plan, ergonomic principles, error prevention, handling hazardous and infectious materials, home safety, injury prevention, medical/surgical asepsis, report of incident/event/irregular occurrence/variance, safe use of equipment, security plan, standard/transmission based/other precautions and use of restraints/safety devices).	5.27	0.48	0.12	0.10
Health Promotion and Maintenance	Perform and direct activities that promote and maintain the health of client (e.g., aging process, ante/intra/post partum/newborn care, developmental stages and transitions, disease prevention, expected body image changes, family planning, family systems, growth and development, health and wellness, health promotion programs, health screening, high risk behaviors, human sexuality, immunizations, lifestyle choices, principles of teaching/learning, self care, and techniques of physical assessment).	4.83	0.44	0.11	0.11
Psychosocial Integrity	Perform and direct activities related to caring for client with emotional, mental and social problems/issues, including providing behavioral interventions (e.g. abuse/neglect, behavioral interventions, chemical and other dependencies, coping mechanisms, crisis intervention, cultural diversity, end of life care, family dynamics, grief and loss, mental health concepts, psychopathology, religious and spiritual influences on health, sensory/perceptual alterations, situational role changes, stress management, support systems, therapeutic communications, therapeutic environment, and unexpected body image changes).	4.92	0.45	0.12	0.11
Basic Care and Comfort	Provide and direct basic care and comfort measures including promoting client ability to perform activities of daily living (e.g. assistive devices, complementary and alternative therapies, elimination, mobility/immobility, nonpharmacological comfort interventions, nutrition and oral hydration, palliative/comfort care, personal hygiene, and rest/sleep).	5.11	0.46	0.12	0.13

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		2021 CA	2021 CA	2021 CA	2017 CA
		Average Hours	Proportion of Work Hours	Standardized Proportion	Standardized Proportion
Pharmacological and Parenteral Therapies	Perform and direct activities necessary for safe administration of medications and intravenous therapies (e.g., adverse effects/contraindications and side effects, blood and blood products, central venous access devices, dosage calculation, expected effects/outcomes, medication administration, parenteral/intravenous therapy, pharmacological agents/actions, pharmacological interactions, pharmacological pain management, and total parenteral nutrition).	4.87	0.44	0.12	0.12
Reduction of Risk Potential	Perform and direct activities to prepare for and care for client undergoing a treatment/procedure/surgery to reduce the likelihood that client will develop a complication or health problem related to existing condition, (e.g., diagnostic tests, laboratory values, monitoring moderate/conscious sedation, potential for alterations in body systems, potential for complications of diagnostic tests/treatments/procedures, potential for complications from surgical procedures and health alterations, specific system assessment, therapeutic procedures and vital signs).	4.67	0.43	0.11	0.10
Physiological Adaptation	Provide and direct care for client with acute, chronic or life threatening physical health condition (e.g., alterations in body systems, fluid and electrolyte imbalances, hemodynamics, illness management, infectious disease, medical emergencies, pathophysiology, radiation therapy, and unexpected response to therapy).	5.68	0.51	0.13	0.14

Administrative Responsibilities/Primary Administrative Position

The newly licensed/registered RNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position such as being a unit manager, a team leader, charge nurse, or a coordinator. If RNs reported having such responsibilities, they were asked if they had a primary administrative position. Of the responders, 40.9% reported having administrative responsibilities and of those, 76.6% reported having a primary administrative position. RNs working in long-term care facilities were far more likely to report having administrative responsibilities than RNs working in hospitals (91.9% in long-term care compared to 33.2% in hospitals). In addition, RNs working in long-term care with administrative responsibilities were more likely to report being in a primary administrative position than those working in hospitals (83.2% in long-term care compared to 72.0% in hospitals). Of

the RNs working in community-based settings, 46.1% reported having administrative responsibilities. Of those responders, 87.8% reported holding a primary administrative position. The data is presented in [Table 9](#).

Summary

The newly licensed/registered RNs responding to the 2021 Canadian RN Practice Analysis survey were primarily female with an average age of 28.1 years. The majority worked rotating or day shifts in medical/surgical or critical care units of hospitals. The majority of responders were provided an orientation with an assigned preceptor or mentor for an average of 4.4 weeks. The responders cared mostly for adult clients with acute or chronic conditions who were 65-85 years of age or 18-64 years of age.

Table 9. Administrative Responsibilities

	2021 CA		2017 CA	
	Administrative Responsibility	Primary Administrative Position*	Administrative Responsibility	Primary Administrative Position*
Facilities	%	%	%	%
All	40.9	76.6	33.8	24.5
Hospital	33.2	72.0	28.2	11.9
Long-term care	91.9	83.2	73.3	61.4
Community-based care	46.1	87.8	37.2	25.0
Other	58.6	82.4	54.6	50.0

*Percent of all relevant responders

ACTIVITY STATEMENT PERFORMANCE FINDINGS

Findings relative to the activities performed by newly licensed/registered RNs in Canada are presented in this section of the report. The methods used to collect and analyze activity statement findings, applicability to practice settings, frequency of performance, importance of the activities and relevance to clinical judgment are discussed. A validation of survey findings with estimates provided by the subject matter expert panel is also provided.

Overview of Methods

See the section on overview of methods in [Part I](#) for more details.

Activity Performance Characteristics

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed/registered RNs. Cronbach's alpha coefficients were calculated for frequency, importance and clinical judgment ratings for the survey. The survey had an average reliability index of 0.91 for frequency, 0.91 for importance, and 0.89 for relevance to clinical judgment ratings. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent RN practice. See [Table 10](#).

SME Panel Validation of Survey Findings

The subject matter expert (SME) panel for the 2021 RN Practice Analysis was asked to provide independent ratings of the 146 activity statements. SMEs estimated the percentage of newly licensed/registered RNs performing the activities within their practice settings, the average setting-specific frequency with which the activities were performed during one day, the average importance of the activities and the average relevance of clinical judgment to the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey. The importance ratings estimated by panel members were compared to the average importance ratings from the practice analysis survey. There were no differences greater than 0.84 with respect to importance between the SME ratings and the newly licensed/registered RNs in Canada. In general, the SMEs rated most of the activity statements as more important than responders.

Applicability of Activities to Practice Setting

The percentages of newly licensed/registered RNs indicating that the activities were applicable are included in [Table 11](#). The activities ranged from 24.4% applicability (24.4% of the responders reported that the activity was performed within their work settings) to 100% (100% of the responders reported the activity was performed

Table 10. Reliability Estimates

	Frequency			Importance			Clinical Judgment		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Form 1	25	331	0.93	25	331	0.91	25	331	0.89
Form 2	25	330	0.90	25	330	0.91	25	330	0.88
Form 3	24	315	0.92	24	315	0.90	24	315	0.88
Form 4	24	329	0.92	24	329	0.91	24	329	0.89
Form 5	24	349	0.90	24	349	0.91	24	349	0.90
Form 6	24	310	0.92	24	310	0.92	24	310	0.90

within their work setting). The activities with the lowest percentage of applicability were “Implement and monitor phototherapy” (24.4%), “Provide care and education to an antepartum client or a client in labor” (25%), and “Provide prenatal care and education” (33%). There were 11 activities with the highest percentage of applicability (100%). Some of those activities were “Maintain client confidentiality and privacy,” “Protect client from injury,” and “Practice in a manner consistent with the nurses’ code of ethics,” and “Protect client from injury.”

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work settings. Newly licensed/registered RNs reported how frequently they performed the activity on the last day they worked using a six-point scale: “0 times” to “5 times or more.” Average frequency statistics were calculated in two ways: setting-specific and total group. The setting-specific frequency was calculated by averaging the frequency ratings of those responders providing ratings (i.e., responders indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (i.e., responders indicating that the activity did not apply to their work setting) before averaging the rating. To perform this calculation, the missing frequency ratings were converted to zero (“0 times” on the rating scale) for inclusion in the total group frequency calculation. See [Table 11](#) for setting-specific and total group frequency.

Setting-Specific

Average setting-specific frequencies ranged from 1.13 to 4.90. The activities performed with the lowest frequencies were “Implement and monitor phototherapy” (1.13), “Monitor and care for clients on a ventilator” (1.14), and “Acknowledge and document practice errors and near misses” (1.19). The activities with the highest setting-specific average frequencies of performance were “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique,

universal/standard enhanced barrier precautions)” (4.90), “Prepare and administer medications using rights of medication administration” (4.88), and “Practice in a manner consistent with the nurses’ code of ethics” (4.80).

Total Group

Average total group frequencies ranged from 0.27 to 4.90. The activities performed with the lowest total group frequency were “Implement and monitor phototherapy” (0.27), “Monitor and care for clients on a ventilator” (0.45), and “Provide prenatal care and education” (0.56). The activities performed with the overall highest frequencies were “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.90), “Prepare and administer medications using rights of medication administration” (4.88), and “Practice in a manner consistent with the nurses’ code of ethics” (4.80).

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress. Responders were further requested to consider the importance of activity performance in terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a five-point scale of “1” (Not Important) to “5” (Critically Important). Average importance ratings were calculated in two ways: setting-specific and total group. Setting-specific importance was calculated by averaging only the ratings of responders providing frequency ratings for the activity statement (RNs indicating that the activity applied to their work setting). The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance rating for each of the 146 activities is included in [Table 12](#).

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	98.5	196	3.35	0.12	199	3.30	0.13
2	Provide and receive hand off of care (report) on assigned clients	97.4	224	3.79	0.10	230	3.69	0.10
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	93.3	167	3.25	0.13	179	3.03	0.14
4	Advocate for client rights and needs	99.0	203	3.67	0.10	205	3.63	0.10
5	Prioritize the delivery of client care based on acuity	98.0	201	4.51	0.07	205	4.42	0.08
6	Participate in performance improvement projects and quality improvement processes	78.9	161	1.83	0.13	204	1.45	0.11
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	99.0	197	4.10	0.10	199	4.06	0.10
8	Receive, verify and implement health care provider orders	98.7	226	4.35	0.08	229	4.29	0.08
9	Integrate advance directives into client plan of care	88.2	157	2.55	0.16	178	2.25	0.15
10	Verify the client receives education and client consents for care and procedures	99.0	201	3.88	0.10	203	3.84	0.10
11	Provide education to clients and staff about client rights and responsibilities	96.6	198	3.00	0.11	205	2.90	0.11
12	Assess the need for referrals and obtain necessary orders	96.6	196	3.53	0.12	203	3.40	0.12
13	Initiate, evaluate and update client plan of care	96.5	192	3.60	0.11	199	3.47	0.12
14	Maintain client confidentiality and privacy	100.0	227	4.62	0.07	227	4.62	0.07
15	Recognize limitations of self and others and utilize resources	100.0	177	3.90	0.11	177	3.90	0.11
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	85.3	174	1.94	0.16	204	1.66	0.14
17	Manage conflict among clients and health care staff	92.2	189	2.19	0.13	205	2.01	0.12
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	98.0	199	3.73	0.10	203	3.66	0.11
19	Recognize and report ethical dilemmas	88.0	168	1.65	0.12	191	1.46	0.12
20	Use approved terminology when documenting care	98.7	227	4.63	0.06	230	4.57	0.07
21	Organize workload to manage time effectively	100.0	178	4.58	0.07	178	4.58	0.07
22	Practice in a manner consistent with the nurses' code of ethics	100.0	202	4.80	0.05	202	4.80	0.05
23	Provide care within the legal scope of practice	98.5	200	4.78	0.05	203	4.71	0.07
24	Practice and advocate for cost effective care	81.1	163	2.12	0.15	201	1.72	0.13

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	100.0	198	4.90	0.04	198	4.90	0.04
26	Protect client from injury	100.0	228	4.46	0.08	228	4.46	0.08
27	Verify appropriateness and accuracy of a treatment order	100.0	178	4.12	0.10	178	4.12	0.10
28	Follow procedures for handling biohazardous and hazardous materials	96.6	196	3.64	0.13	203	3.52	0.13
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	89.7	183	3.06	0.14	204	2.75	0.14
30	Use ergonomic principles when providing care	98.5	196	3.98	0.11	199	3.92	0.12
31	Acknowledge and document practice errors and near misses	92.4	183	1.19	0.10	198	1.10	0.10
32	Properly identify client when providing care	100.0	230	4.71	0.06	230	4.71	0.06
33	Facilitate appropriate and safe use of equipment	98.9	175	3.84	0.12	177	3.80	0.12
34	Educate client on safety issues	100.0	201	3.87	0.10	201	3.87	0.10
35	Participate in emergency planning and response	82.8	168	1.63	0.13	203	1.34	0.12
36	Follow requirements when using restraints	79.6	160	3.02	0.15	201	2.40	0.15
37	Educate client and staff regarding infection prevention measures	97.4	191	3.18	0.13	196	3.10	0.13
38	Assess client for allergies and intervene as needed	98.3	225	3.62	0.12	229	3.55	0.12
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	87.1	155	1.46	0.14	178	1.27	0.13
40	Assess client care environment	97.9	190	4.41	0.09	194	4.31	0.10
41	Promote staff safety	95.9	189	3.42	0.13	197	3.28	0.13
42	Provide prenatal care and education	33.0	65	1.71	0.25	197	0.56	0.10
43	Plan and/or participate in community health education	68.5	135	1.92	0.17	197	1.31	0.13
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	94.8	218	3.32	0.12	230	3.14	0.13
45	Educate client about prevention and treatment of high risk health behaviors	96.1	171	3.20	0.13	178	3.07	0.13
46	Educate client about preventative care and health maintenance recommendations	99.5	199	3.40	0.12	200	3.39	0.12
47	Provide post-partum care and education	38.2	76	1.54	0.24	199	0.59	0.10
48	Perform comprehensive health assessments	97.0	195	4.36	0.09	201	4.23	0.10
49	Assess client's readiness to learn, learning preferences, and barriers to learning	95.9	185	3.18	0.13	193	3.05	0.13

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	34.2	78	2.28	0.26	228	0.78	0.11
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	44.4	79	2.08	0.24	178	0.92	0.13
52	Provide care and education for the adult client ages 18 through 64 years	93.0	185	4.50	0.08	199	4.18	0.11
53	Provide care and education for the adult client ages 65 years and over	95.0	192	4.39	0.09	202	4.17	0.11
54	Assess client ability to manage care in home environment and plan care accordingly	88.6	178	3.28	0.14	201	2.90	0.14
55	Assess and educate clients about health risks based on family, population, and community	89.2	173	2.51	0.14	194	2.24	0.14
56	Provide care and education to an antepartum client or a client in labor	25.0	57	2.30	0.29	228	0.57	0.10
57	Provide resources to minimize communication barriers	92.7	165	2.52	0.13	178	2.33	0.13
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	98.5	196	3.50	0.11	199	3.45	0.12
59	Assess client for abuse or neglect and report, intervene, and/or escalate	81.2	164	2.05	0.15	202	1.67	0.14
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	86.7	176	2.77	0.14	203	2.40	0.14
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	88.2	172	2.94	0.15	195	2.59	0.15
62	Promote a therapeutic environment	99.6	228	4.52	0.07	229	4.50	0.07
63	Incorporate client cultural practices and beliefs when planning and providing care	97.2	173	2.62	0.14	178	2.55	0.14
64	Provide end-of-life care and education to clients	83.0	166	2.45	0.15	200	2.04	0.14
65	Assess the potential for violence and use safety precautions	94.5	188	3.06	0.14	199	2.89	0.14
66	Assess client support system to aid in plan of care	95.5	192	3.20	0.12	201	3.06	0.13
67	Assess client's ability to cope with life changes and provide support	93.8	180	3.08	0.13	192	2.89	0.13
68	Use therapeutic communication techniques	100.0	229	4.57	0.07	229	4.57	0.07
69	Incorporate behavioral management techniques when caring for a client	95.5	169	3.34	0.14	177	3.19	0.14
70	Recognize nonverbal cues to physical and/or psychological stressors	98.5	194	4.08	0.09	197	4.02	0.10

