Seeking Status: The Process of Becoming and Remaining as an ED Nurse

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Background

• Nursing turnover rates (NSI, 2015)-
  2013: 16.5%
  2014: 20.3%
  2015: 21.7%

• Literature focuses on:
  • Burnout (Potter, 2006)
  • Stress (Laposa, et al. 2003)
  • Staffing (O’Mahoney, 2011)

• Literature does not provide a solution.
Purpose

• To explore and describe the process that nurses go through to become and remain as an ED nurse.
Methods

Grounded Theory
Core Category or Basic Social Process

Social Processes

Categories
- Codes
  - Raw Data
- Codes
  - Raw Data

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- Codes
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Categories
- Codes
  - Raw Data
Procedures

• Recruitment
• Interviews
• Saturation of data
Results:

Seeking Status

- Joining the Troops
- Working in the Trenches
- Passing Muster
- Earning Stripes
- Looking Ahead
JOINING THE TROOPS

Seeking a Difference
• (other units) boring & monotonous
• Desire for “the rush”
• Wanted to be “well-rounded”

Recognizing the Opportunity
• Personal experiences
• Volunteered there
• Floated there
• Worked there
• Family/friends
WORKING IN THE TRENCHES

**Being a Recruit**
- Given “tough” assignments
- Unsupported
- Unaccepted
- Watched over

**Understanding the Hierarchy**
- “new recruits” vs “senior nurses”
- Senior nurses do the watching
- “new nurses lack competence”
- “senior nurses nit-pick”
Recognizing Readiness

• Managing workload
• Communicates findings
• Recognizes who is sick and who is not
EARNING STRIPES

Shifting Responsibilities
• Care for the sickest
• Rotating assignments

Feeling the Identity
• Actualizing the dream
• Developed friendships
• Feel like an asset to the dept
LOOKING AHEAD

Entertain Change
• Stepping stone
• Management
• NP
• Further education

Stay the Course
• Don’t want to be new somewhere else
• Auto-pilot
• Feel stuck (need education)
• Comfort zone
CONCLUSIONS

- Two-tiered hierarchy
- Idealistic and realistic views misaligned
- Understanding and accepting hierarchy
- Passing muster is essential
Implications

• Emergency nursing practice
• Senior nurses in the workplace
• Nursing administration
Future Research

- Correlational studies
  - Camaraderie
  - Coping strategies
- Trait differences between senior/new nurses
- Intervention studies:
  - Orientation lengths
  - Management training of senior nurses
- Investigate way of feeling valued
- Investigate why they leave