

Preliminary Report, Mandatory Overtime by RNs in Louisiana
February 18, 2004

Survey question 1c:

Indicate the total number of hours you routinely work per week:

less than 40 hours/week	32%
40 hours/week	41%
greater than 40 hours/week	27%

Survey question 9c:

Are you routinely expected to work beyond your regularly scheduled shift or are you routinely expected to work additional shifts beyond those that were previously scheduled?

a. yes	37%
b. no	63%

Survey question 10c:

Indicate your agreement/disagreement with the following statement: "My employer regularly mandates (forces) me to work shifts or additional time against my desire or better judgment."

a. Strongly agree	7%
b. Agree	8%
c. Disagree	37%
d. Strongly disagree	48%

Survey question 11c:

In general, do your on-call and actual work-time combine to exceed 40 hours per week?

a. yes	28%
b. No	16%
c. Not applicable, I do not work call	55%

Survey question 12c:

Indicate your willingness to work beyond your regularly scheduled shift or extra shifts in the event of a terrorist attack or natural/industrial disaster.

a. Very willing	40%
b. Willing, but with reservations	43%
c. Unwilling, but would consider	15%
d. Very unwilling	3%

Survey question 13c:

Indicate your willingness to work beyond your regularly scheduled shift or extra shifts if a relief nurse is unavailable.

a. Very willing	16%
b. Willing, but with reservations	48%
c. Unwilling, but would consider	28%
d. Very unwilling	8%

Survey question 15c:

In general indicate the frequency that you work more than 12 hours in a single 24-hour period.

- | | |
|-----------------------------------|-----|
| a. One time per month | 20% |
| b. One time per week | 11% |
| c. Two to three times per week | 8% |
| d. more than three times per week | 3% |
| e. not applicable | 59% |

Summary:

The preliminary data is based on 115 responses from the Louisiana RN Population Survey in 2004 published in the December issue of the Pelican News and posted online at www.survey.lsu.edu/lanursesurvey/index.html. The survey will be mailed to an additional 1200 RNs in the state. A complete report will be forthcoming in April.

27% (n=111) of RNs responding indicated they worked more than 40 hours per week. 41% of respondents work 40 hours/week and 32% work less than 40 hours per week. From question 10c, 15% of respondents indicated that they are regularly forced or mandated to work overtime.

The majority of RNs (63%) responding to this survey do not feel that they are regularly expected to work beyond their scheduled shifts. The rather large minority response, 37%, who indicated that their employers do expect overtime work, is tempered by the responses to question 10c in which the overwhelming majority denied forced overtime. The RNs responding appear to have made a clear delineation between expected overtime work and mandated or forced overtime work.

For those RNs working on call hours (52 respondents) 62% indicated that work and on call hours combined exceed 40 hours per week. No other specific questions to on call time were included in the survey.

Louisiana registered nurses are overwhelmingly willing to work overtime in the event of a natural or industrial disaster or in the event of a terrorist attack. They are somewhat less likely to willingly work overtime if there is no relief nurse available. The responses indicate that more information would need to be provided before the RN would be willing to work due to unavailable replacement staff.

The respondents to the survey indicated no problem with the number of hours worked in a 24 hour period (question 15c). The majority of the respondents marked question 15c as “not applicable” possibly indicating that they do not routinely work 12 hour shifts. The question will be assessed again when full demographic data is available.

Conclusion:

Preliminary data indicate that Louisiana registered nurses

- are not experiencing mandated overtime, but possibly half of those who do work more than 40 hours are forced to do so;*
- are very willing to work overtime in the event of extenuating circumstances;
- who are required to be on call often exceed 40 hours per week of time dedicated to their employer.

*Assuming that the 15% of nurses saying they are mandated to work beyond their regularly scheduled shifts are also part of the 27% of respondents indicating they work more than 40 hours per week.