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	97.5	195	3.54	0.12	200	3.45	0.12
72	Provide care for a client experiencing grief or loss	89.2	181	2.51	0.14	203	2.24	0.14
73	Assess client performance of activities of daily living and assist when needed	95.4	186	3.92	0.12	195	3.74	0.13
74	Provide client nutrition through tube feedings	75.1	169	2.49	0.15	225	1.87	0.13
75	Perform post-mortem care	74.2	132	1.44	0.15	178	1.07	0.12
76	Perform irrigations (e.g., of bladder, ear, eye)	80.2	158	1.94	0.15	197	1.55	0.13
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	97.5	195	3.89	0.11	200	3.79	0.11
78	Perform skin assessment and implement measures to maintain skin integrity	97.5	196	4.07	0.10	201	3.97	0.11
79	Assess and manage client with an alteration in bowel and bladder elimination	96.9	189	3.71	0.12	195	3.60	0.12
80	Apply, maintain, or remove orthopedic devices	63.0	143	2.01	0.16	227	1.26	0.12
81	Provide nonpharmacological comfort measures	99.4	177	3.86	0.11	178	3.84	0.12
82	Evaluate the client's nutritional status and intervene as needed	92.9	184	3.24	0.14	198	3.01	0.14
83	Assess client sleep/rest pattern and intervene as needed	92.5	185	3.14	0.13	200	2.91	0.14
84	Evaluate client intake and output and intervene as needed	96.0	191	3.89	0.11	199	3.73	0.12
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	94.3	183	3.57	0.13	194	3.37	0.13
86	Assess client for pain and intervene as appropriate	98.2	223	4.47	0.08	227	4.39	0.09
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	76.4	136	1.79	0.17	178	1.37	0.14
88	Evaluate appropriateness and accuracy of medication order for client	97.5	193	4.30	0.09	198	4.19	0.10
89	Prepare and administer medications using rights of medication administration	100.0	198	4.88	0.04	198	4.88	0.04
90	Perform calculations needed for medication administration	97.0	193	3.84	0.12	199	3.72	0.13
91	Monitor intravenous infusion and maintain site	92.3	179	4.15	0.11	194	3.83	0.13
92	Handle and administer controlled substances within regulatory guidelines	98.3	225	4.12	0.10	229	4.05	0.11
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	98.9	175	4.47	0.09	177	4.42	0.09

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
94	Titrate dosage of medication based on assessment and ordered parameters	93.5	186	3.07	0.14	199	2.87	0.15
95	Administer blood products and evaluate client response	86.0	172	2.20	0.15	200	1.89	0.14
96	Access and/or maintain central venous access devices	79.4	158	3.22	0.16	199	2.56	0.15
97	Educate client about medications	97.9	186	3.97	0.11	190	3.88	0.12
98	Evaluate client response to medication	98.7	225	4.36	0.08	228	4.30	0.09
99	Administer parenteral nutrition and evaluate client response	71.8	127	2.51	0.19	177	1.80	0.16
100	Administer medications for pain management	97.5	194	4.37	0.10	199	4.26	0.11
101	Participate in medication reconciliation process	91.8	180	2.74	0.15	196	2.52	0.15
102	Handle and maintain medication in a safe and controlled environment	99.0	193	4.70	0.07	195	4.65	0.08
103	Handle and administer high-risk medications safely	97.4	189	3.75	0.12	194	3.65	0.13
104	Dispose of medications safely	99.1	222	3.97	0.11	224	3.94	0.11
105	Assess and respond to changes and trends in client vital signs	99.4	176	4.22	0.11	177	4.19	0.11
106	Perform focused assessments	98.5	195	4.39	0.08	198	4.33	0.09
107	Recognize trends and changes in client condition and intervene as needed	99.5	196	4.09	0.10	197	4.07	0.10
108	Monitor the results of diagnostic testing and intervene as needed	98.0	194	3.63	0.12	198	3.56	0.13
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	98.5	191	3.89	0.11	194	3.83	0.12
110	Evaluate client responses to procedures and treatments	98.2	222	4.32	0.08	226	4.25	0.09
111	Provide preoperative and postoperative education	77.0	137	2.77	0.17	178	2.13	0.16
112	Provide preoperative care	76.8	149	2.15	0.16	194	1.65	0.14
113	Manage client during a procedure with moderate sedation	59.3	118	1.97	0.18	199	1.17	0.13
114	Obtain blood specimens	81.2	160	2.73	0.16	197	2.22	0.15
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	96.4	189	3.79	0.12	196	3.65	0.13
116	Educate client about treatments and procedures	98.2	224	3.97	0.10	228	3.90	0.10
117	Obtain specimens other than blood for diagnostic testing	96.0	170	3.05	0.15	177	2.93	0.15
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	76.4	152	2.01	0.16	199	1.53	0.14

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
119	Insert, maintain, or remove a urinary catheter	95.0	189	3.02	0.14	199	2.87	0.14
120	Insert, maintain, or remove a peripheral intravenous line	85.5	171	3.57	0.14	200	3.06	0.15
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	89.3	175	2.59	0.15	196	2.31	0.15
122	Manage client following a procedure with moderate sedation	66.7	152	2.48	0.17	228	1.65	0.14
123	Maintain percutaneous feeding tube	70.1	124	2.41	0.19	177	1.69	0.16
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	80.9	161	2.68	0.17	199	2.17	0.16
125	Perform emergency care procedures	86.2	169	1.86	0.15	196	1.61	0.14
126	Monitor and care for clients on a ventilator	39.1	79	1.14	0.21	202	0.45	0.09
127	Perform wound care and dressing change	95.4	186	3.07	0.14	195	2.93	0.14
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	50.7	116	1.46	0.15	229	0.74	0.09
129	Provide ostomy care and education (e.g., tracheal, enteral)	75.3	131	2.25	0.17	174	1.70	0.15
130	Provide postoperative care	81.6	160	2.59	0.17	196	2.11	0.16
131	Perform and manage care of client receiving peritoneal dialysis	44.0	88	1.34	0.17	200	0.59	0.09
132	Perform suctioning	83.1	162	2.09	0.15	195	1.74	0.14
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	80.0	156	2.06	0.15	195	1.65	0.13
134	Manage the care of a client on telemetry	57.0	130	2.58	0.18	228	1.47	0.13
135	Manage the care of a client with impaired ventilation/oxygenation	87.9	153	3.06	0.16	174	2.69	0.16
136	Maintain optimal temperature of client	94.4	187	3.32	0.14	198	3.14	0.14
137	Implement and monitor phototherapy	24.4	48	1.13	0.27	197	0.27	0.07
138	Manage the care of a client with a pacing device	67.0	132	1.86	0.17	197	1.24	0.13
139	Monitor and maintain arterial lines	47.2	91	2.09	0.22	193	0.98	0.13
140	Manage the care of the client with a fluid and electrolyte imbalance	86.8	197	2.93	0.14	227	2.55	0.13
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	84.5	147	2.80	0.16	174	2.37	0.15
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	95.9	188	3.88	0.11	196	3.72	0.12
143	Identify pathophysiology related to an acute or chronic condition	96.4	190	3.67	0.12	197	3.54	0.12

Table 11. Activity Applicability to Setting and Average Frequency of Performance

Activity #	Activity	Apply to Setting (%)	Average Frequency (Setting-Specific)			Average Frequency (Total Group)		
			N	Avg	Std. Err	N	Avg	Std. Err
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	54.7	110	1.80	0.18	201	0.99	0.12
145	Recognize signs and symptoms of client complications and intervene	99.0	194	3.51	0.12	196	3.47	0.12
146	Educate client regarding an acute or chronic condition	96.5	219	3.34	0.12	227	3.22	0.12

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	123	4.37	0.06	125	4.36	0.06
2	Provide and receive hand off of care (report) on assigned clients	124	4.51	0.06	127	4.48	0.07
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	96	3.64	0.10	102	3.61	0.10
4	Advocate for client rights and needs	108	4.44	0.06	109	4.43	0.06
5	Prioritize the delivery of client care based on acuity	103	4.58	0.06	106	4.55	0.07
6	Participate in performance improvement projects and quality improvement processes	68	3.75	0.12	87	3.64	0.11
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	123	4.30	0.07	124	4.30	0.07
8	Receive, verify and implement health care provider orders	126	4.76	0.04	127	4.76	0.04
9	Integrate advance directives into client plan of care	86	4.12	0.11	98	3.99	0.11
10	Verify the client receives education and client consents for care and procedures	107	4.41	0.08	107	4.41	0.08
11	Provide education to clients and staff about client rights and responsibilities	102	3.84	0.08	106	3.80	0.08
12	Assess the need for referrals and obtain necessary orders	85	4.32	0.08	87	4.29	0.09
13	Initiate, evaluate and update client plan of care	120	4.05	0.08	123	4.03	0.08
14	Maintain client confidentiality and privacy	127	4.57	0.06	127	4.57	0.06
15	Recognize limitations of self and others and utilize resources	102	4.43	0.07	102	4.43	0.07
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	88	4.41	0.09	104	4.40	0.08
17	Manage conflict among clients and health care staff	98	3.80	0.09	104	3.81	0.09

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	84	4.37	0.08	86	4.30	0.09
19	Recognize and report ethical dilemmas	106	4.10	0.08	121	4.12	0.07
20	Use approved terminology when documenting care	126	3.99	0.07	126	3.99	0.07
21	Organize workload to manage time effectively	101	4.52	0.07	101	4.52	0.07
22	Practice in a manner consistent with the nurses' code of ethics	106	4.59	0.06	106	4.59	0.06
23	Provide care within the legal scope of practice	105	4.80	0.05	106	4.78	0.05
24	Practice and advocate for cost effective care	67	3.12	0.12	83	3.08	0.12
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	125	4.78	0.05	125	4.78	0.05
26	Protect client from injury	125	4.78	0.04	125	4.78	0.04
27	Verify appropriateness and accuracy of a treatment order	102	4.62	0.06	102	4.62	0.06
28	Follow procedures for handling biohazardous and hazardous materials	101	4.31	0.08	104	4.29	0.08
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	97	4.11	0.09	105	4.06	0.09
30	Use ergonomic principles when providing care	84	4.31	0.10	85	4.31	0.10
31	Acknowledge and document practice errors and near misses	114	4.34	0.07	122	4.36	0.07
32	Properly identify client when providing care	126	4.77	0.05	126	4.77	0.05
33	Facilitate appropriate and safe use of equipment	98	4.27	0.08	99	4.23	0.08
34	Educate client on safety issues	105	4.33	0.07	105	4.33	0.07
35	Participate in emergency planning and response	82	4.00	0.11	101	3.94	0.10
36	Follow requirements when using restraints	68	4.50	0.10	83	4.48	0.09
37	Educate client and staff regarding infection prevention measures	119	4.21	0.07	122	4.19	0.07
38	Assess client for allergies and intervene as needed	125	4.46	0.07	126	4.45	0.07
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	82	4.13	0.11	97	4.18	0.10
40	Assess client care environment	101	4.26	0.08	104	4.22	0.08
41	Promote staff safety	102	4.31	0.08	105	4.30	0.08
42	Provide prenatal care and education	24	3.92	0.21	77	3.77	0.14
43	Plan and/or participate in community health education	72	3.44	0.12	115	3.29	0.10
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	118	3.86	0.08	124	3.85	0.08
45	Educate client about prevention and treatment of high risk health behaviors	93	4.04	0.08	100	3.98	0.09

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
46	Educate client about preventative care and health maintenance recommendations	103	3.94	0.08	103	3.94	0.08
47	Provide post-partum care and education	36	3.83	0.19	95	3.33	0.14
48	Perform comprehensive health assessments	82	4.62	0.07	85	4.56	0.09
49	Assess client's readiness to learn, learning preferences, and barriers to learning	112	3.79	0.09	117	3.76	0.09
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	34	4.03	0.21	102	3.44	0.15
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	39	3.90	0.14	87	3.45	0.14
52	Provide care and education for the adult client ages 18 through 64 years	97	4.19	0.07	105	4.14	0.08
53	Provide care and education for the adult client ages 65 years and over	102	4.28	0.07	106	4.24	0.08
54	Assess client ability to manage care in home environment and plan care accordingly	74	4.20	0.09	82	4.12	0.10
55	Assess and educate clients about health risks based on family, population, and community	103	3.52	0.09	117	3.45	0.08
56	Provide care and education to an antepartum client or a client in labor	26	4.42	0.19	100	3.59	0.15
57	Provide resources to minimize communication barriers	92	3.84	0.08	100	3.77	0.09
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	101	3.91	0.09	103	3.89	0.09
59	Assess client for abuse or neglect and report, intervene, and/or escalate	81	4.15	0.10	98	4.07	0.10
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	72	4.10	0.11	84	4.07	0.10
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	106	4.10	0.08	119	4.05	0.08
62	Promote a therapeutic environment	126	4.04	0.07	126	4.04	0.07
63	Incorporate client cultural practices and beliefs when planning and providing care	96	3.85	0.09	98	3.86	0.08
64	Provide end-of-life care and education to clients	79	4.13	0.10	100	3.91	0.11
65	Assess the potential for violence and use safety precautions	99	4.34	0.08	102	4.33	0.08
66	Assess client support system to aid in plan of care	81	4.00	0.09	84	3.96	0.10
67	Assess client's ability to cope with life changes and provide support	113	3.80	0.07	119	3.81	0.07
68	Use therapeutic communication techniques	125	4.15	0.07	125	4.15	0.07
69	Incorporate behavioral management techniques when caring for a client	91	4.03	0.08	96	3.95	0.09

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
70	Recognize nonverbal cues to physical and/or psychological stressors	102	4.25	0.08	103	4.21	0.08
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	102	4.14	0.08	106	4.09	0.08
72	Provide care for a client experiencing grief or loss	71	3.92	0.09	84	3.86	0.09
73	Assess client performance of activities of daily living and assist when needed	114	3.97	0.07	118	3.97	0.08
74	Provide client nutrition through tube feedings	91	4.10	0.09	116	3.86	0.11
75	Perform post-mortem care	67	3.55	0.12	94	3.46	0.11
76	Perform irrigations (e.g., of bladder, ear, eye)	80	3.71	0.11	98	3.52	0.11
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	101	3.99	0.08	106	3.93	0.09
78	Perform skin assessment and implement measures to maintain skin integrity	82	4.22	0.08	86	4.16	0.09
79	Assess and manage client with an alteration in bowel and bladder elimination	116	3.93	0.08	120	3.93	0.08
80	Apply, maintain, or remove orthopedic devices	72	3.54	0.13	109	3.33	0.12
81	Provide nonpharmacological comfort measures	98	3.71	0.09	99	3.72	0.09
82	Evaluate the client's nutritional status and intervene as needed	94	3.95	0.10	101	3.85	0.10
83	Assess client sleep/rest pattern and intervene as needed	97	3.41	0.10	105	3.35	0.10
84	Evaluate client intake and output and intervene as needed	82	4.18	0.09	85	4.16	0.09
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	110	4.04	0.09	118	3.99	0.09
86	Assess client for pain and intervene as appropriate	124	4.43	0.06	126	4.43	0.06
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	69	3.01	0.13	91	2.86	0.12
88	Evaluate appropriateness and accuracy of medication order for client	102	4.66	0.06	104	4.62	0.07
89	Prepare and administer medications using rights of medication administration	105	4.88	0.03	105	4.88	0.03
90	Perform calculations needed for medication administration	82	4.70	0.09	84	4.65	0.09
91	Monitor intravenous infusion and maintain site	107	4.39	0.07	115	4.36	0.08
92	Handle and administer controlled substances within regulatory guidelines	123	4.61	0.05	125	4.58	0.06
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	97	4.76	0.05	98	4.77	0.05
94	Titrate dosage of medication based on assessment and ordered parameters	93	4.51	0.08	100	4.42	0.09
95	Administer blood products and evaluate client response	89	4.63	0.08	101	4.47	0.10

