

## SUBMISSION TO RATIOS BILL

I have carried out five contracted research studies titled “Your Work, Your Time, Your Life” for the Queensland Nurses Union (2001, 2004, 2007, 2010, 2013). I was the lead investigator on four of the studies with the exception of the 2010 study when I was working in Singapore (but remained part of the team). These studies have been the first of this kind carried out nationally and internationally because they: a) collected data from all sectors of health service delivery (private acute, public acute, private community, public community, public and private aged care facilities); and b) have been collected over a 12 year period.

After each study, my team published the results in international peer reviewed journals. Publications are not only an ethical requirement of any scientific research, but also the peer review validates the results of the study. The impact of the results is known as the citation rate. I have included the Google Scholar citations of each paper in Table 1. The work has been cited by authors living in the UK, USA, Canada, Ireland, Europe (e.g. Sweden, Finland, Croatia), Asia (e.g. China, Hong Kong, Korea, Thailand), Africa (e.g. Nigeria, South Africa), Turkey, Iran, Lebanon and Kuwait (not an extensive list). The area of expertise of these authors is varied and includes nursing, medicine, and allied health (e.g. pharmacy, psychology). Table 1 outlines the studies and the international peer-reviewed journals in which the journals were published.

**Table 1: QNU “Your Work, Your Time, Your Life” studies, publication details and citation rates.**

Year of “Your time, Your Work, Your Life”	Authors and Year of Publication	Paper published	Google Scholar Citations
2001	Parker, V., Plank, A. & Hegney, D. (2003).	Adequacy of support for new graduates during their transition into the workplace: a Queensland, Australia study. <i>International Journal of Nursing Practice</i> , 9(5), 300-305.	32
	Hegney, D., Plank, A. & Parker, V. (2003).	Nursing workloads: the results of a study of Queensland Nurses. <i>Journal of Nursing Management</i> , 11, 307-314.	95
	Hegney, D., Plank, A. & Parker, V. (2003).	Workplace violence in nursing in Queensland. <i>International Journal of Nursing Practice</i> , 9(4), 261-268	142
2004	Hegney, D., Eley, R., Plank, A.,	Workforce Issues in Nursing in Queensland, Australia: 2001 and 2004. <i>Journal of Clinical Nursing</i> , 15(12),	79

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	Buikstra, E. & Parker, V. (2006).	1521-1530.	
	<b>Hegney, D.</b> , Eley, R., Plank, A., Buikstra, E. & Parker, V. (2006).	Workplace violence in Queensland, Australia: the results of a comparative study. <i>International Journal of Nursing Practice</i> , 12(4), 220-231	125
	<b>Hegney, D.</b> , Plank, A. & Parker, V. (2006).	Extrinsic and intrinsic work values: their impact on job satisfaction in nursing. <i>The Journal of Nursing Management</i> , 14, 271-281.	140
	Eley, R. M., Buikstra, E., Plank, A., <b>Hegney, D.</b> & Parker, V. (2007).	Tenure, Mobility and Retention of nurses in Queensland, Australia: 2001 and 2004. <i>Journal of Nursing Management</i> , 15, 285-293.	26
	Eley, R., <b>Hegney, D.</b> , Buikstra, E., Fallon, T., Plank, A. & Parker, V. (2007)	Aged care nursing in Queensland – the nurses’ view. <i>Journal of Clinical Nursing</i> , 16 (5), 860-872.	42
2007	Henwood, T., Eley, R., Parker, D., Tuckett, A. & <b>Hegney, D.</b> (2009).	Regional Differences Among Employed Nurses: a Queensland Study. <i>Australian Journal of Rural Health</i> , 17: 201-207	9
	Tuckett, A., Parker, D., Eley, R.M. & <b>Hegney D.</b> (2009)	‘I love nursing, but..’ – qualitative findings from Australian aged-care nurses about their intrinsic, extrinsic and social work values. <i>International Journal of Older People Nursing</i> , 4, 307–317	15
	<b>Hegney, D.</b> , Tuckett, A., Parker, D. & Eley, R. (2010).	Access to and support for continuing Professional Education amongst Queensland Nurses: 2004 and 2007. <i>Nurse Education Today</i> , 30, 142-149	35
	<b>Hegney, D.</b> ,	Workplace Violence: Differences in	61

Year of “Your time, Your Work, Your Life”	Authors and Year of Publication	Paper published	Google Scholar Citations
	Tuckett, A., Parker, D. & Eley R. (2010).	perceptions of nursing work between those exposed and those not exposed – a cross sector analysis. <i>International Journal of Nursing Practice</i> , 16, 188-202.	
	Parker, D., Tuckett, A., Eley, R. & <b>Hegney, D.</b> (2010).	Construct validity and reliability of the Practice Environment Scale of the Nursing Work Index (PES-NWI) for Queensland Nurses. <i>International Journal of Nursing Practice</i> , 16, 352–358	25
	Eley, R., Parker, D., Tuckett A. & <b>Hegney D.</b> (2010)	Career breaks and intentions for retirement by Queensland’s nurses – a sign of the times? <i>Collegian</i> , 17 (1), 38-42	6
2011	Tuckett, A., <b>Hegney, D.</b> , Parker, D., Eley, R & Dickie R. (2011).	The top eight issues Queensland Australia’s aged-care nurses and assistants-in-nursing worried about outside their workplace: A qualitative snapshot. <i>International Journal of Nursing Practice</i> , 17, 444-454.	5
	<b>Hegney, D.</b> , Eley, R. & Francis, K. (2013).	Queensland Nurses’ Perceptions of the preparation for practice of student registered and enrolled nurses. <i>Nurse Education Today</i> , 33: 1148-1152.	5
	Eley, R., Francis, K & Hegney, D. (2014)	Nursing and the nursing workplace in Queensland, 2001-2010: What the nurses think. <i>International Journal of Nursing Practice</i> , 20 (4), 366-374.	2
	Eley, R., Francis, K. & <b>Hegney, D.</b> (2013).	Career progression – The views of Queensland’s nurses. <i>Australian Journal of Advanced Nursing</i> , 30 (4): 23-31.	0
2013	<b>Hegney, D.</b> , Rees, C., Eley, E., Osseiran-Moisson, R., & Francis, K. (2015).	The Contribution of Individual Psychological Resilience in Determining the Professional Quality of Life of Australian Nurses. <i>Frontiers in Psychology</i> , 6, 1613. DOI:10.3389/fpsyg.2015.01613.	0 (published in December, 2015)
	<b>Hegney D.</b> , Eley R, Osseiran-Moisson R,	Work and Personal Well-being of nurses in Queensland: Does Rurality make a Difference? (2015). <i>Australian Journal of Rural Health</i> , 23, 346-351	0 (published in December

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	Francis K. (2015).		2015)

Our 2013 full report concluded that the findings in 2013 reflected a “workforce which has considerable concerns about the ability to provide safe care to patients/clients/residents”. We noted that “this theme had not been evident in our previous studies”. We stated that nurse perceptions were:

*“that the drivers for the concerns are mostly economic as Governments attempt to decrease health care costs through mechanisms such as changes to skill mix, the employment of less skilled nurses (workforce substitution), and decreased support for new staff. This is despite the considerable national and international evidence on the poor short and long term outcomes to patients when these mechanisms are used ... For the first time in these studies, there is concern from nurses over job security ...”.*

I believe that this body of work clearly supports the need to legislate nurse:patient ratios in Queensland.

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