

Financial aid for students

Scholarships for nursing students, both undergraduate and graduate, are offered by many private agencies, hospitals, and schools of nursing.

A program of Federal scholarships for graduate work in nursing administration, supervision, and teaching was started in 1956 and has been extended through mid-1964. Under this program (administered by the U.S. Public Health Service), about 5,500 trainees have obtained advanced nursing education—including about 1,600 trainees during the school year 1959-60. Also, about 2,200 nurses received scholarships for short courses in 1959-60.

Experimental training programs

Educators in some junior and community colleges are developing associate-degree programs for training nurses. Instead of the traditional 3-year diploma course offered by hospital schools, the experimental collegiate courses take approximately 2 years, with repetitive practice reduced to a minimum.

Effective use of nurses

The United States Public Health Service, the Veterans' Administration, the American Nurses' Association and others are making studies to encourage better utilization of nursing skills. They are developing ways to determine whether professional nurses are performing clerical, house-keeping, or other routine duties which could be done by clerks, maids, practical nurses, or nursing aides. The findings are being used by hospital administrators and supervisors in planning new staff assignments in an effort to provide the best quality of nursing care.

Refresher training

Older or married women formerly active in nursing are being encouraged to return to work. To help them regain unused skills and learn new medical techniques, some hospitals offer refresher training—on either a formal or an informal basis.

Part-time work

Hospital administrators are increasing part-time work opportunities to attract older or married nurses willing to work half days or a few days a week. In the round-the-clock operations of hospitals, part-time workers can substitute for the regular staff on their days off and fill in on evening or night shifts. They can also provide extra help during the busiest hours of the day.

Checklist for Communities

How does your community rate when these questions are asked—

- Has your community a nurse recruitment program?
- Are nurses' salaries satisfactory?
- What financial aid is available for student nurses?
- Are new methods of nursing education being considered?
- Are nursing skills being used effectively?
- Are former nurses encouraged to return to work?
- Can refresher training be obtained readily?
- Are older women encouraged to become practical nurses?
- Can part-time jobs be arranged for married or older women?

Interested groups and community organizations may wish to review local needs for nurses and appraise current efforts toward meeting them. The success of communities in increasing and improving their nursing services is of vital importance to the health of the American people.

This leaflet is based on a report entitled "Nurses and Other Hospital Personnel—Their Earnings and Employment Conditions" (Women's Bureau Pamphlet 6 Revised), which can be obtained from the Superintendent of Documents, Government Printing Office, Washington 25, D.C. Price 25 cents.

For sale by the Superintendent of Documents, Government Printing Office, Washington 25, D.C. — Price 5 cents.

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Memo

To: Communities

Re: The Nurse Shortage



- Ideas
- Studies
- Programs

U. S. DEPARTMENT OF LABOR
ARTHUR J. GOLDBERG, Secretary

WOMEN'S BUREAU
MRS. ESTHER PETERSON, Director

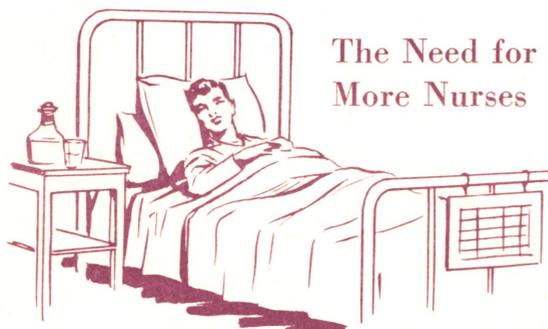
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Memo

To: Communities

Re: The Nurse Shortage



The Need for
More Nurses

A shortage of nurses faces many communities in our Nation. This shortage stems largely from the rapid increase in our population and the widespread public interest in good health and prevention of illness.

Although our nursing force is the largest in history—504,000 registered nurses in 1960—thousands of additional nurses are still needed to provide adequate nursing care. And the end of the problem is not in sight. The mounting demand of the American people for more nurses is expected to persist for many years to come.

A search is now on for new ways to obtain additional nursing personnel. The major ideas and measures developed to date are described briefly in this leaflet.

Hospital Salaries and Working Conditions

Earnings and employment conditions are important to consider in: Recruiting newcomers into nursing, holding trained and experienced personnel, and encouraging inactive nurses to return to work.

Here are some facts about the typical general duty nurse in non-Federal hospitals in 15 large metropolitan areas in mid-1960:*

- Earnings—
between \$70 and \$90 a week.
- Workweek—
40 hours on the average.
- Overtime work—
straight-time pay.
- Late-shift work—
premium of \$2.50 to \$10 a week.
- Holidays with pay—
6-8 in private hospitals.
9-13 in non-Federal Government hospitals.
- Paid vacations—
2 weeks after 1 year's service.
3 weeks after 5 years' service.
longer vacation after more service.
- Health and retirement benefits—
in almost all hospitals studied.

Among hospital nurses, the director of nurses received the highest earnings, averaging 65 to 85 percent more than a general duty nurse in most of the survey areas. A supervisor of nurses and a nursing instructor generally averaged about 20 to 30 percent more than a general duty nurse; and a head nurse, about 10 to 20 percent more. A practical nurse in over half the survey areas earned about 70 to 80 percent as much as a general duty nurse; and a nursing aide, about 60 to 70 percent as much.

A general duty nurse in the 15 areas earned, on the average, more than an X-ray technician but less than a medical social worker, medical record librarian, dietitian, physical therapist, or medical technologist.

Very few hospital nurses were provided meals or rooms in addition to cash salaries. Relatively more of the nurses received uniforms and/or laundry services.

*A detailed report—entitled "Earnings and Supplementary Benefits in Hospitals, Mid-1960" (BLS Bull. 1294)—of the survey made by the U.S. Department of Labor's Bureau of Labor Statistics can be purchased for 50 cents from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.

Average weekly earnings of general duty nurses employed by private and non-Federal Government hospitals in the 15 areas surveyed in mid-1960 were:

Area	Date	Average weekly earnings in—	
		Private hospitals	Non-Federal Government hospitals
Atlanta.....	June '60	\$67.00
Baltimore.....	June '60	73.00
Boston.....	June '60	78.50	\$83.00
Buffalo.....	June '60	78.00	87.00
Chicago.....	July '60	85.00	88.00
Cincinnati.....	June '60	73.50	83.50
Cleveland.....	July '60	82.00	82.50
Dallas.....	June '60	74.00
Los Angeles.....	Aug. '60	85.00	102.00
Memphis.....	July '60	68.00
Minneapolis.....	July '60	80.00	82.50
New York.....	July '60	81.00	86.50
Philadelphia.....	July '60	71.50
Portland, Oreg.....	July '60	79.50	81.00
San Francisco.....	Aug. '60	83.50	94.00



Ways To Obtain
More Nurses

There is no simple answer to the shortage problem. Several ways of expanding nursing services are being tried:

Intensive recruitment program

The Committee on Careers of the National League for Nursing (10 Columbus Circle, New York City 19) is coordinating a nationwide program to recruit more trainees for nursing. It has available for distribution a wide assortment of materials about nursing and will assist State and local committees, hospitals, and schools of nursing in their recruitment activities.