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
96	Access and/or maintain central venous access devices	65	4.32	0.10	81	4.30	0.11
97	Educate client about medications	117	4.29	0.07	120	4.28	0.07
98	Evaluate client response to medication	124	4.44	0.06	125	4.45	0.06
99	Administer parenteral nutrition and evaluate client response	61	4.03	0.12	93	3.83	0.13
100	Administer medications for pain management	102	4.39	0.06	104	4.36	0.07
101	Participate in medication reconciliation process	92	3.97	0.09	102	3.96	0.08
102	Handle and maintain medication in a safe and controlled environment	84	4.62	0.06	85	4.61	0.06
103	Handle and administer high-risk medications safely	115	4.57	0.07	118	4.57	0.07
104	Dispose of medications safely	125	4.23	0.08	125	4.23	0.08
105	Assess and respond to changes and trends in client vital signs	100	4.76	0.06	101	4.73	0.06
106	Perform focused assessments	101	4.55	0.06	103	4.51	0.07
107	Recognize trends and changes in client condition and intervene as needed	104	4.74	0.05	105	4.70	0.06
108	Monitor the results of diagnostic testing and intervene as needed	83	4.33	0.11	84	4.30	0.11
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	117	4.26	0.07	120	4.27	0.07
110	Evaluate client responses to procedures and treatments	125	4.40	0.06	125	4.40	0.06
111	Provide preoperative and postoperative education	71	3.96	0.09	91	3.74	0.11
112	Provide preoperative care	77	3.99	0.09	97	3.80	0.11
113	Manage client during a procedure with moderate sedation	56	4.25	0.11	95	3.86	0.13
114	Obtain blood specimens	66	3.94	0.13	81	3.88	0.12
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	116	4.20	0.08	119	4.21	0.08
116	Educate client about treatments and procedures	123	4.06	0.07	124	4.06	0.07
117	Obtain specimens other than blood for diagnostic testing	95	3.83	0.10	98	3.79	0.10
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	69	3.80	0.11	96	3.59	0.12
119	Insert, maintain, or remove a urinary catheter	96	3.90	0.08	104	3.80	0.09
120	Insert, maintain, or remove a peripheral intravenous line	70	4.20	0.10	79	4.13	0.10
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	102	3.80	0.09	117	3.72	0.09
122	Manage client following a procedure with moderate sedation	78	4.59	0.07	110	4.23	0.11
123	Maintain percutaneous feeding tube	59	3.86	0.13	91	3.67	0.13

Table 12. Average Total Group and Setting-Specific Importance Ratings

Activity #	Activity	Average Importance (Setting-Specific)			Average Importance (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	77	4.22	0.10	98	4.01	0.12
125	Perform emergency care procedures	84	4.57	0.09	100	4.53	0.09
126	Monitor and care for clients on a ventilator	27	4.37	0.18	72	4.25	0.14
127	Perform wound care and dressing change	113	4.08	0.07	120	4.05	0.07
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59	4.22	0.13	103	3.97	0.12
129	Provide ostomy care and education (e.g., tracheal, enteral)	66	3.83	0.11	92	3.62	0.12
130	Provide postoperative care	83	4.34	0.10	99	4.12	0.12
131	Perform and manage care of client receiving peritoneal dialysis	39	3.74	0.15	93	3.51	0.13
132	Perform suctioning	67	4.19	0.10	78	4.10	0.11
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	89	3.80	0.11	114	3.76	0.10
134	Manage the care of a client on telemetry	64	4.52	0.09	104	4.02	0.13
135	Manage the care of a client with impaired ventilation/oxygenation	84	4.71	0.06	97	4.55	0.09
136	Maintain optimal temperature of client	97	3.93	0.10	100	3.90	0.10
137	Implement and monitor phototherapy	20	3.60	0.22	89	3.01	0.14
138	Manage the care of a client with a pacing device	47	4.02	0.17	78	3.94	0.13
139	Monitor and maintain arterial lines	51	4.31	0.13	110	4.29	0.10
140	Manage the care of the client with a fluid and electrolyte imbalance	108	4.48	0.07	119	4.38	0.08
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	83	4.59	0.08	98	4.35	0.11
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	99	4.29	0.08	104	4.24	0.08
143	Identify pathophysiology related to an acute or chronic condition	101	4.07	0.10	105	4.03	0.10
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	44	4.11	0.12	76	4.07	0.12
145	Recognize signs and symptoms of client complications and intervene	119	4.76	0.05	120	4.75	0.05
146	Educate client regarding an acute or chronic condition	121	4.08	0.07	125	4.09	0.07

Setting-Specific

Average setting-specific importance ratings ranged from 3.01 to 4.88. The activities with the lowest importance ratings were “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupuncture, supplements)” (3.01), “Practice and advocate for cost effective care” (3.12), and “Assess client sleep/rest pattern and intervene as needed” (3.41). The activities with the highest importance ratings were “Prepare and administer medications using rights of medication administration” (4.88), “Provide care within the legal scope of practice” (4.80), “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.78), and “Protect client from injury” (4.78).

Total Group

Average total group importance ratings ranged from 2.86 to 4.88. The activities with the lowest importance ratings were “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupuncture, supplements)” (2.86), “Implement and monitor phototherapy” (3.01) and “Practice and advocate for cost effective care” (3.08). The activities with the highest importance ratings were “Prepare and administer medications using rights of medication administration” (4.88), “Provide care within the legal scope of practice” (4.78), “Protect client from injury” (4.78), “Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)” (4.78), “Properly identify client when providing care” (4.77) and “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (4.77).

CLINICAL JUDGMENT RELEVANCY OF ACTIVITY PERFORMANCE

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care.

Responders were asked to rate the relevance of performing each nursing activity with regard to clinical judgment. Clinical judgment relevancy ratings were recording using a four-point scale of “1” (Not Relevant) to “4” (Essential) and the option “DK” (Do Not Know). Average clinical judgment relevance ratings were calculated in two ways: setting-specific and total group. Setting-specific clinical judgment relevance was calculated by averaging only the ratings of responders that provided frequency ratings for the activity statements (RNs indicating that the activity applied to their work setting). The total group clinical judgment relevance was calculated by including all clinical judgment relevance ratings regardless of applicability to work setting. The average clinical judgment relevance rating for each of the 146 activities is included in [Table 13](#).

Setting-Specific

Average setting-specific clinical judgment relevance ratings ranged from 2.73 to 3.90. The activities with the lowest clinical judgment relevance ratings were “Practice and advocate for cost effective care” (2.73), “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupuncture, supplements)” (2.73), “Perform post-mortem care” (2.76) and “Plan and/or participate in community health education” (2.77). The activities with the highest clinical judgment relevance ratings were “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (3.90), “Assess and respond to changes and trends in client vital signs “ (3.90), “Recognize signs and symptoms of client complications and intervene” (3.87), “Prioritize the

delivery of client care based on acuity” (3.86), “Recognize trends and changes in client condition and intervene as needed” (3.86) and “Manage the care of a client with impaired ventilation/oxygenation” (3.86).

Total Group

Average total group clinical judgment relevance ratings were from 2.57 to 3.90. The activities with the lowest clinical judgment relevance ratings were “Implement and monitor phototherapy” (2.57), “Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupuncture, supplements)” (2.62), and “Practice and advocate for cost effective care” (2.65). The activities with the highest clinical judgment relevance ratings were “Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)” (3.90), “Assess and respond to changes and trends in client vital signs” (3.89) and “Recognize signs and symptoms of client complications and intervene” (3.86).

Summary

Responders to the 2021 Canadian RN Practice Analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and responders were similar (correlation = 0.73), supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

Conclusions

The 2021 Canadian RN Practice Analysis used several methods to describe the practice of newly licensed/registered RNs in the U.S. and Canadian territories/ jurisdictions: (1) document reviews; (2) daily logs of newly licensed/registered RNs; (3) subject matter experts’ knowledge; and (4) a large-scale survey. There was evidence to support the validity of the activity statement ratings.

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
1	Perform procedures necessary to safely admit, transfer, and/or discharge a client	121	3.49	0.06	123	3.46	0.06
2	Provide and receive hand off of care (report) on assigned clients	122	3.43	0.06	123	3.41	0.06
3	Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs)	94	3.35	0.08	100	3.30	0.08
4	Advocate for client rights and needs	107	3.61	0.06	108	3.58	0.06
5	Prioritize the delivery of client care based on acuity	103	3.86	0.04	106	3.84	0.04
6	Participate in performance improvement projects and quality improvement processes	65	3.03	0.10	80	2.94	0.09
7	Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker)	123	3.47	0.06	124	3.48	0.06
8	Receive, verify and implement health care provider orders	125	3.76	0.04	125	3.76	0.04
9	Integrate advance directives into client plan of care	85	3.32	0.09	96	3.23	0.10

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
10	Verify the client receives education and client consents for care and procedures	106	3.42	0.08	106	3.42	0.08
11	Provide education to clients and staff about client rights and responsibilities	102	3.14	0.08	106	3.08	0.08
12	Assess the need for referrals and obtain necessary orders	81	3.62	0.07	81	3.62	0.07
13	Initiate, evaluate and update client plan of care	120	3.50	0.06	122	3.48	0.06
14	Maintain client confidentiality and privacy	127	3.41	0.07	127	3.41	0.07
15	Recognize limitations of self and others and utilize resources	102	3.63	0.07	102	3.63	0.07
16	Report client conditions as required by law (e.g., abuse/neglect and communicable diseases)	86	3.43	0.09	100	3.43	0.08
17	Manage conflict among clients and health care staff	96	2.99	0.09	102	2.98	0.09
18	Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures)	82	3.56	0.07	83	3.53	0.08
19	Recognize and report ethical dilemmas	100	3.29	0.08	112	3.29	0.07
20	Use approved terminology when documenting care	126	3.08	0.07	126	3.08	0.07
21	Organize workload to manage time effectively	101	3.63	0.06	101	3.63	0.06
22	Practice in a manner consistent with the nurses' code of ethics	105	3.48	0.08	105	3.48	0.08
23	Provide care within the legal scope of practice	105	3.78	0.06	106	3.77	0.06
24	Practice and advocate for cost effective care	67	2.73	0.11	80	2.65	0.11
25	Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions)	123	3.53	0.07	123	3.53	0.07
26	Protect client from injury	125	3.70	0.05	125	3.70	0.05
27	Verify appropriateness and accuracy of a treatment order	102	3.75	0.05	102	3.75	0.05
28	Follow procedures for handling biohazardous and hazardous materials	100	3.23	0.09	102	3.22	0.09
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	96	3.23	0.09	102	3.20	0.08
30	Use ergonomic principles when providing care	83	3.06	0.10	84	3.06	0.10
31	Acknowledge and document practice errors and near misses	111	3.27	0.07	119	3.30	0.07
32	Properly identify client when providing care	125	3.27	0.09	125	3.27	0.09
33	Facilitate appropriate and safe use of equipment	98	3.34	0.08	99	3.31	0.08
34	Educate client on safety issues	104	3.43	0.07	104	3.43	0.07
35	Participate in emergency planning and response	83	3.30	0.09	99	3.20	0.09
36	Follow requirements when using restraints	68	3.50	0.09	80	3.51	0.08
37	Educate client and staff regarding infection prevention measures	116	3.13	0.08	117	3.13	0.07

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
38	Assess client for allergies and intervene as needed	124	3.43	0.06	125	3.43	0.06
39	Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices)	80	3.38	0.09	95	3.40	0.08
40	Assess client care environment	100	3.31	0.08	102	3.26	0.08
41	Promote staff safety	101	3.38	0.07	104	3.35	0.08
42	Provide prenatal care and education	23	3.35	0.16	69	3.10	0.12
43	Plan and/or participate in community health education	70	2.77	0.10	106	2.66	0.09
44	Perform targeted screening assessments (e.g., vision, nutrition, depression)	118	3.28	0.07	122	3.24	0.07
45	Educate client about prevention and treatment of high risk health behaviors	90	3.38	0.07	95	3.32	0.08
46	Educate client about preventative care and health maintenance recommendations	101	3.20	0.07	101	3.20	0.07
47	Provide post-partum care and education	36	3.08	0.17	80	2.68	0.13
48	Perform comprehensive health assessments	81	3.80	0.05	82	3.79	0.05
49	Assess client's readiness to learn, learning preferences, and barriers to learning	112	3.13	0.07	117	3.10	0.07
50	Provide care and education for the newborn, infant, and toddler client from birth through 2 years	34	3.44	0.15	86	2.85	0.13
51	Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years	39	3.49	0.13	75	3.00	0.14
52	Provide care and education for the adult client ages 18 through 64 years	96	3.46	0.06	103	3.43	0.07
53	Provide care and education for the adult client ages 65 years and over	101	3.46	0.07	104	3.43	0.07
54	Assess client ability to manage care in home environment and plan care accordingly	73	3.44	0.07	79	3.38	0.08
55	Assess and educate clients about health risks based on family, population, and community	102	2.94	0.08	114	2.89	0.08
56	Provide care and education to an antepartum client or a client in labor	26	3.58	0.17	87	2.86	0.13
57	Provide resources to minimize communication barriers	91	3.05	0.09	98	3.00	0.09
58	Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial)	99	3.21	0.08	100	3.19	0.08
59	Assess client for abuse or neglect and report, intervene, and/or escalate	79	3.42	0.08	96	3.35	0.08
60	Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal)	71	3.48	0.08	81	3.44	0.07
61	Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders)	104	3.38	0.06	117	3.35	0.06

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
62	Promote a therapeutic environment	126	3.15	0.07	126	3.15	0.07
63	Incorporate client cultural practices and beliefs when planning and providing care	96	3.02	0.09	97	3.03	0.09
64	Provide end-of-life care and education to clients	77	3.40	0.09	95	3.22	0.10
65	Assess the potential for violence and use safety precautions	99	3.47	0.07	101	3.47	0.07
66	Assess client support system to aid in plan of care	79	3.15	0.08	82	3.12	0.09
67	Assess client's ability to cope with life changes and provide support	113	3.18	0.07	117	3.19	0.07
68	Use therapeutic communication techniques	124	3.27	0.07	124	3.27	0.07
69	Incorporate behavioral management techniques when caring for a client	90	3.41	0.08	92	3.37	0.08
70	Recognize nonverbal cues to physical and/or psychological stressors	101	3.57	0.07	101	3.57	0.07
71	Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations	101	3.39	0.07	105	3.36	0.07
72	Provide care for a client experiencing grief or loss	69	3.09	0.09	79	3.04	0.09
73	Assess client performance of activities of daily living and assist when needed	112	3.21	0.07	116	3.21	0.07
74	Provide client nutrition through tube feedings	91	3.41	0.07	116	3.19	0.09
75	Perform post-mortem care	67	2.76	0.12	87	2.78	0.11
76	Perform irrigations (e.g., of bladder, ear, eye)	78	3.15	0.08	90	3.07	0.08
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning)	99	3.18	0.07	104	3.13	0.08
78	Perform skin assessment and implement measures to maintain skin integrity	81	3.41	0.08	84	3.38	0.08
79	Assess and manage client with an alteration in bowel and bladder elimination	115	3.18	0.07	119	3.18	0.07
80	Apply, maintain, or remove orthopedic devices	72	2.97	0.10	104	2.76	0.10
81	Provide nonpharmacological comfort measures	97	3.08	0.08	98	3.09	0.08
82	Evaluate the client's nutritional status and intervene as needed	93	3.30	0.08	99	3.23	0.08
83	Assess client sleep/rest pattern and intervene as needed	96	2.81	0.08	103	2.78	0.08
84	Evaluate client intake and output and intervene as needed	80	3.44	0.08	81	3.43	0.07
85	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	108	3.12	0.07	116	3.09	0.07
86	Assess client for pain and intervene as appropriate	124	3.62	0.05	125	3.62	0.05
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	67	2.73	0.10	84	2.62	0.10

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
88	Evaluate appropriateness and accuracy of medication order for client	101	3.84	0.04	102	3.81	0.05
89	Prepare and administer medications using rights of medication administration	104	3.82	0.04	104	3.82	0.04
90	Perform calculations needed for medication administration	81	3.68	0.07	82	3.67	0.07
91	Monitor intravenous infusion and maintain site	106	3.56	0.06	114	3.54	0.06
92	Handle and administer controlled substances within regulatory guidelines	123	3.67	0.05	125	3.65	0.06
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	97	3.90	0.03	98	3.90	0.03
94	Titrate dosage of medication based on assessment and ordered parameters	92	3.76	0.05	97	3.71	0.07
95	Administer blood products and evaluate client response	89	3.69	0.07	99	3.55	0.09
96	Access and/or maintain central venous access devices	64	3.47	0.09	74	3.46	0.09
97	Educate client about medications	115	3.44	0.07	118	3.45	0.07
98	Evaluate client response to medication	124	3.69	0.04	125	3.70	0.04
99	Administer parenteral nutrition and evaluate client response	61	3.54	0.09	89	3.35	0.10
100	Administer medications for pain management	101	3.64	0.06	102	3.62	0.06
101	Participate in medication reconciliation process	89	3.13	0.08	99	3.12	0.08
102	Handle and maintain medication in a safe and controlled environment	82	3.65	0.07	82	3.65	0.07
103	Handle and administer high-risk medications safely	115	3.68	0.05	118	3.68	0.05
104	Dispose of medications safely	125	3.23	0.08	125	3.23	0.08
105	Assess and respond to changes and trends in client vital signs	99	3.90	0.03	100	3.89	0.03
106	Perform focused assessments	100	3.73	0.05	101	3.70	0.06
107	Recognize trends and changes in client condition and intervene as needed	103	3.86	0.03	104	3.84	0.04
108	Monitor the results of diagnostic testing and intervene as needed	82	3.61	0.08	82	3.61	0.08
109	Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring)	116	3.47	0.07	119	3.49	0.06
110	Evaluate client responses to procedures and treatments	125	3.67	0.05	126	3.65	0.05
111	Provide preoperative and postoperative education	71	3.32	0.08	89	3.20	0.09
112	Provide preoperative care	75	3.27	0.09	91	3.05	0.10
113	Manage client during a procedure with moderate sedation	55	3.51	0.10	86	3.17	0.11
114	Obtain blood specimens	66	3.08	0.10	79	3.04	0.10
115	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	114	3.39	0.06	116	3.40	0.06

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
116	Educate client about treatments and procedures	122	3.34	0.06	124	3.31	0.07
117	Obtain specimens other than blood for diagnostic testing	94	3.07	0.08	96	3.06	0.08
118	Insert, maintain, or remove a nasal/oral gastrointestinal tube	68	3.28	0.10	92	3.08	0.11
119	Insert, maintain, or remove a urinary catheter	94	3.23	0.07	101	3.17	0.08
120	Insert, maintain, or remove a peripheral intravenous line	70	3.27	0.09	77	3.22	0.09
121	Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	101	2.89	0.07	115	2.83	0.07
122	Manage client following a procedure with moderate sedation	76	3.72	0.06	105	3.47	0.09
123	Maintain percutaneous feeding tube	59	3.22	0.11	85	3.09	0.11
124	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	75	3.57	0.08	94	3.38	0.10
125	Perform emergency care procedures	84	3.74	0.07	97	3.65	0.07
126	Monitor and care for clients on a ventilator	27	3.70	0.13	65	3.69	0.09
127	Perform wound care and dressing change	111	3.38	0.06	118	3.33	0.06
128	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59	3.42	0.09	92	3.23	0.11
129	Provide ostomy care and education (e.g., tracheal, enteral)	65	3.25	0.09	88	3.09	0.10
130	Provide postoperative care	79	3.68	0.08	94	3.47	0.10
131	Perform and manage care of client receiving peritoneal dialysis	38	3.00	0.14	82	2.84	0.12
132	Perform suctioning	66	3.48	0.08	74	3.46	0.08
133	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	89	3.02	0.08	112	2.99	0.08
134	Manage the care of a client on telemetry	64	3.72	0.06	103	3.31	0.10
135	Manage the care of a client with impaired ventilation/oxygenation	84	3.86	0.04	96	3.71	0.07
136	Maintain optimal temperature of client	94	3.11	0.09	95	3.12	0.09
137	Implement and monitor phototherapy	18	3.00	0.20	72	2.57	0.13
138	Manage the care of a client with a pacing device	46	3.41	0.11	71	3.38	0.10
139	Monitor and maintain arterial lines	49	3.55	0.09	98	3.47	0.08
140	Manage the care of the client with a fluid and electrolyte imbalance	108	3.72	0.05	119	3.60	0.07
141	Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis	83	3.82	0.05	96	3.66	0.08
142	Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis	97	3.60	0.06	100	3.56	0.07

Table 13. Average Total Group and Setting-Specific Clinical Judgment Ratings

Activity #	Activity	Average Clinical Judgment (Setting-Specific)			Average Clinical Judgment (Total Group)		
		N	Avg	Std. Err	N	Avg	Std. Err
143	Identify pathophysiology related to an acute or chronic condition	99	3.45	0.07	102	3.42	0.07
144	Manage the care of a client receiving hemodialysis or continuous renal replacement therapy	44	3.48	0.09	69	3.43	0.09
145	Recognize signs and symptoms of client complications and intervene	116	3.87	0.03	117	3.86	0.03
146	Educate client regarding an acute or chronic condition	121	3.36	0.06	124	3.35	0.06

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APPENDIX A: 2021 CANADIAN RN PRACTICE ANALYSIS SURVEY

Web English Form 1

RN 2021-1 CDN



NCSBN
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Registered Nursing Survey - Form 1- CDN

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 1- CDN

INTRODUCTION

1. What is your province/territory of registration?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories and Nunavut
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

2. Are you currently working as an RN in Canada?

- Yes
- No

3. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
- Yes, less than 20 hours per week, on average
- No



NCSBN

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Registered Nursing Survey - Form 1- CDN

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific province. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Perform procedures necessary to safely admit, transfer, and/or discharge a client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Collaborate with multi-disciplinary team members when providing client care (e.g., physical therapist, nutritionist, social worker).	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Initiate, evaluate and update client plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Recognize and report ethical dilemmas.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Apply principles of infection prevention (e.g., hand hygiene, aseptic technique, isolation, sterile technique, universal/standard enhanced barrier precautions).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Acknowledge and document practice errors and near misses.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Educate client and staff regarding infection prevention measures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Plan and/or participate in community health education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Assess client's readiness to learn, learning preferences, and barriers to learning.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess and educate clients about health risks based on family, population, and community.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Provide care and education for acute and chronic psychosocial health issues (e.g., addictions/dependencies, depression, dementia, eating disorders).	<input type="text"/>	<input type="text"/>	<input type="text"/>

12. Assess client's ability to cope with life changes and provide support.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Assess client performance of activities of daily living and assist when needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Assess and manage client with an alteration in bowel and bladder elimination.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization).	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Monitor intravenous infusion and maintain site.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Educate client about medications.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Handle and administer high-risk medications safely.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Perform testing within scope of practice (e.g., electrocardiogram, glucose monitoring).	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Apply and/or maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform wound care and dressing change.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry).	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Monitor and maintain arterial lines.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Recognize signs and symptoms of client complications and intervene.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2: EXPERIENCE AND ORIENTATION

4. What is the total number of months you have worked as an RN in Canada?

5. Have you ever worked outside Canada as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside Canada as an RN?

6. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
- Classroom instruction/skills lab work only
- Classroom instruction/skills lab plus supervised work with clients
- Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
- A formal internship/residency with or without additional classroom instruction/skills lab work
- Other, please specify:

7. If you had an orientation period, how many **weeks** did it last?

8. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

9. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

10. Is this your primary position?

- Yes
- No



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SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

12. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

14. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

15. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

16. Which of the following **best** describes your shift on a typical work day? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical work day? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

18. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

19. How many hours did you work on the **last shift you worked**?

20. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

21. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

22. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No
 None of the above

If yes, for how many months?

23. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

24. What is your gender?

- Male
 Female
 Prefer to self-describe:

25. What is your age in years?

26. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- North American Indian (First Nations)
- Me'tis
- Inuit (Eskimo)
- White
- Chinese
- South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
- Black
- Filipino
- Latin American
- Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
- Arab
- West Asian (e.g. Iranian, Afghan, etc.)
- Korean
- Japanese
- Other

27. What is your primary language?

- English
- French
- English and another language
- French and another language
- Another language

28. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Baccalaureate degree in Canada
- RN - Master's degree in Canada
- RN - Doctorate degree in Canada
- Any nursing program NOT located in the Canada
- In progress to complete a generic master's
- Other program, please specify:

29. How many months has it been since you completed course requirements from the above nursing education program?



Registered Nursing Survey - Form 1- CDN

SECTIONS 6: COMMENTS

30. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

31. Name:

32. Daytime or early evening phone number with area code:

33. Email address:



Registered Nursing Survey - Form 1- CDN

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web English Form 2

RN 2021-2 CDN



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Registered Nursing Survey - Form 2 - CDN

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN[®]) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX[®] examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 2 - CDN

INTRODUCTION

1. What is your province/territory of registration?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories and Nunavut
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

2. Are you currently working as an RN in Canada?

- Yes
- No

3. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
- Yes, less than 20 hours per week, on average
- No



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Registered Nursing Survey - Form 2 - CDN

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific province. You must refer to your local nursing regulatory body for information about your scope of practice.

	A - Frequency	B - Importance	C - Clinical Judgment
1. Provide and receive hand off of care (report) on assigned clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Receive, verify and implement health care provider orders.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Maintain client confidentiality and privacy.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Use approved terminology when documenting care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Protect client from injury.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Properly identify client when providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Assess client for allergies and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Perform targeted screening assessments (e.g., vision, nutrition, depression).	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Provide care and education for the newborn, infant, and toddler client from birth through 2 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Provide care and education to an antepartum client or a client in labor.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Promote a therapeutic environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Use therapeutic communication techniques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Provide client nutrition through tube feedings.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Apply, maintain, or remove orthopedic devices.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Assess client for pain and intervene as appropriate.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Handle and administer controlled substances within regulatory guidelines.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Evaluate client response to medication.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Dispose of medications safely.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Evaluate client responses to procedures and treatments.	<input type="text"/>	<input type="text"/>	<input type="text"/>

20. Educate client about treatments and procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Manage client following a procedure with moderate sedation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy).	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Manage the care of a client on telemetry.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Manage the care of the client with a fluid and electrolyte imbalance.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Educate client regarding an acute or chronic condition.	<input type="text"/>	<input type="text"/>	<input type="text"/>



Registered Nursing Survey - Form 2 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

4. What is the total number of months you have worked as an RN in Canada?

5. Have you ever worked outside Canada as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside Canada as an RN?

6. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

7. If you had an orientation period, how many **weeks** did it last?



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Registered Nursing Survey - Form 2 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

8. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

9. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

10. Is this your primary position?

- Yes
- No



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SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

12. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

14. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

15. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

16. Which of the following **best** describes your shift on a typical work day? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical work day? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

18. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

19. How many hours did you work on the **last shift you worked**?

20. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

21. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

22. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

24. What is your gender?

- Male
 Female
 Prefer to self-describe:

25. What is your age in years?

26. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- North American Indian (First Nations)
 Me'tis
 Inuit (Eskimo)
 White
 Chinese
 South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
 Black
 Filipino
 Latin American
 Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
 Arab
 West Asian (e.g. Iranian, Afghan, etc.)
 Korean
 Japanese
 Other

27. What is your primary language?

- English
- French
- English and another language
- French and another language
- Another language

28. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Baccalaureate degree in Canada
- RN - Master's degree in Canada
- RN - Doctorate degree in Canada
- Any nursing program NOT located in Canada
- In progress to complete generic master's
- Other program, please specify:

29. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nursing Survey - Form 2 - CDN

SECTIONS 6: COMMENTS

30. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

31. Name:

32. Daytime or early evening phone number with area code:

33. Email address:



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Registered Nursing Survey - Form 2 - CDN

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web English Form 3

RN 2021-3-CDN



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Registered Nursing Survey - Form 3 - CDN

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 3 - CDN

INTRODUCTION

1. What is your province/territory of registration?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories and Nunavut
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

2. Are you currently working as an RN in Canada?

- Yes
- No

3. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
- Yes, less than 20 hours per week, on average
- No



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Registered Nursing Survey - Form 3 - CDN

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific province. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Delegate and supervise care of client provided by others (e.g., LPN/VN, assistive personnel, other RNs).	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Integrate advance directives into client plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Recognize limitations of self and others and utilize resources.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Organize workload to manage time effectively.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Verify appropriateness and accuracy of a treatment order.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Facilitate appropriate and safe use of equipment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Report, intervene, and/or escalate unsafe practice of health care personnel (e.g., substance abuse, improper care, staffing practices).	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Educate client about prevention and treatment of high risk health behaviors.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Provide care and education for the preschool, school age and adolescent client ages 3 through 17 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Provide resources to minimize communication barriers.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Incorporate client cultural practices and beliefs when planning and providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Incorporate behavioral management techniques when caring for a client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform post-mortem care.	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. Provide non-pharmacological comfort measures.

15. Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements).

16. Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions).

17. Administer parenteral nutrition and evaluate client response.

18. Assess and respond to changes and trends in client vital signs.

19. Provide preoperative and postoperative education.

20. Obtain specimens other than blood for diagnostic testing.

21. Maintain percutaneous feeding tube.

22. Provide ostomy care and education (e.g., tracheal, enteral).

23. Manage the care of a client with impaired ventilation/oxygenation.

24. Manage the care of a client with alteration in hemodynamics, tissue perfusion, and hemostasis.



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Registered Nursing Survey - Form 3 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

4. What is the total number of months you have worked as an RN in Canada?

5. Have you ever worked outside Canada as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside Canada as an RN?

6. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

7. If you had an orientation period, how many **weeks** did it last?



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Registered Nursing Survey - Form 3 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

8. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

9. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

10. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 3 - CDN

SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

12. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

14. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

15. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

16. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

18. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



Registered Nursing Survey - Form 3 - CDN

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

19. How many hours did you work on the **last shift you worked**?

20. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

21. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Registered Nursing Survey - Form 3 - CDN

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

22. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

24. What is your gender?

- Male
 Female
 Prefer to self-describe:

25. What is your age in years?

26. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- North American Indian (First Nations)
 Me'tis
 Inuit (Eskimo)
 White
 Chinese
 South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
 Black
 Filipino
 Latin American
 Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
 Arab
 West Asian (e.g. Iranian, Afghan, etc.)
 Korean
 Japanese
 Other

27. What is your primary language?

- English
- French
- English and another language
- French and another language
- Another language

28. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Baccalaureate degree in Canada
- RN - Master's degree in Canada
- RN - Doctorate degree in Canada
- Any nursing program NOT located in Canada
- In progress to complete a generic master's
- Other program, please specify:

29. How many months has it been since you completed course requirements from the above nursing education program?



Registered Nursing Survey - Form 3 - CDN

SECTIONS 6: COMMENTS

30. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

31. Name:

32. Daytime or early evening phone number with area code:

33. Email address:



Registered Nursing Survey - Form 3 - CDN

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web English Form 4

RN 2021-4-CDN



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Registered Nursing Survey - Form 4 - CDN

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 4 - CDN

INTRODUCTION

1. What is your province/territory of registration?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories and Nunavut
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

2. Are you currently working as an RN in Canada?

- Yes
- No

3. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
- Yes, less than 20 hours per week, on average
- No



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Registered Nursing Survey - Form 4 - CDN

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific province. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Advocate for client rights and needs.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Verify the client receives education and client consents for care and procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Report client conditions as required by law (e.g., abuse/neglect and communicable diseases).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Practice in a manner consistent with the nurses' code of ethics.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Follow procedures for handling biohazardous and hazardous materials.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Educate client on safety issues.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Assess client care environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Educate client about preventative care and health maintenance recommendations.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Provide care and education for the adult client ages 18 through 64 years.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess psychosocial factors influencing care and plan interventions (e.g. occupational, spiritual, environmental, financial).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Provide end-of-life care and education to clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Recognize non-verbal cues to physical and/or psychological stressors.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform irrigations (e.g., of bladder, ear, eye).	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Evaluate the client's nutritional status and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>

15. Evaluate appropriateness and accuracy of medication order for client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Titrate dosage of medication based on assessment and ordered parameters.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Administer medications for pain management.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Perform focused assessments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Provide preoperative care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a nasal/oral gastrointestinal tube.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Provide postoperative care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Maintain optimal temperature of client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Evaluate the effectiveness of the treatment plan for a client with an acute or chronic diagnosis.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 4 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

4. What is the total number of months you have worked as an RN in Canada?

5. Have you ever worked outside Canada as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside Canada as an RN?

6. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

7. If you had an orientation period, how many **weeks** did it last?



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Registered Nursing Survey - Form 4 - CDN

SECTION 2: EXPERIENCE AND ORIENTATION

8. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

9. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

10. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 4 - CDN

SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

12. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

14. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

15. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

16. Which of the following **best** describes your shift on a typical work day? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical work day? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

18. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



Registered Nursing Survey - Form 4 - CDN

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

19. How many hours did you work on the **last shift you worked?**

20. How many clients were you responsible for on the **last day you worked?** This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

21. How much of your time was spent performing each of the following types of activities **on the last day you worked?** For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Registered Nursing Survey - Form 4 - CDN

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

22. Did you work as an unlicensed assistive personnel prior to becoming an RN?

Yes

No

If yes, for how many months?

23. Did you work as a LPN/VN prior to becoming an RN?

Yes

No

If yes, for how many months?

24. What is your gender?

Male

Female

Prefer to self-describe:

25. What is your age in years?

26. Which of the following **best** describes your racial/ethnic background? **Select only one.**

North American Indian (First Nations)

Me'tis

Inuit (Eskimo)

White

Chinese

South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)

Black

Filipino

Latin American

Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)

Arab

West Asian (e.g. Iranian, Afghan, etc.)

Korean

Japanese

Other

27. What is your primary language?

- English
- French
- English and another language
- French and another language
- Another language

28. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Baccalaureate degree in Canada
- RN - Master's degree in Canada
- RN - Doctorate Degree in Canada
- Any nursing program NOT located in Canada
- In progress to complete a generic master's
- Other program, please specify:

29. How many months has it been since you completed course requirements from the above nursing education program?



Registered Nursing Survey - Form 4 - CDN

SECTIONS 6: COMMENTS

30. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

31. Name:

32. Daytime or early evening phone number with area code:

33. Email address:



Registered Nursing Survey - Form 4 - CDN

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web English Form 5

RN 2021-5-CDN



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Registered Nursing Survey - Form 5

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 5

INTRODUCTION

1. Are you currently working as an RN in the U.S. or its territories?

- Yes
 No

2. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
 Yes, less than 20 hours per week, on average
 No



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Registered Nursing Survey - Form 5

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and the clinical judgement rating as noted in Question C. Then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B and Question C.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not important, 2 = Minimally important, 3 = Moderately important, 4 = Important, 5 = Critically important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Prioritize the delivery of client care based on acuity.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Provide education to clients and staff about client rights and responsibilities.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Manage conflict among clients and health care staff.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Provide care within the legal scope of practice.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Follow security plan and procedures (e.g., newborn security, violence, controlled access).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Participate in emergency planning and response.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Promote staff safety.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Provide post-partum care and education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Provide care and education for the adult client ages 65 years and over.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess client for abuse or neglect and report, intervene, and/or escalate.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Assess the potential for violence and use safety precautions.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Provide appropriate care for a client experiencing visual, auditory, and/or cognitive alterations.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning).	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. Assess client sleep/rest pattern and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Prepare and administer medications using rights of medication administration.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Administer blood products and evaluate client response.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Participate in medication reconciliation process.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Recognize trends and changes in client condition and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Manage client during a procedure with moderate sedation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a urinary catheter.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Perform emergency care procedures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform and manage care of client receiving peritoneal dialysis.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Implement and monitor phototherapy.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Identify pathophysiology related to an acute or chronic condition.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Registered Nursing Survey - Form 5

SECTION 2: EXPERIENCE AND ORIENTATION

3. What is the total number of months you have worked as an RN in the U.S. or its territories?

4. Have you ever worked outside the U.S. or its territories as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside the U.S. or its territories as an RN?

5. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

6. If you had an orientation period, how many **weeks** did it last?



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Registered Nursing Survey - Form 5

SECTION 2: EXPERIENCE AND ORIENTATION

7. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

8. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

9. Is this your primary position?

- Yes
- No



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Registered Nursing Survey - Form 5

SECTION 3: WORK ENVIRONMENT

10. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

11. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

12. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

13. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

14. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

15. Which of the following **best** describes your shift **on a typical work day**? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

16. What is the length of your shift **on a typical work day**? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

17. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



Registered Nursing Survey - Form 5

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

18. How many hours did you work on the **last shift you worked**?

19. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

20. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Prevention: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Registered Nursing Survey - Form 5****SECTION 5: DEMOGRAPHIC INFORMATION**

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

21. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

22. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. What is your gender?

- Male
 Female
 Prefer to self-describe:

24. What is your age in years?

25. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- Asian
 Black or African American
 Hispanic or Latino
 Native Hawaiian or Pacific Islander
 White – not of Hispanic origin
 Other

26. What is your primary language?

- English
 English and another language
 Another language

27. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Diploma in U.S.
- RN - Associate Degree in U.S.
- RN - Baccalaureate Degree in U.S.
- RN - Master's Degree in U.S. (non-Advanced Practice Nurse)
- RN - Master's Degree in U.S. (Advanced Practice Nurse)
- RN - Doctorate Degree in U.S. (non-DNP)
- RN - Doctorate Degree in U.S. (DNP)
- Any nursing program NOT located in the U.S.
- In progress to complete an Advanced Degree in nursing
- Other program, please specify:

28. How many months has it been since you completed course requirements from the above nursing education program?



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Registered Nursing Survey - Form 5

SECTIONS 6: COMMENTS

29. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

30. Name:

31. Daytime or early evening phone number with area code:

32. Email address:



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Registered Nursing Survey - Form 5

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web English Form 6

RN 2021-6-CDN



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Registered Nursing Survey - Form 6 - CDN

INSTRUCTIONS

This survey is being performed by the National Council of State Boards of Nursing (NCSBN®) on behalf of your nursing regulatory body. The survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the NCSBN areas using the NCLEX® examination for primary licensure decisions. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX examination that future candidates will take.

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that best applies to your practice and select the appropriate response(s). A few questions ask you to write in information. Type your answer in the space provided.

You will notice that many questions ask you to report what you did on your last day of work. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your last day of work even if that day was not typical.

As used in this survey, the "client" can be an individual, family, or group which includes significant others and population. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.



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Registered Nursing Survey - Form 6 - CDN

INTRODUCTION

1. What is your province/territory of registration?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories and Nunavut
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Yukon

2. Are you currently working as an RN in Canada?

- Yes
- No

3. In your current position, do you provide direct care to clients?

- Yes, 20 or more hours per week, on average
- Yes, less than 20 hours per week, on average
- No



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Registered Nursing Survey - Form 6 - CDN

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, three questions are asked. Please answer all questions.

QUESTION A – FREQUENCY: If the activity is performed in your work setting, how often (0 times, 1 time, 2 times, 3 times, 4 times, or 5+ times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "Never performed in work setting" and then respond to Question B – Importance.

QUESTION B – IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

QUESTION C – CLINICAL JUDGMENT: How relevant is clinical judgment when performing this nursing activity?

Clinical judgment is defined as the observed outcome of critical thinking and decision making. It is an iterative process that uses nursing knowledge to observe and assess presenting situations, identify a prioritized client concern and generate the best possible evidence-based solutions in order to deliver safe client care.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific province. You must refer to your local nursing regulatory body for information about your scope of practice.

Question A – If an activity does not apply to your work setting, mark "Never performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0–5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Minimally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

Question C – Rate the overall relevancy of clinical judgment when performing this nursing activity with 0 = Not relevant, 1 = Helpful, 2 = Important, 3 = Essential, DK = Do not know

	A - Frequency	B - Importance	C - Clinical Judgment
1. Participate in performance improvement projects and quality improvement processes.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Assess the need for referrals and obtain necessary orders.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Utilize resources to promote quality client care (e.g., evidence-based research, information technology, policies and procedures).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Practice and advocate for cost effective care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Use ergonomic principles when providing care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Follow requirements when using restraints.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Provide prenatal care and education.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Perform comprehensive health assessments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Assess client ability to manage care in home environment and plan care accordingly.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Assess client for substance abuse and/or toxicities and intervene as appropriate (e.g., dependency, withdrawal).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Assess client support system to aid in plan of care.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Provide care for a client experiencing grief or loss.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Perform skin assessment and implement measures to maintain skin integrity.	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. Evaluate client intake and output and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Perform calculations needed for medication administration.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Access and/or maintain central venous access devices.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Handle and maintain medication in a safe and controlled environment.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Monitor the results of diagnostic testing and intervene as needed.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Obtain blood specimens.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insert, maintain, or remove a peripheral intravenous line.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Monitor and care for clients on a ventilator.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Perform suctioning.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Manage the care of a client with a pacing device.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Manage the care of a client receiving hemodialysis or continuous renal replacement therapy.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2: EXPERIENCE AND ORIENTATION

4. What is the total number of months you have worked as an RN in Canada?

5. Have you ever worked outside Canada as an RN?

- Yes
 No

If yes, what is the total number of months you worked outside Canada as an RN?

6. Which of the following **best** describes the orientation you received for your current position? **Select only one.**

- No formal orientation
 Classroom instruction/skills lab work only
 Classroom instruction/skills lab plus supervised work with clients
 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom instruction/skills lab work
 A formal internship/residency with or without additional classroom instruction/skills lab work
 Other, please specify:

7. If you had an orientation period, how many **weeks** did it last?



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SECTION 2: EXPERIENCE AND ORIENTATION

8. Which of the following types of certificates have you earned or courses completed since you have concluded your nursing course requirements? **Select all that apply.**

- Advanced Cardiac Life Support
- Basic Life Support
- Behavioral Management
- Cardiac Care
- Chemotherapy
- Critical Care
- Dialysis
- Intravenous Therapy
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal Resuscitation
- Pediatric Advanced Life Support
- Rehabilitation
- None
- Other, please specify:

9. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- Yes
- No

10. Is this your primary position?

- Yes
- No



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SECTION 3: WORK ENVIRONMENT

11. Which of the following **best** describes the acuity of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Well clients, possibly with minor illnesses
- Clients with stable chronic conditions
- Clients with unstable chronic conditions
- Clients with acute conditions, including clients with medical, surgical, obstetrical or critical conditions
- Clients at end-of-life
- Clients with behavioral/emotional conditions
- Other, please specify:

12. Which of the following **best** describes the ages of the clients for whom you provided care on the last day you worked? **Select all that apply.**

- Pediatric (ages 0-17)
- Adult (ages 18-64)
- Adult (ages 65-85)
- Adult (over age 85)

13. Which of the following choices **best** describes your employment setting/specialty area **on the last day you worked**? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. **Select no more than two answers.**

- | | |
|---|---|
| <input type="checkbox"/> Critical care | <input type="checkbox"/> Hospice |
| <input type="checkbox"/> Inpatient medical-surgical | <input type="checkbox"/> Palliative care |
| <input type="checkbox"/> Labor and delivery | <input type="checkbox"/> Long-term care |
| <input type="checkbox"/> Operating room | <input type="checkbox"/> Rehabilitation |
| <input type="checkbox"/> Pediatric | <input type="checkbox"/> Residential |
| <input type="checkbox"/> Ambulatory care, physician office or clinics | <input type="checkbox"/> Psychiatry or sub-specialties (detox, inpatient, outpatient) |
| <input type="checkbox"/> Home health | <input type="checkbox"/> Public health/Occupational health |
| <input type="checkbox"/> Other, please specify: | |

14. Which of the following **best** describes the type of facility/organization where your employment setting/specialty area is located? **Select only one.**

- Hospital
- Long-term care facility
- Community-based or ambulatory care facility/organization (including public health department, home health, clinics, school, prison, etc.)
- Other, please specify:

15. If you work in a hospital or long-term care facility, how large is the facility? **Select only one.**

- Less than 50 beds
- 50-99 beds
- 100-299 beds
- 300-499 beds
- 500 or more beds
- I do not know
- I do not work in a hospital or long-term care facility

16. Which of the following **best** describes your shift on a typical work day? **Select only one.**

- Days
- Evenings
- Nights
- Rotating shifts
- Other, please specify:

17. What is the length of your shift on a typical work day? **Select only one.**

- 8 hours
- 10 hours
- 12 hours
- Combination of 8 hours and 12 hours
- Other, please specify:

18. Which **best** describes the location of your employment setting? **Select only one.**

- Urban/Metropolitan area
- Suburban
- Rural



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SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

19. How many hours did you work on the **last shift you worked**?

20. How many clients were you responsible for on the **last day you worked**? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or unlicensed assistive personnel), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

21. How much of your time was spent performing each of the following types of activities **on the last day you worked**? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity **on the last day you worked** rounded to the nearest hour. For example, if you spent about 2.25 hours on a set of activities, select the option "2". If you spent 3.5 hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	>8
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well-being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

22. Did you work as an unlicensed assistive personnel prior to becoming an RN?

- Yes
 No

If yes, for how many months?

23. Did you work as a LPN/VN prior to becoming an RN?

- Yes
 No

If yes, for how many months?

24. What is your gender?

- Male
 Female
 Prefer to self-describe:

25. What is your age in years?

26. Which of the following **best** describes your racial/ethnic background? **Select only one.**

- North American Indian (First Nations)
 Me'tis
 Inuit (Eskimo)
 White
 Chinese
 South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
 Black
 Filipino
 Latin American
 Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
 Arab
 West Asian (e.g. Iranian, Afghan, etc.)
 Korean
 Japanese
 Other

27. What is your primary language?

- English
- French
- English and another language
- French and another language
- Another language

28. What type of basic nursing education program qualified you to take the NCLEX-RN? **Select only one.**

- RN - Baccalaureate degree in Canada
- RN - Master's degree in Canada
- RN - Doctorate degree in Canada
- Any nursing program NOT located in Canada
- In progress to complete a generic master's
- Other program, please specify:

29. How many months has it been since you completed course requirements from the above nursing education program?



Registered Nursing Survey - Form 6 - CDN

SECTIONS 6: COMMENTS

30. If we need additional information in order to clarify the results of this study, we may call and/or email some participants. If you would be willing to answer a few additional questions by phone or email, please provide a number where you can be reached during the day or early evening.

31. Name:

32. Daytime or early evening phone number with area code:

33. Email address:



Registered Nursing Survey - Form 6 - CDN

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web French Form 1

IN 2021-1 FR



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN®) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX® pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan
- Yukon

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique : Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s'applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l'importance, tel qu'indiqué dans la Question B, puis passez à l'activité suivante. Si l'activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l'avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l'importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l'exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Exécuter les procédures nécessaires pour admettre ou transférer un client, et/ou lui donner son congé en toute sécurité.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Collaborer avec des membres d'équipe multidisciplinaires lorsqu'on fournit des soins aux clients (par ex. physiothérapeute, nutritionniste, travailleur social).	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Établir, évaluer et mettre à jour le plan de soins du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Reconnaître et signaler les préoccupations éthiques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Appliquer les principes de prévention des infections (par ex. hygiène des mains, technique aseptique, isolement, technique stérile, précautions universelles et standard perfectionnées en matière de barrières).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Reconnaître et consigner les erreurs de pratique et les incidents évités de justesse.	<input type="text"/>	<input type="text"/>	<input type="text"/>

7. Enseigner les mesures de prévention des infections au client et au personnel.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Planifier et/ou participer à l'éducation de la santé communautaire.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Évaluer la faculté du client à apprendre, ses préférences en matière d'apprentissage et ses obstacles à l'apprentissage.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Évaluer et renseigner les clients sur les risques pour la santé en fonction des caractéristiques familiales, communautaires et de la population.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Fournir des soins et de l'enseignement pour des problèmes aigus et chroniques de santé psychosociale (par ex. accoutumances/dépendances, dépression, démence, troubles alimentaires).	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Évaluer la capacité du client à faire face aux changements dans sa vie et lui fournir du soutien.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Évaluer l'exécution des activités de la vie de tous les jours par le client et aider au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Évaluer et gérer le client en modifiant l'élimination intestinale et de la vessie.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Mettre en place des mesures pour encourager la circulation (par ex. amplitude de mouvement active ou passive, positionnement et mobilisation).	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Surveiller le perfusion intraveineuse et prendre soin du site.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Renseigner le client sur les médicaments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Manipuler et administrer les médicaments à haut risque de manière sécuritaire.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Effectuer des tests dans le cadre de l'exercice (par ex. électrocardiogramme, surveillance de la glycémie).	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Prendre les précautions nécessaires pour éviter des lésions et/ou des complications associées à une procédure ou à un diagnostic.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Appliquer et/ou maintenir les dispositifs utilisés pour favoriser le retour veineux (par ex. bas anti-embolie, dispositifs de compression séquentielle).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Soigner les plaies et changer les pansements.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Fournir une hygiène pulmonaire (par ex. physiothérapie thoracique, spirométrie d'incitation).	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Surveiller et maintenir les cathéters intra-artériels.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Reconnaître les signes et les symptômes de complications chez un client et intervenir.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants décrit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ? **Sélectionnez une seule réponse.**

- Aucune orientation officielle
 Enseignement en classe/laboratoire sur les compétences uniquement
 Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
 Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Autre, veuillez préciser :

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée
- Soins néonataux avancés
- Réanimation néonatale
- Soins pédiatriques avancés
- Réadaptation
- Aucun
- Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

- Oui
- Non

10. S'agit-il de votre fonction principale ?

- Oui
- Non



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail**? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |

Autre(s), veuillez préciser :

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 1

SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

**Temps total approximatif
(Heures) passées à l'exécution de l'ensemble d'activités**

	0	1	2	3	4	5	6	7	8	>8
1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5 : DONNÉES DÉMOGRAPHIQUES

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAA avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
 Métis
 Inuit (Esquimaux)
 Blanc
 Chinois
 Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
 Noir
 Philippin
 Latino-Américain
 Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
 Arabe
 Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
 Coréen
 Japonais
 Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



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SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone avec l'indicatif régional pour vous joindre pendant la journée ou en début de soirée :

33. Adresse de courriel :



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Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

Web French Form 2

RN 2021-2 FR



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 2

INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN®) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX® pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 2

INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan
- Yukon

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 2

SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique - Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s'applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l'importance, tel qu'indiqué dans la Question B, puis passez à l'activité suivante. Si l'activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l'avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l'importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l'exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Fournir et recevoir le transfert des soins (rapport) concernant les clients assignés.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Recevoir, vérifier et mettre en œuvre les prescriptions des prestataires de soins de santé.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Assurer la confidentialité et le respect de la vie privée du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Utiliser une terminologie approuvée lors de la documentation des soins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Protéger le client contre les blessures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Identifier le client de manière adéquate lors de l'administration de soins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Évaluer le client pour des allergies et intervenir s'il y a lieu.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Effectuer des évaluations de dépistage ciblées (par ex. vision, nutrition, dépression).	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Fournir des soins et de l'enseignement pour les clients nouveau-nés, nourrissons et trotteurs de la naissance à 2 ans.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Fournir des soins et de l'enseignement à une cliente avant l'accouchement ou pendant le travail.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Promouvoir un environnement thérapeutique.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Utiliser des techniques de communication thérapeutiques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Alimenter le client par sonde.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Appliquer, maintenir ou retirer les appareils orthopédiques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Évaluer le client pour la douleur et intervenir comme il convient.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Manipuler et administrer les substances contrôlées conformément aux directives réglementaires.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Évaluer la réponse du client aux médicaments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Mettre au rebut les médicaments de façon sécuritaire.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Évaluer les réponses du client aux procédures et aux traitements.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Renseigner le client sur les traitements et les procédures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Prendre en charge le client après une procédure effectuée sous sédation modérée.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Aider avec les procédures invasives (par ex. cathéter central, thoracentèse, bronchoscopie).	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Gérer les soins d'un client surveillé par télémétrie.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Gérer les soins du client atteint d'un déséquilibre hydrique et électrolytique.	<input type="text"/>	<input type="text"/>	<input type="text"/>
25. Renseigner le client sur les conditions aiguës ou chroniques.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants décrit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ? **Sélectionnez une seule réponse.**

- Aucune orientation officielle
 Enseignement en classe/laboratoire sur les compétences uniquement
 Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
 Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Autre, veuillez préciser :

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée
- Soins néonataux avancés
- Réanimation néonatale
- Soins pédiatriques avancés
- Réadaptation
- Aucun
- Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

- Oui
- Non

10. S'agit-il de votre fonction principale ?

- Oui
- Non



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SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail** ? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |
| <input type="checkbox"/> Autre(s), veuillez préciser : | |

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité ? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

Temps total approximatif (Heures) passées à l'exécution de l'ensemble d'activités

	0	1	2	3	4	5	6	7	8	>8
1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5 : DONNÉES DÉMOGRAPHIQUES

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAI/IAA avant de devenir II/IA ?

- Oui
 Non
 Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
 Métis
 Inuit (Esquimau)
 Blanc
 Chinois
 Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
 Noir
 Philippin
 Latino-Américain
 Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
 Arabe
 Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
 Coréen
 Japonais
 Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 2

SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone avec l'indicatif régional pour vous joindre pendant la journée ou en début de soirée :

33. Adresse de courriel :



Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 2

Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

Web French Form 3

RN 2021-3-FR



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INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN®) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX® pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 3

INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan
- Yukon

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non



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INTRODUCTION

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



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SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique - Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s’applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l’importance, tel qu’indiqué dans la Question B, puis passez à l’activité suivante. Si l’activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l’avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l’importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l’exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Déléguer et superviser les soins au client fournis par d’autres (par ex. infirmière auxiliaire, personnel suppléant, autres infirmières autorisées).	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Intégrer les directives avancées au plan de soins du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Reconnaître ses propres limites et celles des autres et utiliser les ressources.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Organiser la charge de travail pour gérer le temps de manière efficace.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Vérifier la pertinence et l’exactitude d’une prescription de traitement.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Faciliter l’utilisation appropriée et sécuritaire de l’équipement.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Signaler, intervenir et/ou transmettre à un plus haut niveau un exercice non sécuritaire par le personnel soignant (par ex., abus d’alcool ou d’autres drogues, soins inadéquats, pratiques de dotation).	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Renseigner le client sur la prévention et le traitement de comportements à risques élevés pour la santé.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Fournir des soins et de l’enseignement pour les clients d’âge préscolaire, scolaire et adolescents de 3 à 17 ans.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Fournir des ressources pour réduire les barrières de communication.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Incorporer les pratiques culturelles et les croyances du client lorsqu’on planifie et fournit des soins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Appliquer les techniques de gestion du comportement lorsqu’on fournit des soins à un client.	<input type="text"/>	<input type="text"/>	<input type="text"/>

13. Exécuter les soins post-mortem.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Fournir des moyens non pharmacologiques pour assurer le confort.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Reconnaître des thérapies complémentaires et identifier les avantages et les contre-indications potentiels (par ex. aromathérapie, acupression, suppléments).	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Examiner les données pertinentes avant l'administration de médicaments (par ex. contre-indications, résultats des tests de laboratoire, allergies, interactions potentielles).	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Administrer une nutrition parentérale et évaluer la réponse du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Évaluer les changements et les tendances des signes vitaux du client et y répondre.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Fournir des renseignements préopératoires et postopératoires.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Effectuer des prélèvements non sanguins pour des tests de diagnostic.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Maintenir un tube d'alimentation percutanée.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Fournir des soins pour une stomie et de l'enseignement à cet égard (par ex. stomie trachéale, entérale).	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Gérer les soins d'un client ayant des troubles de ventilation/d'oxygénation.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Gérer les soins d'un client présentant une altération de l'hémodynamique, de la perfusion tissulaire et de l'hémostase.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants définit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ?

Sélectionnez une seule réponse.

- Aucune orientation officielle
- Enseignement en classe/laboratoire sur les compétences uniquement
- Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
- Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Autre, veuillez préciser :



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SECTION 2: EXPÉRIENCE ET ORIENTATION

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée

- Soins néonataux avancés
- Réanimation néonatale
- Soins pédiatriques avancés
- Réadaptation
- Aucun
- Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

- Oui
- Non



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SECTION 2: EXPÉRIENCE ET ORIENTATION

10. S'agit-il de votre fonction principale ?

- Oui
- Non



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SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail** ? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |
| <input type="checkbox"/> Autre(s), veuillez préciser : | |

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité ? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

Temps total approximatif (Heures) passées à l'exécution de l'ensemble d'activités

	0	1	2	3	4	5	6	7	8	>8
1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5 : DONNÉES DÉMOGRAPHIQUES

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAA avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
- Métis
- Inuit (Esquimau)
- Blanc
- Chinois
- Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
- Noir
- Philippin
- Latino-Américain
- Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
- Arabe
- Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
- Coréen
- Japonais
- Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



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SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone
avec l'indicatif régional pour
vous joindre pendant la
journée ou en début de
soirée :

33. Adresse de courriel :



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Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

Web French Form 4

RN 2021-4-FR



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INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN®) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX® pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



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INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan
- Yukon

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non



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INTRODUCTION

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



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SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique - Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s’applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l’importance, tel qu’indiqué dans la Question B, puis passez à l’activité suivante. Si l’activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l’avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l’importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l’exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Défendre les droits et besoins des clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Confirmer que le client est informé et qu’il consent aux soins et aux procédures.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Signaler les situations ayant trait au client conformément à la loi (par ex., abus/négligence et maladies transmissibles).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Exercer la profession conformément au code de déontologie des infirmières.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Suivre les procédures de manipulation des substances représentant un danger biologique ou autre.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Renseigner le client sur les problèmes de sécurité.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Assurer l’environnement de soins au client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Renseigner le client sur les soins préventifs et les recommandations en matière de maintien de la santé.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Fournir des soins et de l’enseignement pour les clients adultes, entre 18 et 64 ans.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Évaluer les facteurs psychosociaux qui influencent les interventions en matière de soins et de planification (par ex. sur le plan professionnel, spirituel, environnemental et financier).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Fournir des soins de fin de vie aux clients et les renseigner à cet égard.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Reconnaître les signes non verbaux face aux stressors physiques et/ou psychologiques.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Effectuer des irrigations (par ex. vessie, oreilles, yeux).	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Évaluer l’état nutritionnel du client et intervenir au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>

15. Évaluer le bien-fondé et l'exactitude de la prescription de médicaments pour le client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Titrer les dosages de médicaments en fonction de l'évaluation et des paramètres prescrits.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Administrer les médicaments de gestion de la douleur.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Effectuer des évaluations ciblées.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Fournir des soins préopératoires.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insérer, maintenir ou retirer une sonde gastrique nasale/orale.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Surveiller et maintenir les dispositifs et l'équipement utilisés pour le drainage (par ex. drains de plaies chirurgicales, aspiration de drain thoracique, traitement de plaie par pression négative).	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Fournir des soins postopératoires.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Maintenir une température optimale du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Évaluer l'efficacité du plan de traitement pour un client ayant reçu un diagnostic de maladie aiguë ou chronique.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants définit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ?
Sélectionnez une seule réponse.

- Aucune orientation officielle
 Enseignement en classe/laboratoire sur les compétences uniquement
 Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
 Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
 Autre, veuillez préciser :



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SECTION 2: EXPÉRIENCE ET ORIENTATION

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée
- Soins néonataux avancés
- Réanimation néonatale

Soins pédiatriques avancés

Réadaptation

Aucun

Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

Oui

Non



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SECTION 2: EXPÉRIENCE ET ORIENTATION

10. S'agit-il de votre fonction principale ?

Oui

Non



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SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail** ? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |
| <input type="checkbox"/> Autre(s), veuillez préciser : | |

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité ? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

Temps total approximatif (Heures) passées à l'exécution de l'ensemble d'activités

	0	1	2	3	4	5	6	7	8	>8
1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 4****SECTION 5 : DONNÉES DÉMOGRAPHIQUES**

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAA avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
- Métis
- Inuit (Esquimau)
- Blanc
- Chinois
- Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
- Noir
- Philippin
- Latino-Américain
- Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
- Arabe
- Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
- Coréen
- Japonais
- Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



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SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone avec l'indicatif régional pour vous joindre pendant la journée ou en début de soirée :

33. Adresse de courriel :



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Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

Web French Form 5

[RN 2021-5-FR](#)



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 5

INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN[®]) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX[®] pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



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Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 5

INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan
- Yukon

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non



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INTRODUCTION

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



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Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 5

SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique – Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s’applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l’importance, tel qu’indiqué dans la Question B, puis passez à l’activité suivante. Si l’activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l’avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l’importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l’exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Établir l'ordre de priorité de l'administration des soins aux clients en fonction de l'acuité.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Renseigner les clients et le personnel en ce qui concerne les responsabilités et les droits des clients.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Gérer les conflits entre les clients et le personnel soignant.	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Fournir des soins dans le cadre légal de l'exercice.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Suivre le plan et les procédures de sécurité (par ex. sécurité des nouveau-nés, violence, accès contrôlé).	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Participer aux mesures de planification et d'intervention d'urgence.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Promouvoir la sécurité du personnel.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Fournir des soins post-partum et un enseignement à cet égard.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Fournir des soins et de l'enseignement pour les clients adultes de 65 ans et plus.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Évaluer le client pour des abus ou des négligences, et signaler, intervenir et/ou transmettre à un plus haut niveau.	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Évaluer le potentiel de violence et prendre des mesures de sécurité.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Fournir des soins appropriés à un client qui subit des distorsions visuelles, auditives et/ou cognitives.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Aider le client à compenser une détérioration physique ou sensorielle (par ex. accessoires fonctionnels, positionnement).	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Évaluer la structure de sommeil/repos du client et intervenir au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>
15. Préparer et administrer les médicaments conformément aux droits d'administration des médicaments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Administrer des produits sanguins et évaluer la réponse du client.	<input type="text"/>	<input type="text"/>	<input type="text"/>

17. Participer au processus de bilan comparatif des médicaments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Reconnaître les tendances et les changements dans l'état du client et intervenir au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Prendre en charge le client pendant une procédure effectuée sous sédation modérée.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insérer, maintenir ou retirer un cathéter urinaire.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Exécuter les procédures de soins d'urgence.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Fournir et gérer les soins d'un client recevant une dialyse péritonéale.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Mettre en place et surveiller la photothérapie.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Reconnaître la physiopathologie liée à une affection aiguë ou chronique.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants définit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ?

Sélectionnez une seule réponse.

- Aucune orientation officielle
- Enseignement en classe/laboratoire sur les compétences uniquement
- Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
- Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Autre, veuillez préciser:



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SECTION 2: EXPÉRIENCE ET ORIENTATION

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée
- Soins néonataux avancés
- Réanimation néonatale

Soins pédiatriques avancés

Réadaptation

Aucun

Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

Oui

Non



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SECTION 2: EXPÉRIENCE ET ORIENTATION

10. S'agit-il de votre fonction principale ?

Oui

Non



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SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail** ? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |
| <input type="checkbox"/> Autre(s), veuillez préciser : | |

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité ? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

**Temps total approximatif
(Heures) passées à l'exécution de l'ensemble d'activités**

0 1 2 3 4 5 6 7 8 >8

1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.

2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.

3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.

4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.

5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.

6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.

7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.

8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 5

SECTION 5 : DONNÉES DÉMOGRAPHIQUES

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAA avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
- Métis
- Inuit (Esquimau)
- Blanc
- Chinois
- Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
- Noir
- Philippin
- Latino-Américain
- Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
- Arabe
- Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
- Coréen
- Japonais
- Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



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SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone
avec l'indicatif régional pour
vous joindre pendant la
journée ou en début de
soirée :

33. Adresse de courriel :



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Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

Web French Form 5

RN 2021-6-FR



Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 6

INSTRUCTIONS

Ce sondage est mené par le National Council of State Boards of Nursing (NCSBN®) au nom de votre organisme de réglementation. Il fait partie d'une étude exhaustive sur l'exercice de la profession d'infirmiers/infirmières nouvellement immatriculés ou autorisés (II/IA) dans les régions NCSBN qui utilisent l'examen NCLEX® pour les décisions sur l'attribution de l'autorisation d'exercer. Veuillez remplir et retourner le présent formulaire dès que possible. C'est pour vous l'occasion de contribuer au développement de l'examen NCLEX auquel les futur(e)s candidat(e)s se présenteront.

Veuillez lire attentivement chaque question et y répondre en choisissant l'option qui correspond le mieux à votre réponse. Choisissez la réponse qui convient le mieux à l'exercice de votre profession; sélectionnez la ou les réponses pertinentes. Quelques questions vous demandent d'écrire l'information. Veuillez taper votre réponse dans l'espace prévu.

Vous remarquerez que plusieurs questions vous demandent de faire le rapport de vos activités lors de votre dernière journée de travail. Il est important que nous obtenions l'information du personnel infirmier dont certaines journées de travail sont typiques et d'autres inhabituelles; veuillez donc répondre aux questions en fonction de ce que vous avez fait lors de votre dernière journée de travail, même s'il ne s'agissait pas d'une journée typique.

Au sens de ce sondage, le « client » peut être une personne, un membre de la famille ou un groupe qui comprend les partenaires et des membres de la population. Le terme « client » a le même sens que « résident » ou « patient ». Vos réponses seront traitées de façon confidentielle et aucune de vos réponses individuelles aux questions ne sera divulguée.



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Sondage Auprès des Infirmières et des Infirmiers Immatriculés/Autorisés (II/IA) - Formulaire 6

INTRODUCTION

1. Quel(le) est votre province/territoire d'immatriculation/autorisation ?

- Alberta
- Colombie-Britannique
- Manitoba
- Nouveau-Brunswick
- Terre-Neuve-et-Labrador
- Territoires du Nord-Ouest et Nunavut
- Nouvelle-Écosse
- Ontario
- Île du Prince Édouard
- Québec
- Saskatchewan

2. Travaillez-vous actuellement comme II/IA au Canada ?

- Oui
- Non



Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 6

INTRODUCTION

3. Dans le cadre de vos fonctions actuelles, fournissez-vous des soins directs aux clients ?

- Oui, 20 heures ou plus par semaine, en moyenne
- Oui, moins de 20 heures par semaine, en moyenne
- Non



Sondage auprès des infirmières et des infirmiers immatriculés/autorisés (II/IA) - Formulaire 6

SECTION 1 : ACTIVITÉS DE SOINS INFIRMIERS

Cette section comprend une liste des activités décrivant la pratique des soins infirmiers dans différents milieux. Veuillez noter que certaines activités pourraient ne pas s'appliquer à votre milieu de travail. Pour chaque activité, trois questions sont posées. Veuillez répondre à toutes les questions.

QUESTION A – Fréquence – Si l'activité est exécutée dans votre milieu de travail, à quelle fréquence (0 fois, 1 fois, 2 fois, 3 fois, 4 fois ou 5 fois+) avez-vous exécuté personnellement cette activité au cours de votre dernière journée de travail ? Si elle n'est jamais exécutée dans votre milieu de travail ou n'est pas applicable, sélectionnez « JAMAIS exécutée dans le milieu de travail », puis répondez à la Question B - Importance.

QUESTION B – Importance – Dans quelle mesure est-il important d'exécuter cette activité de soins infirmiers du point de vue de la sécurité du client ? Évaluez l'importance du point de vue du risque de complications inutiles, d'invalidité fonctionnelle, ou d'une grande détresse pour les clients. Notez toutes les activités.

QUESTION C – Le jugement clinique – Dans quelle mesure le jugement clinique est-il pertinent lors de l'exercice de cette activité infirmière ?

Le jugement clinique est défini comme étant le résultat observé d'une pensée critique et d'une prise de décision. Il s'agit d'un processus itératif qui utilise le savoir infirmier pour observer et évaluer des situations qui se présentent, identifier l'inquiétude principale d'un client et générer les meilleures solutions possibles fondées sur les faits pour offrir des soins sécuritaires au client.

REMARQUE : L'inclusion d'une activité dans ce sondage d'analyse de la pratique ne signifie pas que cette activité est ou serait incluse dans le champ de pratique des II/IA défini par une province particulière. Pour obtenir des informations sur votre champ de pratique, vous devez vous adresser à votre organisme de réglementation local.

Question A – Si une activité ne s’applique pas à votre milieu de travail, indiquez « Jamais exécutée dans le milieu de travail », sélectionnez quand même la note de l’importance, tel qu’indiqué dans la Question B, puis passez à l’activité suivante. Si l’activité est exécutée dans votre milieu de travail, donnez une note de 0 à 5+ représentant la fréquence à laquelle vous l’avez exécutée lors de votre dernier jour de travail, puis répondez à la Question B.

Question B – Notez l’importance globale de cette activité du point de vue de la sécurité et du risque de complications inutiles ou de détresse pour le client, comme suit : 1 = Non important, 2 = Légèrement important, 3 = Modérément important, 4 = Important, 5 = Très important.

Question C – Notez la pertinence globale du jugement clinique lors de l’exécution de cette activité infirmière, comme suit : 0 = Non pertinent, 1 = Utile, 2 = Important, 3 = Essentiel, NSP = Ne sais pas.

	A - FRÉQUENCE	B - IMPORTANCE	C - JUGEMENT CLINIQUE
1. Participer à des projets d’amélioration du rendement et à des processus d’amélioration de la qualité.	<input type="text"/>	<input type="text"/>	<input type="text"/>
2. Évaluer le besoin de recommandations et obtenir les prescriptions nécessaires.	<input type="text"/>	<input type="text"/>	<input type="text"/>
3. Utiliser les ressources pour favoriser des soins de qualité aux clients (par ex. recherche basée sur les données probantes, technologie de l’information, politiques et procédures).	<input type="text"/>	<input type="text"/>	<input type="text"/>
4. Pratiquer et préconiser des soins de manière efficace au niveau des coûts.	<input type="text"/>	<input type="text"/>	<input type="text"/>
5. Utiliser des principes ergonomiques lors de l’administration de soins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
6. Respecter les conditions requises lors de l’utilisation de moyens de contention.	<input type="text"/>	<input type="text"/>	<input type="text"/>
7. Fournir des soins prénatals et un enseignement à cet égard.	<input type="text"/>	<input type="text"/>	<input type="text"/>
8. Effectuer des évaluations approfondies de la santé.	<input type="text"/>	<input type="text"/>	<input type="text"/>
9. Évaluer la capacité du client à gérer ses soins à domicile et planifier les soins en conséquence.	<input type="text"/>	<input type="text"/>	<input type="text"/>
10. Évaluer le client pour un abus d’alcool ou d’autres drogues et/ou pour des toxicités et intervenir comme il convient (par ex. dépendance, sevrage).	<input type="text"/>	<input type="text"/>	<input type="text"/>
11. Évaluer le réseau de soutien du client pour mieux planifier les soins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
12. Fournir des soins à un client qui vit un deuil ou une perte.	<input type="text"/>	<input type="text"/>	<input type="text"/>
13. Effectuer une évaluation cutanée et mettre en œuvre des mesures pour maintenir l’intégrité de la peau.	<input type="text"/>	<input type="text"/>	<input type="text"/>
14. Évaluer les ingestas et excréta du client et intervenir au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>

15. Faire les calculs nécessaires pour l'administration de médicaments.	<input type="text"/>	<input type="text"/>	<input type="text"/>
16. Accéder aux (et/ou maintenir les) dispositifs d'accès veineux central.	<input type="text"/>	<input type="text"/>	<input type="text"/>
17. Manipuler et conserver les médicaments dans un environnement sécuritaire et contrôlé.	<input type="text"/>	<input type="text"/>	<input type="text"/>
18. Surveiller les résultats des tests de diagnostic et intervenir au besoin.	<input type="text"/>	<input type="text"/>	<input type="text"/>
19. Effectuer des prélèvements sanguins.	<input type="text"/>	<input type="text"/>	<input type="text"/>
20. Insérer, maintenir ou retirer une ligne intraveineuse périphérique.	<input type="text"/>	<input type="text"/>	<input type="text"/>
21. Surveiller et prendre soin des clients ventilés mécaniquement.	<input type="text"/>	<input type="text"/>	<input type="text"/>
22. Effectuer une aspiration.	<input type="text"/>	<input type="text"/>	<input type="text"/>
23. Gérer les soins d'un client portant un stimulateur cardiaque.	<input type="text"/>	<input type="text"/>	<input type="text"/>
24. Gérer les soins d'un client recevant une hémodialyse ou un traitement continu de suppléance rénale.	<input type="text"/>	<input type="text"/>	<input type="text"/>



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SECTION 2 : EXPÉRIENCE ET ORIENTATION

4. Depuis combien de mois travaillez-vous comme II/IA au Canada ?

5. Avez-vous déjà travaillé comme II/IA hors du Canada ?

- Oui
 Non

Si oui, combien de mois au total avez-vous travaillé comme II/IA hors du Canada ?

6. Lequel des énoncés suivants définit le **mieux** l'orientation que vous avez reçue dans vos fonctions actuelles ?

Sélectionnez une seule réponse.

- Aucune orientation officielle
- Enseignement en classe/laboratoire sur les compétences uniquement
- Enseignement en classe/laboratoire sur les compétences, plus du travail supervisé auprès des clients
- Travail auprès d'un ou de plusieurs précepteurs ou mentors désignés, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Stage formel/résidence, avec ou sans travail en classe ou laboratoire sur les compétences en plus
- Autre, veuillez préciser :



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SECTION 2: EXPÉRIENCE ET ORIENTATION

7. Si vous avez eu une période d'orientation, combien de **semaines** a-t-elle duré ?



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SECTION 2: EXPÉRIENCE ET ORIENTATION

8. Parmi les cours suivants, quels sont ceux pour lesquels vous avez obtenu un certificat ou que vous avez terminés depuis que vous avez fini vos cours en sciences infirmières ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Technique spécialisée de réanimation cardiorespiratoire
- Soins de base
- Gestion du comportement
- Soins cardiaques
- Chimiothérapie
- Soins intensifs
- Dialyse
- Intraveino-thérapie
- Sédation modérée
- Soins néonataux avancés
- Réanimation néonatale

Soins pédiatriques avancés

Réadaptation

Aucun

Autre(s), veuillez préciser :

9. Assumez-vous régulièrement des responsabilités administratives dans vos fonctions d'infirmière/infirmier (p. ex., gestionnaire d'unité, chef d'équipe, infirmière/infirmier responsable, coordonnatrice/coordonnateur) ?

Oui

Non



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SECTION 2: EXPÉRIENCE ET ORIENTATION

10. S'agit-il de votre fonction principale ?

Oui

Non



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SECTION 3 : ENVIRONNEMENT DE TRAVAIL

11. Lesquels des choix suivants définissent le **mieux** l'acuité de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Clients en bonne santé, possiblement atteints d'affections mineures
- Clients atteints d'affections chroniques stables
- Clients atteints d'affections chroniques instables
- Clients atteints d'affections aiguës, y compris les clients atteints de troubles médicaux, chirurgicaux, obstétricaux ou critiques
- Clients en fin de vie
- Clients qui ont des troubles du comportement/émotionnels
- Autre(s), veuillez préciser :

12. Lesquels des choix suivants définissent le **mieux** les âges de vos clients lors de votre dernière journée de travail ? **Sélectionnez toutes les réponses qui s'appliquent.**

- Pédiatrie (0 à 17 ans)
- Adultes (18 à 64 ans)
- Adultes (65 à 85 ans)
- Adultes (plus de 85 ans)

13. Lesquels des choix suivants définissent le **mieux** votre milieu de travail/domaine de spécialité **lors de votre dernière journée de travail** ? Si vous avez travaillé essentiellement dans un seul milieu de travail, sélectionnez la case correspondant à ce milieu de travail. Si vous avez travaillé dans plusieurs milieux de travail, sélectionnez la case correspondant à tous ces milieux de travail dans lesquels vous avez passé au moins la moitié de votre temps. **Sélectionnez deux réponses au maximum.**

- | | |
|--|---|
| <input type="checkbox"/> Soins intensifs | <input type="checkbox"/> Soins en fin de vie |
| <input type="checkbox"/> Hospitalisation médicale/chirurgicale | <input type="checkbox"/> Soins palliatifs |
| <input type="checkbox"/> Salle de travail et accouchement | <input type="checkbox"/> Longue durée |
| <input type="checkbox"/> Salle d'opération | <input type="checkbox"/> Réadaptation |
| <input type="checkbox"/> Pédiatrie | <input type="checkbox"/> En résidence |
| <input type="checkbox"/> Soins ambulatoires, cabinet de médecin ou cliniques | <input type="checkbox"/> Psychiatrie ou sous-spécialités (désintoxication, malade hospitalisé, externe) |
| <input type="checkbox"/> Soins à domicile | <input type="checkbox"/> Santé publique/Santé au travail |
| <input type="checkbox"/> Autre(s), veuillez préciser : | |

14. Lequel des types d'établissement/organisation suivants définit le **mieux** celui dans lequel se situe votre milieu de travail/domaine de spécialité ? **Sélectionnez une seule réponse.**

- Hôpital
- Établissement de soins de longue durée
- Établissement/organisation de soins communautaires ou ambulatoires (y compris service de santé publique, soins à domicile, clinique, école, prison, etc.)
- Autre, veuillez préciser :

15. Si vous travaillez dans un hôpital ou dans un établissement de soins de longue durée, quel est le nombre de lits de cette installation ? **Sélectionnez une seule réponse.**

- Moins de 50 lits
- 50 à 99 lits
- 100 à 299 lits
- 300 à 499 lits
- 500 lits ou davantage
- Je ne sais pas
- Je ne travaille pas dans un hôpital ou dans un établissement de soins de longue durée

16. Lequel des choix suivants définit le **mieux** votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- Journée
- Soirée
- Nuit
- Équipe alternante
- Autre, veuillez préciser :

17. Quelle est la durée de votre quart de travail **au cours d'une journée de travail typique** ? **Sélectionnez une seule réponse.**

- 8 heures
- 10 heures
- 12 heures
- Combinaison 8 et 12 heures
- Autre, veuillez préciser :

18. Lequel des choix suivants décrit le **mieux** le lieu de votre emploi ? **Sélectionnez une seule réponse.**

- Zone urbaine/métropolitaine
- Banlieue
- Zone rurale



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SECTION 4: DESCRIPTION DE VOTRE DERNIÈRE JOURNÉE DE TRAVAIL

19. Pendant combien d'heures avez-vous travaillé lors de votre **dernier quart de travail** ?

20. De combien de clients étiez-vous responsable lors de votre **dernière journée de travail** ? Cela comprend les clients auxquels vous étiez affecté(e) pour fournir des soins directs, indirects (par l'intermédiaire d'autres personnes telles que IAA ou fournisseurs non réglementés de soins de santé) ou pour assumer toute tâche ou autre responsabilité en matière de soins pendant toute votre journée de travail ou une partie de la journée dans votre milieu de travail.

21. Combien de temps avez-vous passé à exécuter chacun des types d'activités suivants lors de votre **dernière journée de travail** ? Pour chacun des ensembles d'activités, veuillez noter le temps approximatif que vous avez passé à exécuter ce type d'activité lors de votre **dernière journée de travail** en arrondissant à l'heure la plus proche. Par exemple, si vous avez passé 2,25 heures à exécuter un ensemble d'activités, sélectionnez l'option « 2 ». Si vous avez passé 3,5 heures à exécuter un ensemble d'activités, sélectionnez l'option « 4 ». De nombreuses catégories peuvent être exécutées simultanément; par conséquent, le nombre total des heures passées pourrait être supérieur au nombre total des heures de votre quart de travail.

**Temps total approximatif
(Heures) passées à l'exécution de l'ensemble d'activités**

	0	1	2	3	4	5	6	7	8	>8
1. Gestion des soins : Procurer et orienter des soins infirmiers qui améliorent le cadre de prestation des soins, en vue de protéger les clients/clientes et le personnel soignant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Sécurité et prévention des infections : Protéger les clients et le personnel soignant contre les risques pour la santé et les risques environnementaux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Promotion et maintien de la santé : Procurer et orienter des soins infirmiers des clients qui incorporent la connaissance de principes de croissance et de développement prévus, la prévention ou la détection précoce de problèmes de santé, et les stratégies à suivre en vue d'une santé optimale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Intégrité psychologique : Procurer et orienter des soins infirmiers qui favorisent et soutiennent le bien-être émotionnel, mental et social des clients qui vivent des événements stressants, ainsi que des clients atteints d'une maladie mentale aiguë ou chronique.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Soins de base et confort : Assurer le confort et aider à l'exécution des activités de la vie quotidienne.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Pharmacothérapies et thérapies parentérales : Procurer des soins associés à l'administration de médicaments et de traitements parentéraux.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Réduction du potentiel de risque : Réduire la probabilité que les clients développent des complications ou des problèmes de santé liés aux affections existantes, aux traitements ou aux procédures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Adaptation physiologique : Gérer et procurer des soins pour les clients atteints de problèmes de santé physique aigus, chroniques ou qui mettent la vie en danger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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SECTION 5 : DONNÉES DÉMOGRAPHIQUES

Dans cette section, on vous demande de fournir des renseignements généraux qui seront résumés pour décrire le groupe qui a répondu au sondage. Aucune réponse individuelle ne sera communiquée.

22. Avez-vous travaillé comme fournisseurs non réglementé de soins de santé avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

23. Avez-vous travaillé comme IAA avant de devenir II/IA ?

- Oui
 Non

Si oui, combien de mois ?

24. De quel sexe êtes-vous ?

- Masculin
 Féminin
 Je préfère me définir comme :

25. Quel âge avez-vous ?

26. Laquelle des options suivantes **décrit le mieux** votre origine raciale/ethnique ? **Sélectionnez une seule réponse.**

- Indien de l'Amérique du Nord (Premières nations)
- Métis
- Inuit (Esquimau)
- Blanc
- Chinois
- Sud-asiatique (p. ex., des Indes orientales, du Pakistan, du Sri Lanka, etc.)
- Noir
- Philippin
- Latino-Américain
- Asiatique du Sud-Est (p. ex., Vietnamien, Cambodgien, Malaisien, Laotien, etc.)
- Arabe
- Asiatique de l'Ouest (p. ex., Iranien, Afghan, etc.)
- Coréen
- Japonais
- Autre

27. Quelle est votre langue maternelle ?

- Anglais
- Français
- Anglais et une autre langue
- Français et une autre langue
- Une autre langue

28. Quel type de programme de sciences infirmières de base vous a qualifié(e) pour vous présenter à l'examen NCLEX-RN ? **Sélectionnez une seule réponse.**

- II/IA - Baccalauréat au Canada
- II/IA - Maîtrise au Canada
- II/IA - Doctorat au Canada
- Un programme de sciences infirmières NON canadien
- Maîtrise de base en cours
- Autre programme (veuillez préciser) :

29. Depuis combien de mois avez-vous terminé les études en sciences infirmières ci-dessus ?



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SECTION 6 : COMMENTAIRES

30. Nous pourrions communiquer avec certains participants par téléphone ou par courriel si nous avons besoin de renseignements supplémentaires pour clarifier les résultats de cette étude. Si vous souhaitez répondre à quelques questions supplémentaires par téléphone ou par courriel, veuillez fournir le numéro de téléphone où nous pouvons vous joindre pendant la journée ou en début de soirée.

31. Nom :

32. Numéro de téléphone
avec l'indicatif régional pour
vous joindre pendant la
journée ou en début de
soirée :

33. Adresse de courriel :



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Merci!

Merci de votre participation à cette importante étude.

Pour finaliser votre sondage, cliquant sur le lien [Soumettre le sondage](#) ci-dessous.

APPENDIX B: 2021 RN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

The National Council of State Boards of Nursing (NCSBN®) conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2021 RN Canadian Practice Analysis had an adequate analyzable response rate of approximately 21.8%, many individuals did not respond to the survey. Out of the 9,055 newly licensed/registered RNs who were invited to take the survey (9,000 received the English version, 55 received the French version), 2,457 returned the survey. NCSBN wanted to contact a sample of the invitees who chose not to participate in the survey to ascertain the reasons for not returning the survey and compare a sample of activity statements, as well as demographic information against the 2021 Canadian RN Practice Analysis survey responders.

Background of Study

NCSBN is responsible for the preparation of psychometrically sound and legally defensible licensure/registration examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure/registration examination.

Findings from the 2021 Canadian RN Practice Analysis Nonresponder Study provide possible reasons why individuals do not participate in surveys and differences between survey responders and nonresponders to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

Methodology

Sample Selection

A random sample of newly selected RNs who were invited but did not respond to the 2021 Canadian RN Practice Analysis survey was contacted via email and telephone. The sample was derived from the 9,000 newly licensed RNs who were invited to take the English version of the survey. There were 67 RNs from this sample that completed the email or telephone interview.

Survey Instrument and Process

Nonresponders were contacted via email and telephone, using emails and telephone numbers provided by NCSBN. First, an email of the nonresponder survey was sent out to the nonresponders. If the nonresponders were instead reached using the telephone, they were given the option to complete the nonresponder survey by email or over the telephone. Regardless of email or telephone, the nonresponders were first asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included the following: “too busy,” “did not care,” “do not like/trust surveys,” “did not receive,” or “other.” Second, individuals were asked demographic information in order to provide background on nonresponders, including employment setting/specialty, and length of time. Finally, nonresponders were asked to rate the frequency, importance and clinical judgment of 10 activities that were listed in the 2021 RN Practice Analysis survey. Nonresponders were thanked for their time and the data collected was recorded.

Nonresponder Results

Reasons for Not Responding

Reasons provided by the nonresponder RNs included “too busy” (31 responses or 46.3%), “did not receive” (25 responses or 37.3%), “did not care” (6 responses or 9.0%), “other” (4 responses or 6.0%) or “do not like/trust surveys” (1 responses or 1.5%).

Months Employed as an RN

Nonresponders were asked how many total months they worked as an RN. Nonresponders indicated that on average they worked 10.1 months as an RN, while responders averaged 7.1 months. The average number of months worked is greater because nonresponders were contacted about six weeks after the 2021 RN Practice Analysis was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty. The different nursing specialties/employment settings were well represented in this sample and are included in [Table B.1](#). The largest percentage (31.3% or 21 nonresponders) worked in medical-surgical units. Critical care units were also frequently cited (20.9% or 14 nonresponders). These results are similar to the 2021 Canadian RN Practice Analysis survey, which identified the largest percentage of responders worked in medical-surgical (29.9%) and critical care (8.3%). See [Table B.1](#).

Importance Ratings

In general, the importance ratings between nonresponders and responders were very similar, with no activity statement importance rating differing by more than one point. See [Table B.2](#).

Frequency Ratings

In general, the frequency ratings between nonresponders and responders were very similar, with no activity statement frequency rating differing by more than one point. See [Table B.3](#).

Clinical Judgment Ratings

In general, the clinical judgment ratings between nonresponders and responders were very similar, with no activity statement clinical judgment rating differing by more than one point. See [Table B.4](#).

Summary

The nonresponder study suggests that the main reasons individuals did not complete the survey were because they were either too busy or did not receive the survey. In summary, most of the activity statement ratings were quite similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2021 Canadian RN Practice Analysis results.

Table B.1. Employment Setting/Specialty*

Job Title	Nonresponders		Responders	
	Frequency	%	Frequency	%
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	14	20.9	163	8.3
Medical-surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	21	31.3	587	29.9
Pediatrics (including nursery)	4	6.0	71	3.6
Labor and delivery (including postpartum unit)	2	3.0	57	2.9
Psychiatry or any of its subspecialties (e.g., detox inpatient, outpatient)	3	4.5	80	4.1
Assisted Living	0	0.0	N/A	N/A
Operating room, including outpatient surgery and surgicenters	0	0.0	26	1.3
Long-term care (e.g., nursing home, skilled or intermediate care)	5	7.5	156	7.9
Residential (e.g., developmental disability)	0	0.0	12	0.6
Rehabilitation (e.g., subacute or transitional care unit)	3	4.5	47	2.4
Ambulatory care, physician office or clinics (e.g., physician/APRN/dentist office, occupational health, outpatient clinic)	0	0.0	40	2.0
Home health, including visiting nurses associations	1	1.5	40	2.0
Public health (e.g., public health/occupational health, student/school health, prison/correctional facility/jail)	7	10.5	39	2.0
Hospice care	1	1.5	10	0.5
Palliative care	N/A	N/A	106	5.4
Short Stay/Observational	0	0.0	N/A	N/A
Step-down/Progressive Care	0	0.0	N/A	N/A
Other	6	9.0	180	9.2

*Number of participants for Employment Setting/Specialty does not equal total number of participants in the survey because individuals may have indicated multiple responses.

Table B.2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	3.54 (n=67)	3.64 (n=87)
15	Recognize limitations of self and others and utilize resources	4.52 (n=67)	4.43 (n=102)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	4.19 (n=67)	4.06 (n=105)
54	Assess client ability to manage care in home environment and plan care accordingly	3.97 (n=67)	4.12 (n=82)
69	Incorporate behavioral management techniques when caring for a client	3.97 (n=67)	3.95 (n=96)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	3.16 (n=67)	2.86 (n=91)
101	Participate in medication reconciliation process	4.18 (n=67)	3.96 (n=102)
113	Manage client during a procedure with moderate sedation	3.94 (n=67)	3.86 (n=95)
126	Monitor and care for clients on a ventilator	4.22 (n=67)	4.25 (n=72)
136	Maintain optimal temperature of client	4.04 (n=67)	3.90 (n=100)

Table B.3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	1.16 (n=67)	1.45 (n=204)
15	Recognize limitations of self and others and utilize resources	3.69 (n=67)	3.9 (n=177)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	2.37 (n=67)	2.75 (n=204)
54	Assess client ability to manage care in home environment and plan care accordingly	2.85 (n=67)	2.9 (n=201)
69	Incorporate behavioral management techniques when caring for a client	3.30 (n=67)	3.19 (n=177)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	1.75 (n=67)	1.37 (n=178)
101	Participate in medication reconciliation process	2.42 (n=67)	2.52 (n=196)
113	Manage client during a procedure with moderate sedation	1.13 (n=67)	1.17 (n=199)
126	Monitor and care for clients on a ventilator	0.64 (n=67)	0.45 (n=202)
136	Maintain optimal temperature of client	2.63 (n=67)	3.14 (n=198)

Table B.4. Activity Statement Clinical Judgment Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
6	Participate in performance improvement projects and quality improvement processes	2.98 (n=65)	2.94 (n=80)
15	Recognize limitations of self and others and utilize resources	3.81 (n=67)	3.63 (n=102)
29	Follow security plan and procedures (e.g., newborn security, violence, controlled access)	3.36 (n=67)	3.2 (n=102)
54	Assess client ability to manage care in home environment and plan care accordingly	3.34 (n=67)	3.38 (n=79)
69	Incorporate behavioral management techniques when caring for a client	3.28 (n=67)	3.37 (n=92)
87	Recognize complementary therapies and identify potential benefits and contraindications (e.g., aromatherapy, acupressure, supplements)	2.68 (n=66)	2.62 (n=84)
101	Participate in medication reconciliation process	3.20 (n=65)	3.12 (n=99)
113	Manage client during a procedure with moderate sedation	3.47 (n=66)	3.17 (n=86)
126	Monitor and care for clients on a ventilator	3.50 (n=64)	3.69 (n=65)
136	Maintain optimal temperature of client	3.44 (n=63)	3.12 (n=95)



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